

Rotha (company limited by guarantee)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

for the year ended 31 December 2022

Company Number: 302282



**the
wheel**

Stronger Charities.
Stronger Communities.



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DIRECTORS AND OTHER INFORMATION

Directors	Vincent Keenan (Chairperson) Inez Bailey Sarah Benson Aine Brady Jonathan Buttner Mary Doyle Ellen Farrell (appointed 11 April 2022) Sharon Foley (resigned 07 July 2022) Maria Heneghan Karen Horgan (resigned 28 January 2022) Cherif Labreche Kerry McLaverty (appointed 06 July 2022) Felix O'Regan Michael Smyth (appointed 01 December 2022)
Company Secretary	Jonathan Buttner
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	AIB 7/12 Dame Street Dublin 2
	Bank of Ireland Montrose Stillorgan Road Donnybrook Dublin 4
	Ulster Bank (closed March 2023) 33 College Green Dublin 2
Legal Advisors	Dechert LLP 3 George's Dock International Financial Services Centre Dublin 1
	A&L Goodbody IFSC 25-28 North Wall Quay Dublin 1
Registered Charity Number	20040963
Charity Tax Number	CHY13288
Chief Executive Officer (acting)	Tony Ward

FOREWORD FROM OUR CHAIRPERSON

It gives me great pleasure to report to our members, on The Wheel’s activities for the year ending 31 December 2022.

The Wheel is Ireland’s national association of charities, community and voluntary organisations, and social enterprises.

As the country emerged from the restrictions of the previous two years, 2022 has seen charities, community organisations and social enterprises continue to provide vital supports to society. Just as we emerged from Covid, the war in Ukraine began which increasingly put pressure on many organisations in our sector who turned their attention to help those affected, both in Ukraine and Ireland. The impact of these crises are unprecedented in modern times, however the sector has worked harder than ever before to aid the communities they support in an increasingly difficult fiscal environment due to escalating rates of inflation.

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

ONE COMMUNITY, STRONGER TOGETHER 2022-2026



2022 represented the first year of our new strategy and we worked hard to advance our strategic objectives during the year. The highlights included

Being an authoritative voice for the sector by continuing to advocate for the wellbeing of our members and the nonprofit sector as a whole. We made a submission on the Charities (Amendment) Bill 2022 in July, and briefed a Joint Oireachtas Committee in subsequent months. We were pleased to see our recommendations recognised in the resultant Committee Report, and understand that the updated bill is now progressing towards publication in summer 2023.

Supporting a diverse sector by the continued impact of the We Act campaign, as co-funded by the Department of Rural and Community Development and The Community Foundation for Ireland and with the collaboration of a

number of representative bodies within the sector (www.weact.ie). The campaign has continued to celebrate the impact of Ireland’s charities and community groups, and I look forward to it continuing in 2023 and beyond.

Building a community of members by growing our membership by 10% to 2235 members by year-end. Our diverse membership continues to represent the breadth of the nonprofit sector, with organisations large & small, local, national and international. Our members have a wide diversity of funding models from groups who rely on fundraising, those who provide essential public services and social enterprises trading successfully day-to-day.

Performing well to deliver success by having one of our busiest calendars to date with 7930 attendees at 119 member events, 70% of which were free for members. Included in that was our first in-person annual Summit since 2019 which featured our usual wide range of speakers and emerging topics of importance. With over 450 attendees it was our biggest yet and we were fortunate to feature in-person inputs from both Joe O'Brien, TD, Minister of State for the Department of Rural and Community Development, and An Taoiseach, Micheál Martin, TD.



CHAIR, VINCENT KEENAN & CEO, DEIRDRE GARVEY WITH AN TAOISEACH, MICHEÁL MARTIN, PRESENTING MEMBERS OF THE WHEEL WITH THE DR. MARY REDMOND AWARD ON BEHALF OF THE STAFF AND VOLUNTEERS OF THE SECTOR.

GOVERNANCE AND RISK

Our board of directors continues to be committed to demonstrating best practice and innovation in our governance and operations.

In 2022 we developed a hybrid working pilot which allowed staff the flexibility to work remotely, and to attend our offices or in-person meetings as necessary. Staff safety and wellbeing was one of our highest priorities during the year. Because of our staff's commitment to you, our members, they continued to provide the same high level of service, both remotely, and at our first in-person events in over two years.

While we continued to conduct the majority of our meetings online, we returned to in-person for meetings of our Board of Directors, enjoying the opportunities afforded to high-level analysis and strategizing in-person. Of particular note was our September joint meeting with the board and senior management of our peer organisation, Northern Ireland Council for Voluntary Action (NICVA). The focus of this meeting was the launch of the iCommunity Report, the culmination of phase 1 of the project which is a joint initiative of both organisations. iCommunity is an all-island project and part of the Shared Island Initiative. It supports nonprofit groups across the whole island to showcase, and develop all-island collaborative initiatives.

The organisation's finances and activities are described in detail later in this report (see p33). Of particular note is our annual review of our reserves policy, ensuring it continues to be aligned with the growth in our membership and training & support programmes in recent years. I'm pleased to report our unrestricted reserves grew to €957,675 by year-end, which is within our desired band for reserves. This growth should ensure we have adequate financial buffers in place to face the economic challenges of the ongoing cost of living crisis, and continue to provide much needed support to our members.

NEW FACES AND SOME DEPARTURES

I would like to thank Sharon Foley and Karen Horgan, who both stood down from the board in 2022, for their valuable contributions to The Wheel, particularly in the development of our new strategy. Likewise, I'd like to extend a very warm welcome to our newest board members, Ellen Farrell, Kerry McLaverty and Michael Smyth.

Some of the biggest changes to the organisation in 2022 were in its leadership team. We said goodbye to our outgoing Director of Finance & Operations, Tony Ward, and welcomed his successor, Fergal Moran.

Finally, we bid a fond farewell to our CEO of 22 years, Deirdre Garvey. Joining The Wheel as its first employee, shortly after its inception in 1999, Deirdre led the organisation to grow and flourish.

Under Deirdre's capable leadership, The Wheel has become a leading voice in civil society. Through our public policy and campaigning programmes, we give our members an important cohesive voice and an opportunity to shape the environment in which they operate. Our skills and Leadership Development programme sets the benchmark, and continues to drive up standards in the sector. Through our growing EU programme, The Wheel gives members access to new sources of funding, and opportunities to collaborate with partners across Europe.



VICE CHAIR INEZ BAILEY WITH CEO, DEIRDRE GARVEY, AND CHAIRPERSON, VINCENT KEENAN AT THE CELEBRATING OUR HEROES EVENT IN DECEMBER 2022.

On behalf of the board, The Wheel's employees, and our community of members, I want to thank Deirdre for her contribution and the legacy she leaves behind.

In closing, I would like to thank all our members, funders, supporters, staff, board and subgroup members and partners for their ongoing support, and wish you all continued success in your endeavours in the year to come.

Vincent Keenan
Chairperson



DIRECTORS' REPORT

The Directors are pleased to present their report and the audited financial statements for the year ending 31 December 2022.

1. SUMMARY OF THE WHEEL'S OBJECTIVES AND PRINCIPAL ACTIVITIES

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 our 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.

In 2022, we ratified and launched our new strategic plan, One Community, Stronger Together (2022-2026). The strategy defines our mission in support of our vision and adopts four strategic aims with underlying objectives to achieve it.

ACTIVITIES

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

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

Skills and Leadership Development: we provide a wide range of affordable unaccredited and accredited training to people working and volunteering in the sector. Our key offerings in this area are our training and development programme and the Leadership Academy (see below).

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

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

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

OUR VISION	OUR MISSION
A thriving charity and community sector at the heart of a fair, just and inclusive Ireland.	We champion the role of Irish charities and community organisations in building a flourishing society and support them to do work that has a positive impact
OUR VALUES	
Courageous: We are confident in standing up for what is right, we are not afraid to challenge the status quo and we dream big.	Accountable: We recognise that we are accountable to those we serve, the public and anybody else with an interest in our work.
Inclusive: We work hard to be truly inclusive in all aspects of our work, with a particular emphasis on listening to and acting on those voices that have previously not been heard.	Collaborative: We work in a collegial manner with our members and everyone else who wants our sector to succeed.

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

2. ACHIEVEMENTS AND PERFORMANCE

THE CONTEXT OF OUR WORK IN 2022

There were a number of significant developments in 2022 which affected charities, community and voluntary organisations, and social enterprises:

FUNDING AND INFLATION

Top of the priority list in 2022 was the issue of inflation. It impacted organisations across the board, who faced massive challenges around adequate pay, energy bills, and funding levels.

We campaigned for pay parity throughout the year for organisations funded under Section 39 (HSE), Section 56 (Tusla) and Section 10 (Housing Act/Homeless). As it stands, these arrangements do not allow for adequate staff remuneration and employment terms. Recruitment and retention have as a result become crisis issues; some organisations have reported 40% yearly staff turnover to us. After repeated engagements, this issue is clearly recognised by the respective funders, and we are continuing to seek action to address it.

We have also advocated heavily for adequate energy supports for the sector. We were delighted to see the CVESS scheme open in December for organisations not covered by existing schemes. There are outstanding issues in some instances for those who are part-funded from certain sources, and we are continuing to engage officials to ensure that such organisations are entitled to the full range of financial support.



IVAN COOPER, INCOMING CEO, IN CONVERSATION WITH MINISTER THOMAS BYRNE TD AT THE ACCESS EUROPE SHOWCASE IN DECEMBER 2022.



CHAIRPERSON, VINCENT KEENAN, & CEO, DEIRDRE GARVEY WITH AN TAOISEACH, MICHEÁL MARTIN AT SUMMIT 2022.

Our work to mainstream multi-annual funding and reduce insurance premiums also continued with renewed vigour, as this will help to provide much-needed stability and financial relief in the coming years.

CHARITIES ACT AMENDMENT

We made a submission on the Charities (Amendment) Bill 2022 in July, and briefed a Joint Oireachtas Committee in subsequent months. We were pleased to see our recommendations recognised in the resultant Committee Report, and understand that the updated bill is now with the legislative drafters and progressing towards publication in summer 2023.

The submission was developed in collaboration with Charities Institute Ireland, with legal input by Mason Hayes & Curran LLP, solicitors, and addressed a number of proposals that we were concerned would impact negatively upon organisations and their operations.

THE SECTOR'S REPUTATION

The next Irish Charity Engagement Monitor (ICEM) report is due in 2023, and we hope to see the sector's reputational recovery continue. In the most recent report in 2022, 62% of surveyed members of the public said that they trust charities "up to a point" or "a great deal", increased from 57% in the previous report.

In this context, the **We Act** campaign continues its vital work promoting positive stories from the sector. Most recently, its Christmas PR campaign has seen national coverage on Morning Ireland, Ireland AM, and in the Irish Times, along with regional coverage in many local newspapers.

ADVISORY GROUPS AND FORA

We are involved in a number of initiatives to enhance fruitful linkages between the state and the CV sector, and have continued developing our representative role with pride throughout 2022. Our involvements include the Health Dialogue Forum and Tusla's Commissioning Advisory Group, among others.

Our work on Social Enterprise saw the launch of the "Unlocking the Social Economy, Supporting Social Enterprise" report. The policy paper is a rallying call for all those who believe that we must move urgently towards an economy that works for people and the planet and that social enterprise is at the heart of this.

We continue working on themes of sustainability and just transition (which we have been strongly engaged with as members of Coalition 2030) with a new project, EMERGE, which commenced in December 2022. EMERGE is a training and mentoring programme designed to empower communities in the wider Midlands region to meet the challenges posed by Ireland's transition to a climate-proofed economy and resilient society and we look forward to delivering this programme in 2023.



MEMBERSHIP IN 2022

Our total membership number increased to 2,235 by 31 December 2022. Membership income, which allows us to provide as wide a range of supports as possible, grew by 7.1% – from €291,470 in 2021 to €312,301 in 2022. We were pleased to have a membership retention rate of 87% during 2022. Our aim is to achieve a 90% membership retention rate, which keeps us well above the industry average (the average member retention rate for a membership body in the UK is 83%).



2,235 MEMBERS
of The Wheel on December 31 2022

Since 2018, we have offered free membership to organisations with an annual income of less than €25,000 as we continue our drive to support the work of smaller, volunteer-only organisations. As of the 31 December, we are delighted to report that 775 (35%) organisations enjoy free membership of The Wheel.

We also extended supports to numerous cohorts of our membership and some highlights include, but are not exclusive to:

- A 30% group discount offering negotiated and agreed with the Family Resource Centre National Forum for all its members as well as the Local Links Networks
- Free access to Linea HR supports for organisations with 5 staff or less
- Continued the monthly-briefing for the CEOs of our larger member organisations
- Continued with significant online training in 2022 to ensure geographic location was not a barrier to access to our training content. Of the 145 events we delivered last year, 94 were free to members.
- We updated our member only offering where our members can have continued access to recorded training content 24/7.
- The launch of our Leadership Academy.
- Ran the first of what will be our quarterly funding roadshows for our members regionally. We are aware of the challenge of funding for organisations and are running these events in both urban and rural areas in each location we visit to include everyone we can. Our first was held in both Cork city and then in Dunmanway on two days in October 2022.

Internally we undertook a member service review in December 2022 to see how we can further improve our services and supports to our membership so we hope to implement and roll out many of these improvements throughout 2023 and beyond. We are also building resources internally to help our teams be more responsive to member needs so we hope that our members' interactions with our staff will continue to be a positive one.



MEMBERS OF THE WHEEL AT THE LAUNCH OF OUR PRE-BUDGET SUBMISSION AT LEINSTER HOUSE IN SEPTEMBER 2022.

SPECIAL PROGRAMMES IN 2022

We lay out on the following pages just some of the different programmes undertaken by The Wheel in 2022.

» Sector Skills

Co-funded by the National Training Fund, under the Department of Further and Higher Education, Research, Innovation and Science, this 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.

In 2022, this programme served 9,061 trainees across a range of programmes including 96 of The Wheel's own scheduled training events, plus further events with Training Links supported networks and for the first time, programmes delivered by partners, such as Carmichael and Grow Remote.

Alongside the welcome and gradual return to in-person events in 2022, participation in online training has remained strong. This blended approach to delivery has allowed us to reach new cohorts and increase engagement with employers.

In 2022 we engaged constructively and fruitfully with the OECD review of the National Skills Strategy. This provided an important opportunity to highlight the 170,000 employees in the community and voluntary sector and their upskilling and development needs. We worked closely with members on this, engaging our Skills and Innovation Member Network to help shape and guide our work in this area. We also hosted a well-attended event with the OECD team for sector employers in October and made a formal submission to the review shortly afterwards.

In a key milestone for our Sector Skills programme, 2022 saw the launch of The Leadership Academy which is detailed under its own heading below.

The dedicated funding initiative for employer-led training networks in the Community and Voluntary sector, Training Links, continued to grow and develop in 2022, with the a funding round that saw the establishment of a further 10 networks. These networks will deliver their training programmes across Ireland in topics as varied as anti-racism, digitalisation and bereavement support over the next two years.

Our strategic engagement with Ireland's Further Education and Training infrastructure deepened in 2022. We embarked on a strategic work stream with SOLAS, co-hosting two events which raised awareness amongst ETB Employer Engagement teams and CV sector employers of the opportunities for collaboration to address skills needs in our sector. We also continued to work closely with colleagues in Laois Offaly ETB and Grow Remote to promote the fully funded Leading Remote Teams programme.

As a member of the Sectoral Alliance for the Social Economy in Europe, The Wheel was pleased to join, as the only Irish partner, a 4 year EU Commission funded programme to map and address skills needs in the social economy. The baSE project kicked off in late 2022 and will deliver relevant research, skills profiling and training for the social economy in Ireland and across Europe over the coming years.

Having supported its development the previous year, The Wheel was delighted to join the Implementation Group for the Adult Literacy for Life 10 year strategy in 2022.



SENIOR SKILLS DEVELOPMENT MANAGER, MAIREAD O'CONNOR WITH ANNALISA O'CARROLL & BRENDAN MURPHY OF PRISM LEADERSHIP & CHANGE CONSULTING AT THE LAUNCH OF THE LEADERSHIP ACADEMY AT SUMMIT 2022.



WE ACT CELEBRATED NONPROFIT ORGANISATIONS AT EVENTS AROUND THE COUNTRY ON CULTURE NIGHT 2022.

» **We Act Campaign**

We Act is a national collaborative campaign to celebrate and elevate the work of the charity and community sector. 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.

Following on from the success of our launch, We Act continued to improve public awareness and understanding of the impact and value of the charity and community sector in Ireland throughout 2022. The campaign was funded by the DRCD in 2022, supplemented by funds from the CFI RTÉ Does Comic Relief grant from 2021. Additionally, a number of three-year funding commitments were secured from large organisations within the sector to support the campaign’s development into the future.

Key achievements for 2022 included:

- 120 stories told across our campaign platforms
- 81 pieces of media coverage, with highlights including a front-page story on the Irish Times and an appearance on Ireland AM
- 92,000+ views of our National Volunteering Week video
- 633 organisations received posters to display in high-footfall locations (e.g. charity shops)
- 920 attendees at our Marketing Masterclass series of training sessions for staff and volunteers
- 22 We Act events literally opened the doors of charities and community groups across the country at Culture Night 2022



WINNERS OF #OUREUSTORY AWARDS WITH STAFF OF THE WHEEL AND MINISTER THOMAS BYRNE TD AT THE ACCESS EUROPE SHOWCASE IN DECEMBER 2022.

» Access Europe

While the EU provides a wealth of opportunities to Irish organisations to engage in EU funded projects and activities, navigating all of these opportunities can be extremely challenging and even impossible for many organisations with lower capacity. As such, civil society is disproportionately missing opportunities that could have a transformational impact on the sector and Irish communities.

This is where Access Europe comes in. Thanks to funding from the Department of Foreign Affairs, The Wheel was able to establish this programme to act as a central hub for Irish civil society in relation to EU funding. Our goal is to support civil society organisations drawdown €12 million during the three-year lifetime of the programme.

Access Europe provides a number of services to organisations trying to start of scale up their EU funding journey, including:

Information & Awareness - We research the EU funding programmes for civil society and disseminate information.

Training & Special Events - We run information and training events around all aspects of accessing and managing EU funding.

Helpdesk Support - We provide advice and support to organisations throughout their EU development journey.

Network Building - We connect civil society organisations to national contact points and partners in Ireland and around Europe.

Access Europe is on track to meet its goal of supporting €12 million of funding drawdown for Irish civil society organisations by September 2023 as promised. Some highlights of the programme's success so far include:

- Funding for Irish organisations worth €9,131,495
- 47 organisations supported
- 67 events (external and internal) reaching over 3,300 people
- 106 one-to-one advice meetings

Through Access Europe, we have also introduced a number of new partnerships and innovations to The Wheel and the sector overall, including our Partner Database showcasing Irish civil society, partnerships with several statutory authorities, councils, and universities, and our #OurEUStory campaign highlighting the transformational impact of EU funding in communities throughout Ireland.

Finally, Access Europe has scaled up our capacity to represent the sector in the EU policy space. Notably, we have been able to play a direct role in shaping the EU's Social Economy Action Plan, and are ensuring that the Irish social economy is prepared to capitalise on opportunities that EU investment in this area will bring.

» **EU Engage**

EU Engage, funded by the European Union, started on 31 December 2020 and concluded on 30 June 2022. The project's overall aim was to engage Irish civil society, and by extension the thousands of communities they represent, as active European citizens. Over the project's lifetime, we achieved this aim through carrying out 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

Through these activities, we developed a policy section on our accesseurope.ie website that features 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 also recorded interviews with eleven of Ireland's thirteen MEPs, and disseminated all EU Engage content via an ambitious communications campaign. We concluded the project with an “Engaging with Europe” session featuring members of our EU Project Managers Network at our 2022 Summit event.

» **EaSI**

As of May 2022, The Wheel is the Irish national contact point for the EU's Employment and Social Innovation (EaSI) funding programme, which aims to support employment, social policy and labour mobility across the EU. We have already launched a dedicated EaSI website and helpdesk for Irish civil society organisations and are planning to hold an "EaSI in Ireland" kick-off event in 2023 to showcase the opportunities the programme provides to social enterprises and the wider community and voluntary sector. We will also participate in a job shadowing exchange with an EaSI National Contact Point in another EU Member State.

» **Birlikte Project**

"Birlikte-Together for rights-based CSOs in Turkey" is a project designed by STGM, the Association of Civil Society Development Center in Turkey. Supported by the European Union's "CfP: Civil Society Facility and Media 2020 - Supporting Core Functions of CSOs, Turkey" programme.

The target group for this project is civil society organisations that strive to create real impact by empowering their constituencies, building alliances, strengthening capacities in civil society and contributing to the civic space. The programme aims to contribute to a resilient rights-based civil society for improved promotion and protection of rights, civic space and participatory democracy in Turkey.

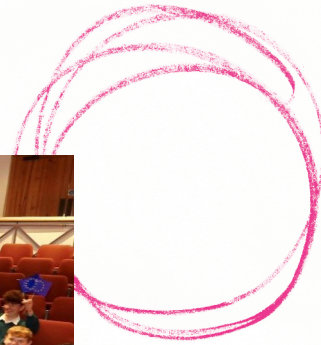
The Wheel serves as International Capacity Development and Networking Supervisor/Consultant on the Birlikte project. In this capacity we provide guidance and advice in areas such as project management, member engagement, advocacy work and capacity building/ training programmes through our demonstrated experience.

» **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 2021-2022, we achieved the following:

- In collaboration with the European Parliament Liaison Office (EPLO), The Wheel delivered the EPAS programme to 68 schools all around the country, specifically transition year students. The total number of students involved in EPAS was 3,045.



EPAS STUDENTS FROM THE SOUTH CONSTITUENCY CELEBRATING EUROPE DAY 2022 AT THE EPAS AWARDS CEREMONY WITH MEP'S BILLY KELLEHER, GRACE O'SULLIVAN AND SEAN KELLY.

- Due to ongoing Covid restrictions, we hosted many activities online including 50 school monitoring visits
- We created and sent four newsletters to our registered teachers, reaching an audience of 77, and maintained our dedicated EPAS email account, through which we interacted with teachers daily and provided support.
- We hosted a two-part webinar series with MEPs Barry Andrews and Colm Markey. These were well attended with over 180 students taking part.
- We designed and delivered an online Senior Ambassador teacher training session, attended by 34 teachers.
- We supported teachers to deliver the programme online and in person, hosting two networking sessions for EPAS teachers to share their experiences and best practice. We also hosted and maintained a networking platform where teachers could share their experiences and ask relevant questions.
- We presented to Estonian EPAS colleagues on EPAS in Ireland, and made suggestions based on our experience of how to improve the running of EPAS in Estonia.
- We hosted 3 awards ceremonies in person to celebrate the programme in the three MEP constituencies: Dublin, Midlands North-West and South. The Wheel MC'd these events and facilitated the Q&A session between students and MEPs. A total of 214 people attended the hugely successful ceremonies.

» **Foundations 4 Sector 3 (F4S3)**

Foundations 4 Sector 3 (F4S3) is an Erasmus+ funded project that concluded in November 2022 after 2 years. The Wheel, as lead partner, collaborated with three European partners: Wales Council for Voluntary Action (Wales), Sivis Study Centre (Finland), and the University of Bamberg (Germany). The budget for this two-year project was €214,076.



PROJECT PARTNERS FROM WCVA, SIVIS AND THE UNIVERSITY OF BAMBERG VISITING DUBLIN AS PART OF OUR F4S3 PILOT.

The purpose of the project was to design an induction-training programme for the non-profit community across the European third sector. F4S3 was designed for people who have recently started working or volunteering in the sector or those who have made a career change. The course provides participants with an overall understanding of how the third sector functions. The course comprises of 4 modules which focus on the landscape of the third sector, public policy and advocacy, and skills necessary to work in the sector.

All partners held two pilot training courses throughout 2022. These pilots were very successful, with 25 participants taking part in the training in Ireland and 105 overall, across the 4 partner countries. Due to COVID 19, the decision was made to hold both training courses online, over Zoom. Because of this, we were able to reach a wide audience all across Ireland.

All training materials and resources are now available to access freely on our website www.f4s3.eu. The F4S3 training programme was developed in line with the European Qualification Framework (EQF) Level 4 and learning was validated and certified using digital badges.

This 2-year project was hugely successful and has provided The Wheel and its members with a free, easy to use resource for those new to the sector.



» **RevitaLESE**

RevitaLESE is a 2-year Erasmus+ funded project that kicked off in February 2022. The Wheel is the lead partner and is collaborating with 6 other organisations across Europe: Dublin City University (Ireland), Skills Zone (Malta), Social Innovation Centre (Latvia), Knowl Social Enterprise for Education and Lifelong Learning (Greece), Synthesis Center for Research and Education (Greece) and Act Grupa (Croatia). The budget for this two-year project is €306,471.

The key objective of the RevitaLESE project is to highlight the importance of, engage with and assist to improve and revitalize the social mission and business model and activities of LESE (long established social economy) organisations. RevitaLESE is designed for social enterprise organisations who have been in existence for 5-7 years or more and have moved beyond the start-up phase.

All partners are working together to create a comprehensive training package which will be piloted in 2023 across all six countries. The training will comprise of five modules, covering all aspects of running a social enterprise:

- Assessment of Current Situation
- Maximising digital resources to serve client groups
- Better Social Outcomes
- Practical steps to implement the Green Agenda
- Better Economic Outcomes.

The programme will use a blended learning approach with both face-to-face learning and webinars. Learning will be validated and certified using digital badges.

Following an intensive 2-part pilot programme, RevitaLESE will launch in late 2023.

» **The Leadership Academy**

The Leadership Academy is where leaders from Irish charities, community organisations and social enterprises come together to learn from and inspire each other. Open to all, The Academy provides development opportunities, peer learning and networking, and resources to leaders at all stages of their leadership journey.

The Academy was formally launched at The Wheel's annual Summit in 2022, following almost a year of consultation and development. In September 2022, Sharon Hughes joined The Wheel as the first dedicated Leadership Academy Manager.

1896 ATTENDEES
at leadership events





FULL HOUSE AT OUR INAUGURAL BREAKFAST CLUB MEETING OF THE LEADERSHIP ACADEMY.

In the final quarter of 2022, The Leadership Academy focussed on meeting with stakeholders, developing the website and resource library, and community building, by developing opportunities for people in the sector at all levels of their leadership journey to come together, network and discuss the issues that matter to them pertaining to leadership.

The cornerstone events for The Leadership Academy will be the monthly Breakfast Clubs. Alternating between online and in-person, including regional venues, a full calendar of events is planned for 2023. The first Breakfast Club was held in December 2022 in Dublin with over 40 attendees.

2022 also saw the delivery of a range of accredited leadership programmes through The Wheel, including the Certificate in Charity Law, Trusteeship and Governance with the Law Society and Transformative Leadership, in conjunction with Community Action Network and Maynooth University. In 2022 leadership development opportunities were accessed by 1896 trainees through workshops, programmes and accredited learning.

» Social Enterprise

In September, we were delighted to be joined by our social enterprise members, local representatives and the Minister for Rural and Community Development, Heather Humphreys TD in launching our new social enterprise publication. *'Unlocking the Social Economy, Supporting Social Enterprise: A Platform for Progress'* frames the social enterprise landscape within the wider social economy in Ireland and in the EU.



CEO, DEIRDRE GARVEY WITH MINISTER FOR RURAL AND COMMUNITY DEVELOPMENT, HEATHER HUMPHREYS TD AT THE LAUNCH OF OUR SOCIAL ENTERPRISE REPORT IN ULSTER CANAL STORES.

In November, we re-launched our Social Enterprise Member Network with a consultative meeting with members. Attendees were asked to feedback on what a successful network would look like to them. This gave members a chance to network with one another and build a network that works for them. Our hope is to cultivate this network further in 2023, to inform a ‘bottom-up’ approach to our work in the social enterprise space which puts our members and their needs at its centre.

» iCommunity and Shared Island Initiative

iCommunity is a joint initiative of The Wheel and NICVA (Northern Ireland Council for Voluntary Action), and is supported by the Northern Ireland Department for Communities, the Shared Island Unit in the Department of the Taoiseach, the Department of Foreign Affairs Reconciliation Fund. The iCommunity project commenced on 6 December 2021 as part of Shared Island week by the Taoiseach’s office.

The project is a collaborative all-island project supporting community and voluntary sector organisations across the whole island to showcase, and develop all-island collaborative initiatives. A vision of how to build collaboration to address shared challenges was developed in iCommunity’s first year of existence. Focused on 5 themes related to challenges and opportunities best addressed on an all-island basis, iCommunity is building networks that are working to implement this vision.

The project brings people and communities together to explore key themes, make plans to work together and showcase what works in our communities.



AN TAOISEACH, MICHEÁL MARTIN AND NORTHERN IRELAND MINISTER FOR COMMUNITIES, DEIRDRE HARGEY, MLA WITH REPRESENTATIVES OF THE WHEEL AND NICVA AT THE LAUNCH OF THE ICOMMUNITY REPORT.

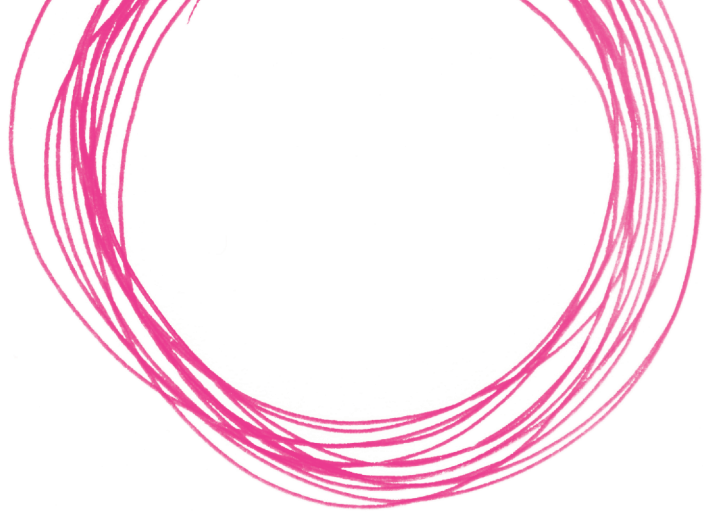
Together we are identifying and showcasing emergent local, regional, and all-island responses to challenges such as transitioning fairly to sustainability to meet the global challenge of Climate Change and the SDGs, rural connectivity and development, digital inclusion and remote work, and how to scale social enterprise and other responses to mitigate the impacts of the pandemic and other emerging crises.

On 3 October 2022 iCommunity launched the results, a vision for addressing challenges on our Shared Island. This vision was the result of months of engagement with the community and voluntary sector in both jurisdictions at events and via the Across Divides podcast. The launch took place in the historic Wood Quay venue on the grounds of Dublin City Council and featured addresses by An Taoiseach, Micheál Martin, and Northern Ireland Minister for Communities, Deirdre Hargey MLA.

» National Rural Network

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 is expected to finish in 2023.

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 2022, the results of our collective work for this programme were as follows:

- The membership of the NRN stood at 9,657 at the end of 2022.
- We held a major in-person conference in Athlone on 28th November, the EIP-AGRI National Conference 2022, with more than 200 delegates in attendance.
- A total of 16,847 people attended 72 conferences, seminars, training events, advisory committees and awards ceremonies run by the NRN.
- We produced 45 publications, including monthly e-bulletins, quarterly newsletters, and other newsletters, case study booklets and infographics on themes related to the Rural Development Programme and on the impact of the NRN.
- We collected and disseminated 62 good-practice case studies.



MINISTER JOE O'BRIEN SPEAKING AT SUMMIT 2022.

» Summit 2022

Over 400 people gathered at Croke Park on Wednesday 1 June for The Wheel's annual Summit for charities, community groups, and social enterprises. Joe O'Brien TD, Minister of State with responsibility for Community Development and Charities opened the event.

A series of stimulating morning plenaries focused on partnership working and leadership in our sector. In the afternoon, we hosted a series of parallel breakout sessions on topics such as funding, governance, human resources, and EU partnerships.

Speaking at the event, An Taoiseach, Micheál Martin, praised the role of charities and community groups during the pandemic and highlighted the value of the relationship between the State and our sector. We also used the occasion to launch our new Leadership Academy and Strategic Plan 2022-2026, which sets out our ambitious plans for the next five years.



DISCOVERY GOSPEL CHOIR PERFORMING AT SUMMIT 2022.

» Social Value Ireland

Social Value Ireland is a network of individuals and organisations who are interested in changing the way Irish society accounts for value. The network is coordinated by The Wheel, Quality Matters and Whitebarn Consulting and is an associate network of Social Value International. Launched in 2021, the network continued to grow and develop in 2022 hosting a range of networking and learning events for members, supporting in particular, those practitioners and organisations beginning to explore Social Return on Investment methodologies.

» Shared Services

Led by the National Youth Council of Ireland, the Shared Services project provides tailored support to small youth organisations in the areas of accounting and governance. The Wheel is proud to provide the governance support resource to the project. Throughout 2022 The Wheel delivered a range of supports and trainings to participating organisations focusing on areas such as the Charities Governance Code, Effective Communications, Strategic Planning & KPIs and Financial Management.



MEMBERS OF THE WHEEL AT THE CELEBRATING OUR HEROES EVENT IN NOVEMBER 2022.

» Celebrating Our Heroes

The Wheel hosted a special celebration on the evening of 13 December at the Museum of Literature Ireland (MOLI) in Dublin to highlight the contributions of some of the unsung heroes of our sector. Our members nominated 40 exceptional staff and volunteers whose work was highlighted at the gala event. Our community of members also used the occasion to celebrate the tremendous impact of The Wheel's founding CEO, Deirdre Garvey, who stepped down from her role at the end of 2022, after 22 years at the helm.

» National Guide to Pay & Benefits Report

In November 2022, we were delighted to present the fifth edition of the National Guide to Pay and Benefits in Community, Voluntary and Charitable Organisations, with the support of the Community Foundation for Ireland.

The world has seen huge changes since the last edition of this guide in 2019. These changes have in turn had massive impacts on our sector, which has weathered a pandemic and is facing a period of great economic uncertainty.

This guide provides valuable & quality research and is an excellent reference point and benchmark for the sector. It provides critical support to organisations around remuneration processes and will assist with wider HR strategy and planning during a time of hugely increased decision-making complexity.

EQUALITY, DIVERSITY AND INCLUSION

One of our HR strategic priorities has been the development of a Diversity & Inclusion policy for The Wheel, to encompass the board, our staff and our outward work with members and the sector. The aim was to enable us improve our understanding of equality, diversity and inclusion, our practices, and help understand more about how we can positively influence outcomes and change behaviours for The Wheel, our members and the sector.

To further this, in early 2022, the Governance & Nominations subgroup advanced some ideas and suggestions regarding what diversity & inclusion means for The Wheel. The Wheel Equality, Diversity and Inclusion Working Group was established to provide considerations for this subgroup in relation to an EDI policy development.

The EDI WG comprised of board, staff and members of The Wheel.

In addition, as there was more interest that there were places on the working group, a consultative group made up of staff and members was formed to enable further discussion that was then fed back to the group.

In September 2022, the working group produced its report. Based upon the principles and values expressed in this report, the board approved the EDI policy in December 2022.

Policy Implementation:

- Our EDI policy is an action-learning policy. There will be much learning in the implementation of this policy. It is a complex area of work which requires adequate investment of time and resourcing.
- The implementation of the policy is being led by the staff members of the working group.
- Many possibilities have been suggested as part of the implementation of this policy, including undertaking a diversity and inclusion audit.
- This work will be reviewed in late 2023/early 2024, to ensure the organisation is constantly learning, improving and is making every effort to effectively implement the policy.
- 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' in 2023, 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

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

Each aim has 5 strategic objects which are reflected in various programme and organisational updates in this report. We have also developed and approved over-arching operational priorities which allow us to review and assess progress throughout the year.

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.



We held **119 EVENTS**
with **7930 ATTENDEES**

Impact Assessment

In our strategy framework, the following strategic aims are in place against which we identify and measure our impact

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

In 2022 some of the impact of our work for each strategic aim, was as follows:

1. BEING AN AUTHORITATIVE VOICE FOR THE SECTOR	2. SUPPORTING A DIVERSE SECTOR
<ul style="list-style-type: none"> • Our recommendations from our submission on the Charities (Amendment) Bill 2022, and Joint Oireachtas Committee were recognised in the resultant Committee Report. • Launched our new strategy, <i>One Community, Stronger Together</i>. • Our advocacy for adequate energy supports for the sector saw the Community and Voluntary Sector Energy Support Scheme open in December for organisations not covered by existing schemes. • iCommunity Shared Island programme launched and phase one delivered with a keynote address by An Taoiseach, Micheál Martin. 	<ul style="list-style-type: none"> • We published the fifth edition of the National Guide to Pay and Benefits in Community, Voluntary and Charitable Organisations. • The We Act campaign continues its work promoting the impact of the sector and saw 62% of surveyed members of the public say that they trust charities, up from 57% previously. • We launched the Leadership Academy, which supports nonprofit leaders in coming together to learn from and inspire each other on their leadership journey. • Held the Access Europe Showcase in Croke Park that celebrated the impact of EU-funded projects on communities and organisations. Over €9 million funding was secured by the programme for 47 Irish organisations by year-end.
3. BUILDING A VIBRANT COMMUNITY OF MEMBERS	4. PERFORMING WELL TO DELIVER SUCCESS
<ul style="list-style-type: none"> • Membership rose to 2235 by the end of 2022, with a renewal rate of 87%. • We engaged with leaders of member organisations around the country via in-person meetings with our CEO, as well as events both nationwide and online. • Amplified the impact of our members through the We Act campaign and Good News Gazette and held a Celebrating Our Heroes event to highlight their good work. • Responded to 1369 support queries from members. 	<ul style="list-style-type: none"> • We delivered one of our most successful training calendars yet with 7930 attendees at 119 events, and an average satisfaction rating of 95%. • A further 93% responded that they had grown in confidence in their work following attendance at our training workshops. • We developed and implemented our Equality, Diversity and Inclusion Policy in conjunction with a working group of our members. • Our staff team grow to 31, offering greater capacity than ever before to support members.



WE ACT PROMOTED THE IMPACT OF NONPROFITS AROUND THE COUNTRY INCLUDING COMMUNITY FINANCE IRELAND, BUMBLEANCE, INVISIBLE DISABILITY IRELAND, POLIO SURVIVORS IRELAND, SCOUTING IRELAND, NA GAEL AERACHA.

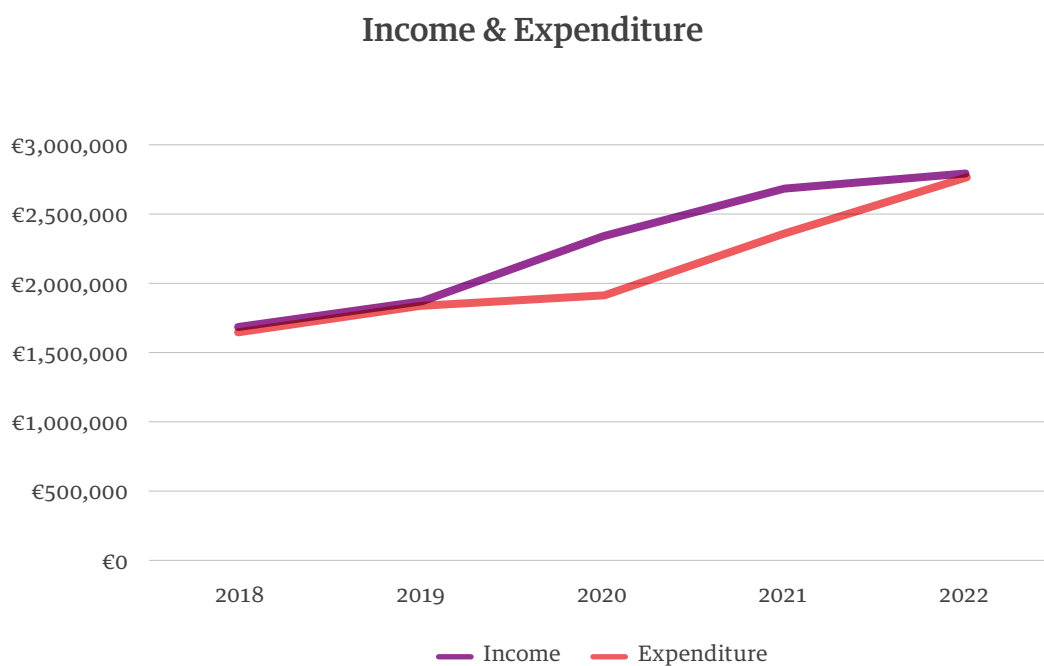


3.FINANCIAL REVIEW

RESULTS

In 2022, The Wheel had a total income of €2,794,972, an increase of 4% on 2021. Our expenditure was €2,775,421, up 17.5% on the 2021 expenditure.

Thus, The Wheel ended 2022 with a surplus of €19,551.



The major elements of expenditure in 2022, 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 on page 57.

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.

During the year there were three sources of income that were fully recognised in accordance with SORP; Shared Island funding; We Act 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 2022, restricted reserves in the amount of €98,851 has been carried forward to 2023 where the associated expenditure will be incurred.

FINANCIAL PERFORMANCE AND INCOME DIVERSIFICATION

In 2022 both statutory and income from other public sources such as the EU performed strongly as did other earned income from membership, training delivery, and other projects. Membership income continued to grow and at €312,301 was approximately 7% higher than 2021.

THE WHEEL'S MIX OF INCOME

Income Type	2022	%	2021	%
Public Funding	€1,933,370	69	€1,858,879	76
Earned Income	€380,837	14	€274,637	8
Membership	€312,301	11	€291,470	12
Other Income	€168,464	6	€263,840	4
Total	€2,794,972	100	€2,688,826	100

The main differences between income for 2022 of €2.795m and income in 2021 of €2.688m are:

- The holding of The Wheel's annual summit in Croke Park for the first time in three years
- An increase of approximately €98,000 in funding from European programmes.
- A reduction in Share Island funding of €25,000 and We Act funding from various sources of €71,000.
- Increase in earned income from membership and training of approximately €37,000

We were disappointed to learn that The Wheel's funding under the National Rural Network would no longer continue after early 2023. This funding stream provided €109,200 in 2022.

The board notes that securing income through membership and training involves a large volume of relatively low price-point transactions. However, because it tends to be repeatable, it is a reliable source of income, complimenting statutory funding and large grants. Also with recent systems and process enhancements and plans to further invest in these in 2023, 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 2021, is provided in note 4 of these financial statements.

FINANCIAL POSITION AT 31 DECEMBER 2022

The financial position (see page 58) showed a marginal improvement at 31 December 2022 compared to 31 December 2021. Net current assets increased from €1,003,689 to €1,017,986, representing a consistent trading performance year on year.

RESERVES POLICY AND LEVEL

The Board has set a reserves policy which requires:

- Reserves be maintained at a level which ensures that The Wheel's organisation's core activity could continue during a period of unforeseen difficulty.
- Reserves also be maintained to ensure the organisation can adapt and innovate during a period of growth or change.
- A proportion of reserves be maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the organisation's 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 €786,000 and €982,000.

- The Unrestricted reserves at 31 December 2022 now stand at €957,675, inclusive of designated reserves of €29,780, which is within the range determined by our updated reserves policy. This position is welcome and should ensure we have adequate financial buffers in place to face into any economic challenges that lie ahead. It will also allow us to continue to provide much needed support and services to our members and the sector and to continue to grow and innovate in delivering quality programmes.
- The Designated Reserves of €29,780 and the Restricted Reserves of €98,850 are both earmarked to be spent in 2023.

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 2022, 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 small surplus in 2022, has net current assets of €1,017,986 and total net assets of €1,056,526 at the year end. Of this figure €957,675 is reported as unrestricted reserves.

The Directors keep a watching brief on all activities and have approved a budget for 2023 with a breakeven outcome. In addition to our ability to increase the unrestricted reserves over the past three years or so, the directors are satisfied, subject to any ongoing uncertainty and having made reasonable assumptions that The Wheel can continue to carry out its activities and 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 which carries out regular checks and upgrades, and The Wheel also has cyber-liability insurance. Moving to cloud-based systems in recent years, including SharePoint, has made a huge difference to the organisation's ability to continue functioning smoothly while staff work 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 2022 is in compliance with the statutory requirements of the Fund as provided for in section 7 of the National Training Fund Act, 2000.

SOURCES OF FUNDING

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

4. STRUCTURE, GOVERNANCE, AND MANAGEMENT

DIRECTOR'S RESPONSIBILITY 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 surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



ATTENDEES AT THE ACCESS EUROPE SHOWCASE IN CROKE PARK, DECEMBER 2022.

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 and on the Companies Registration Office website (www.cro.ie).

GOVERNANCE CODE

The Charities Regulator published its Code of Governance in 2018, a system of core standards that registered charities are required to follow in order to be compliant. In 2021, and we declared ourselves in full compliance to the Regulator for the first time, and in line with their timelines to do so.

In 2022 we reviewed and updated the evidence basis we have in place to support our compliance with the 48 standards that apply to complex organisations. The board again reviewed, in full, the evidence basis, and we were again pleased to declare ourselves fully compliant to the Regulator in October 2022.



SENIOR SKILLS DEVELOPMENT MANAGER, MAIREAD O'CONNOR, SPEAKING AT SUMMIT 2022.

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.

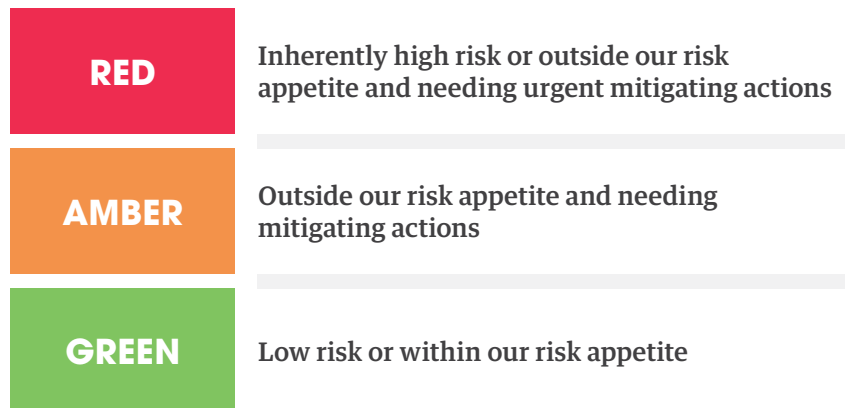
PRINCIPAL RISKS AND UNCERTAINTIES

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 board approved a new risk policy and risk register in December 2020. The policy is reviewed annually and the risk register is reviewed at each Finance & Audit subgroup and Board meeting, 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 & 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, then given a rating. The rating is compared to the risk appetite for the category and given a “RAG” (Red/Amber/Green) to determine if the risk when compared to the risk appetite is Red, Amber or Green.



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

RISK	MITIGATION
<p>Technology Cybersecurity - Loss or misuse of database, files or key programmes due to viruses or other external factors</p>	<ul style="list-style-type: none"> All systems now best-in-class (Microsoft, Salesforce etc.) & cloud-based with passwords and encrypted laptops; Laptops encrypted for use with passwords and Bitlocker protection 'Two-factor' authentication implemented Cyber security insurance cover in place Regular monitoring by retained IT support and most up to date firewall and protections in place; Procedures in place to reduce risk of online meeting intrusions
<p>Financial Management Statutory/EU Funding grants removed or lost through competitive tendering or non-compliance/contract delivery</p>	<ul style="list-style-type: none"> Whole of organisation approach through Business Development, Finance, Public Policy and Programmes to ensure contracts are retained and renewed and that relationships with funders are also maintained Management continue to diversify our funding pipeline and expand our income Many project tenders undertaken in partnership with other orgs to increase sustainability and reduce risk Many costs are subject to funding and as such would not be incurred in the case of a material hit to our income

RISK	MITIGATION
<p>Financial Management</p> <p>General risk to business of The Wheel caused by economic uncertainties and inflation</p>	<ul style="list-style-type: none"> • Regular updates and reviews of all costs and associated activities to continue while inflation remains a general risk to the economy • Well defined reserves policy, adequate to provide buffers against economic disruption • Whole of organisation approach through Business Development, Finance, Public Policy and Programmes to ensure contracts are retained and renewed and that relationships with funders are also maintained • Dedicated staff assigned to look after membership and key sources of unrestricted earned income, • Comprehensive framework of budget planning and monitoring • Regular updates and reviews of all costs and associated activities to continue while inflation remains a general risk to the economy" • Regular reviews of financial position throughout the year • Regular updates and reviews of all costs and associated activities to continue while inflation remains a general risk to the economy
<p>Human Resources</p> <p>Over reliance on key roles and resultant impact should key staff leave</p>	<ul style="list-style-type: none"> • Remuneration and other staff benefits are regularly reviewed to enhance recruitment and retention • Performance appraisal and staff training and development systems and processes in place • Focus on distributed leadership throughout organisation to ensure sharing of key priorities and operational knowledge • Regular strategic and operational interaction between Senior Management, CEO, Board & Board Subgroups • Organisational processes being documented to allow for low-impact handover • Line Managers Forum in place to ensure inter-team sharing of relevant knowledge minimising impact of capacity gaps • People Management Framework in place and reviewed on ongoing basis in line with best practice and line managers given ongoing training • Exit interviews in place to assess organisational learning opportunities for future recruitment • Focus on talent management and internal progression opportunities • Interim arrangements put in place pending recruitment of key roles
<p>Reputational</p> <p>Risk to reputation of The Wheel as a result of our own activities, the activities of our members, or within the wider sector</p>	<ul style="list-style-type: none"> • Strong internal procedures and policies in place underpinning our internal controls • Division of duties between board and CEO; • Regular meetings of senior management team within The Wheel • Communications & Crisis Communications policies in place • Crisis Communications Policy linked with specific mitigations in place for each campaign • Terms of Membership includes capacity to remove an organisation from membership; • Efforts on ongoing basis to represent and encourage best practice within membership and the sector • Board work closely with Senior Management and Policy Subgroup to understand emerging issues • Board code of conduct in place • Efforts on ongoing basis to represent and encourage best practice within membership and the sector • Regular meetings of public policy and communications teams and input from externally retained adviser on public affairs; • Professional indemnity and legal costs cover insurance in place

GENERAL GOVERNANCE INFORMATION

Board Elections

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. Each board member's term of office was updated to four years following amendments made to our constitution at an EGM in April 2022, the detail of which is noted below.

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

During 2022 there was one vacancy from the board cohort who are elected. This resulted in a full nominations and elections process per our Election Rules. We received nine eligible nominations from our full-membership organisations. Nominations were assessed against the election criteria by the Governance & Nominations subgroup and five were recommended to the board, and subsequently approved, to proceed to election by Full members. At the completion of the election, Kerry McLaverty, CEO of LauraLynn, was elected to the board and introduced to attendees at our Annual General Meeting in July 2022.

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



DISCOVERY GOSPEL CHOIR PERFORMING AT SUMMIT 2022.

Extraordinary General Meeting

An EGM was held on 4 April 2022, in the Temple Bar Hotel, Dublin 2. This meeting was called to allow Full members to vote on proposed amendments to our constitution, election rules, and terms of membership, noted below

1. Constitution

- Updates to language used to bring us in line with Companies Act 2014
- Dividing directors into 4 rotating term groups, each consisting of two elected and one co-opted member, in order to ensure board membership stability in any election year
- Elected and co-opted directors are announced at AGM, without requirement for a further vote by Full members

2. Election Rules

- Clarity that the Election Rules apply only to elected board members and not co-opted
- Reflects constitutional update that newly elected directors are announced at AGM, without requirement for a confirmation vote by full members at the meeting
- Update to reflect elections may take place online

3. Terms of Membership

- Clarity on process of removing Full and Individual/Associate members
- Stating that political parties may not become members
- Our organisation's values are noted by means of a link to our website, to allow for future update without a vote at AGM/EGM

The meeting was our first face-to-face event since March 2020, and included an opportunity for members to meet and network following the closure of the EGM. We were delighted that this meeting allowed us to hold an in-person event, and look forward to further opportunities to engage with members in the future.

The EGM was attended by 26 members and all resolutions were passed.

Annual General Meeting

The AGM was held on 7 July 2022 in the Temple Bar Hotel, Dublin 2. The meeting was held and discharged with a combination of proxies and attendees to ensure quorum and for voting purposes. Eighteen Full members attended the event, which was followed by a networking lunch to allow members to meet and interact with staff, board members, and other members.

Governance Review

Between September and December 2022, board and subgroup members participated in an external independent review of governance and board effectiveness. An external review of board effectiveness every three years is in line with guidance issued by the Charities Regulator and the organisation also conducts annual internal board assessment in the years outside this cycle.



CEO, DEIRDRE GARVEY & CHAIR VINCENT KEENAN WITH MINISTER JOE O'BRIEN AT SUMMIT 2022.

The review found that the board, overall, is confident in how it operates and is satisfied with the quality and dedication of the Chair, members, CEO, and executive. The report identified the opportunity for a number of enhancements and an implementation plan based on the findings and recommendations has been developed to be put into action commencing in 2023.

Equality, Diversity and Inclusion

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

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

In the 2022 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.



MINISTER HEATHER HUMPHRIES, TD, SPEAKING AT THE LAUNCH OF OUR SOCIAL ENTERPRISE REPORT.

Board Subgroups

The Wheel currently has five standing board subgroups: Finance & Audit, Policy, Staff & Employment, Governance & Nominations, and Remuneration. During 2022, an additional temporary subgroup, Human Capital Investment continued in order 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 and reviews 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 Subgroup Meetings and Attendance

The table lists all Directors of The Wheel, and non-board subgroup members, who served in 2022, and the record of their attendance at board and sub-group meetings.

Name	Board Meeting Attendance	Finance & Audit Subgroup	Policy Subgroup	Staff & Employment Subgroup	Governance & Nominations Subgroup	Remuneration Subgroup	Human Capital Investment Subgroup
Board Members							
Inez Bailey	6/6		4/4		4/5*	2/2	1/1
Sarah Benson	4/6		2/4				
Aine Brady	4/6		3/4*		4/5		
Jonathan Buttner**	5/6	5/5*				2/2	
Mary Doyle**	4/6		4/4				1/1*
Ellen Farrell**	5/6	3/4					
Sharon Foley	2/3			2/2*		1/2	
Maria Heneghan	4/6		4/4				
Karen Horgan	0/0			0/0	0/0		
Vincent Keenan	6/6*		3/4		5/5	2/2*	
Cherif Labreche	5/6	3/5		1/1			
Kerry McLaverty	3/3						
Felix O'Regan**	5/6		3/4	3/3 [^]	1/1		
Michael Smyth**	1/1						
Subgroup External Members							
Paul O'Sullivan					2/5		
Carol Conway					4/5		
Martin Craul		5/5					
Breda Hawkshaw		4/5					
Bernadette Gray		5/5					
Enda Doherty				3/3			
Oonagh Buckley				3/3			
Nina Arwitz			4/4				
Austin O'Sullivan			0/3				
Macdara Doyle			3/4				
Tom Collins							1/1
Denis Leamy							1/1
Emer Ni Bhradaigh							1/1
Attendance Rates	80%	86%	77%	100%	77%	88%	100%

*chairperson

**co-opted

[^]assumed role from September 2022



SUMMIT 2022 ATTENDEES IN DISCUSSION DURING A BREAKOUT SESSION.

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 Code of Conduct, governing documents for The Wheel, the strategic plan, board minutes from the previous 12 months, CEO reports from previous 12 months, organisational budget, and other relevant documentation.

The following meetings are scheduled for all new board members:

- Meeting the chairperson and chairs of sub-groups;
- Meeting the senior management team;
- Individual meeting 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

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

How Decisions Are Made

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

- The Company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Business acquisitions and disposals;
- Decisions on Litigation;
- Appointment/Removal of 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.



INCOMING CEO, IVAN COOPER, SPEAKING TO THE MEDIA OUTSIDE LEINSTER HOUSE AT THE LAUNCH OF OUR PRE-BUDGET REPORT IN SEPTEMBER 2022.

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 continues to adapt training and member engagement to online, in-person and hybrid models.

Following an extensive recruitment process, the board announced in April 2023 that our Director of Public Policy, Ivan Cooper, had been appointed as The Wheel's new CEO. Ivan will commence his role in May 2023. The board believes that Ivan's leadership will be instrumental in driving our mission forward to help us achieve our vision of a thriving charity and community sector at the heart of a fair, just and inclusive Ireland.

The Directors are satisfied that the activities of The Wheel can continue during 2023 and beyond.



STAFF OF THE WHEEL AT OUR REGULAR ALL-HANDS MEETING.

PLANS FOR FUTURE PERIOD

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

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

In 2023, we look forward to delivering on existing programmes as well as commencement on new programmes such as the following

- baSE project which will deliver relevant research, skills profiling and training for the social economy in Ireland and across Europe over the coming years.
- EMERGE, a training and mentoring programme designed to empower communities in the wider Midlands region to meet the challenges posed by Ireland's transition to a climate-proofed economy and resilient society.

We will continue to review plans for future periods.

By order of the board at its meeting held on 25 April 2023.

Vincent Keenan
Director

Jonathan Buttner
Director



**REPORT ON THE
AUDIT OF THE
FINANCIAL STATEMENTS**

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 2022, 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 2022 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://iaasa.ie/publications/isa-600ireland-revised-consultation-feedback-paper/>. 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: 11 May 2023

Rotha

STATEMENT OF FINANCIAL ACTIVITIES

(including the income and expenditure account)
as at 31 December 2022

	Notes	Restricted Funds 2022 €	Unrestricted Funds 2022 €	Total 2022 €	Total 2021 €
Income and Endowments from:					
Charitable Activities	4	2,093,650	266,929	2,360,579	2,303,025
Other trading activities	4	-	429,428	429,428	374,743
Donations and Legacies	4	-	4,965	4,965	11,058
Total Income	4	2,093,650	701,322	2,794,972	2,688,826
Expenditure on:					
Charitable Activities		2,123,126	564,576	2,687,702	2,291,023
Raising Funds		-	87,719	87,719	70,827
Total Expenditure	5	2,123,126	652,295	2,775,421	2,361,850
Net Income	6	(29,476)	49,027	19,551	326,976
Reconciliation of funds					
Total funds brought forward	14	128,327	908,648	1,036,975	709,999
Total funds carried forward	14	98,851	957,675	1,056,526	1,036,975

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 60 to 72 form part of these financial statements.

Rotha

STATEMENT OF FINANCIAL POSITION

as at 31 December 2022

	Notes	2022 €	2021 €
Non-Current Assets			
Property, Plant and Equipment	10	38,540	33,286
Current Assets			
Receivables	11	107,200	101,571
Cash and cash equivalents	12	1,412,694	1,400,309
		1,519,894	1,501,880
Payables: Amounts falling due within one year	13	(501,908)	(498,191)
Net Current Assets		1,017,986	1,003,689
Total Assets less Current Liabilities		1,056,526	1,036,975
Funds of the Organisation			
Unrestricted Funds	14	957,675	908,648
Restricted Funds	14	98,851	128,327
Funds of the Organisation	14	1,056,526	1,036,975

The notes on pages 60 to 72 form part of these financial statements.

The financial statements were approved by the Board of Directors and authorised for issue on 25 April 2023.



Vincent Keenan
Director



Jonathan Buttner
Director

Rotha

STATEMENT OF CASH FLOWS

for the year ended 31 December 2022

	Notes	2022 €	2021 €
Cash flows from operating activities			
Net income for the year		19,551	326,976
Adjustments for			
Amortisation of intangible assets		-	-
Depreciation of property, plant and equipment		13,925	9,316
(Increase)/decrease in receivables		(5,629)	74,160
Increase/(decrease) in payables		3,717	(7,610)
Cash generated from operating activities		31,564	402,842
Cash flows from investing activities			
Payments to acquire property, plant and equipment		(19,179)	(21,699)
Net cash used in investment activities		(19,179)	(21,699)
Net increase in cash and cash equivalents		12,385	381,143
Cash and cash equivalents at beginning of financial year		1,400,309	1,019,166
Cash and cash equivalents at end of financial year	12	1,412,694	1,400,309

Rotha

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2022

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 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).

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, 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	Total €	2022 Restricted €	Unrestricted €	Unrestricted donations €	Restricted charitable €	Unrestricted charitable €	Unrestricted training €	2021 Total €
National Training Fund	Department of Further and Higher Education	1,140,000	1,140,000	-	-	1,140,000	-	-	1,140,000
Earned income and corporate support		380,837	-	380,837	-	-	266,929	113,908	287,355
Memberships		312,301	-	312,301	-	-	-	312,301	291,470
Access Europe	Dept. Foreign Affairs	244,000	244,000	-	-	244,000	-	-	244,000
National Rural Network	Dept Agriculture and Food	109,200	109,200	-	-	109,200	-	-	109,000
SSNO	Pobal	89,963	89,963	-	-	89,963	-	-	90,000
C&V Pillar	Department Rural and Community Development (DRCD)	73,476	73,476	-	-	73,476	-	-	73,476
WeAct Campaign	DRCD	65,000	65,000	-	-	65,000	-	-	-
Shared Island Programme	Dept. Foreign Affairs	45,000	45,000	-	-	45,000	-	-	70,000
EU Schools Ambassador Prog	EU Parliament	44,600	44,600	-	-	44,600	-	-	44,660
WeAct Campaign	Others	44,000	44,000	-	-	44,000	-	-	-
Europe Aid - Birlikte		37,164	37,164	-	-	37,164	-	-	-
Erasmus Programme	EU Commission	36,673	36,673	-	-	36,673	-	-	31,200
HR Supports	Community Foundation Ireland	36,281	36,281	-	-	36,281	-	-	3,000
Erasmus RevitalESE (Leargas)		33,261	33,261	-	-	33,261	-	-	-
EASI		21,583	21,583	-	-	21,583	-	-	-
Engaging Europe	EU Parliament	18,985	18,985	-	-	18,985	-	-	29,334
BASE		14,207	14,207	-	-	14,207	-	-	-
DRCD PPN Supports	DRCD	14,113	14,113	-	-	14,113	-	-	-
Future of Europe/Other EU funding	EU Commission	11,145	11,145	-	-	11,145	-	-	14,709
Capital grant	Dublin City Council	9,999	9,999	-	-	9,999	-	-	-
Charity Impact Awards	Dept. Rural and Community Development	5,000	5,000	-	-	5,000	-	-	5,000
Member Services		3,219	-	3,219	-	-	-	3,219	-
VAT Compensation Scheme	Revenue Commissioners	2,527	-	2,527	2,527	-	-	-	2,567
Corporate support and other income		2,438	-	2,438	2,438	-	-	-	-
Europe for Citizens	Dept. Foreign Affairs and EU	-	-	-	-	-	-	-	12,500
Spark Change	EPA	-	-	-	-	-	-	-	5,444
Medtronic Covid Sector Supports	The Ireland Funds	-	-	-	-	-	-	-	18,269
WeAct Campaign	Community Foundation Ireland	-	-	-	-	-	-	-	180,000
Charity Impact Awards	Medtronic	-	-	-	-	-	-	-	36,842
Total income		2,794,972	2,093,650	701,322	4,965	2,093,650	266,929	429,428	2,688,826

5. EXPENDITURE

	Charitable Activities		Raising Funds		2022	2021
	Restricted	Unrestricted	Restricted	Unrestricted	Total	Total
	€	€	€	€	€	€
Wages and salaries	1,285,987	281,362	-	87,719	1,655,068	1,362,055
Training costs	313,435	-	-	-	313,435	360,681
Third party suppliers	181,762	80,232	-	-	261,994	205,684
Research	43,354	19,478	-	-	62,832	45,373
ICT costs	45,778	13,138	-	-	58,916	41,183
Rent and office utilities	43,068	12,360	-	-	55,428	47,719
Campaign costs	47,814	-	-	-	47,814	117,583
Annual conference	-	45,989	-	-	45,989	772
Professional fees	19,827	22,827	-	-	42,654	40,370
Meetings and events	24,607	7,062	-	-	31,669	2,078
Maintenance, equipment and IT	23,894	6,858	-	-	30,752	27,851
Marketing and communications	9,237	13,856	-	-	23,093	15,410
Staff training and development	17,723	5,087	-	-	22,810	16,931
Charity Impact Awards	20,182	-	-	-	20,182	15,722
Travel and expenses	14,259	4,092	-	-	18,351	4,337
Systems and Processes Upgrades	-	17,220	-	-	17,220	-
Insurance and bank charges	12,277	3,524	-	-	15,801	15,127
Depreciation and amortisation	-	13,925	-	-	13,925	9,316
Telephone	9,140	2,623	-	-	11,763	8,972
Design and printing	9,043	2,595	-	-	11,638	466
Miscellaneous	-	6,006	-	-	6,006	16,963
Subscriptions	-	5,843	-	-	5,843	4,857
Stationery	1,376	395	-	-	1,771	387
Postage, fulfilment and couriers	363	104	-	-	467	2,013
Total expenditure	2,123,126	564,576	-	87,719	2,775,421	2,361,850

	2022	2021
	€	€
Legal & professional fees	33,040	30,370
Auditors' remuneration	9,614	10,000
	42,654	40,370

6. NET INCOME

	2022	2021
	€	€
Net income is stated after charging:		
Depreciation of property, plant and equipment	13,925	9,316

7. EMPLOYEES AND REMUNERATION

Number of employees

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

	2022	2021
	No.	No.
Direct & Administration	29	24

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

	2022	2021
€60,000 - €70,000	2	2
€70,001 - €80,000	-	1
€80,001 - €90,000	1	1
€90,001 - €100,000	-	1
€100,001 - €110,000	1	0
	4	5

The staff costs comprise:

	2022	2021
	€	€
Wages and Salaries	1,390,325	1,176,698
Employers PRSI Costs	154,217	128,599
Pension costs	70,855	56,758
	1,615,397	1,362,055

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

	2022	2021
	€	€
Gross salary	99,249	92,937
Benefit in Kind (income protection plan)	2,035	1,244
	101,284	94,181
Employers pension contribution	11,309	5,535
	112,593	99,716

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 2022 took place in March 2022.

Directors Remuneration

The directors receive no remuneration and may claim out of pocket expenses. In 2022 Maria Heneghan was reimbursed for out of pocket expenses in the amount of €397.80. There were no other out of pocket expenses paid to directors during the year (2021: €NIL).

8. KEY MANAGEMENT COMPENSATION

	2022	2021
	€	€
Gross salaries and Benefit in Kind	391,882	430,096
Employers pension contribution	22,951	23,037
	414,833	453,133

Senior 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 Costs €
Cost	
At 1 January 2022	58,290
At 31 December 2022	<u>58,290</u>
Amortisation	
At 1 January 2022	58,290
Charge for the year	-
At 31 December 2022	<u>58,290</u>
Carrying Amount	
At 31 December 2022	<u>-</u>
At 31 December 2021	<u>-</u>

10. PROPERTY, PLANT AND EQUIPMENT

	Office equipment €	Computer equipment €	Total €
Cost or Valuation			
At 1 January 2022	11,337	62,886	74,223
Additions	8,693	10,486	19,179
At 31 December 2022	<u>20,030</u>	<u>73,372</u>	<u>93,402</u>
Depreciation			
At 1 January 2022	6,350	34,587	40,937
Charge for the year	3,675	10,250	13,925
At 31 December 2022	<u>10,025</u>	<u>44,837</u>	<u>54,862</u>
Carrying amount			
At 31 December 2022	<u>10,005</u>	<u>28,535</u>	<u>38,540</u>
At 31 December 2021	<u>4,987</u>	<u>28,299</u>	<u>33,286</u>

11. RECEIVABLES

	2022	2021
	€	€
Accrued Income (Note 11.1)	96,390	91,051
Prepayments	10,810	10,520
	107,200	101,571

11.1 Accrued Income

	2022	2021
	€	€
Leargas Erasmus	28,657	9,289
Events, commissions, training and sponsorship	28,470	16,041
National Rural Network	24,446	54,653
European programmes	12,217	10,120
WeAct campaign	2,000	-
Resource Point	600	948
	96,390	91,051

12. CASH AND CASH EQUIVALENTS

	2022	2021
	€	€
Cash and bank balances	1,412,694	1,400,309

13. PAYABLES

	2022	2021
	€	€
Deferred Income (Note 13.1)	357,892	353,430
Accruals	50,647	50,707
Payroll taxes	41,390	35,665
Trade payables	34,445	56,507
Staff pensions	12,462	-
Other payables	5,072	1,882
	501,908	498,191

13.1 Deferred Income

	2022	2021
	€	€
Membership income	171,119	166,126
Department of Rural and Community Development	82,500	138,500
Funding point	45,658	39,713
Base	36,937	-
Training income	11,385	3,455
European Commission	8,121	-
European Union Parliament	2,172	5,636
	357,892	353,430

14. STATEMENT OF FUNDS

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

- Restricted reserves of €98,851 (2021 : €128,327) 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 2023.
- Designated reserves of €29,780 are designated by the Board to be used for a systems & process review and enhancement being carried out in 2022 and 2023. It is funded out of cumulative unrestricted reserves.
- As part of our multi-year strategic plan we review the reserves policy of The Wheel to ensure it is prudently aligned with the significant growth in membership, training and support programmes in recent years and further planned growth in the years ahead.
- The reserves levels are reviewed annually and the most recent review recommended an increase to a target range of €786,000 to €982,000. The unrestricted reserves (including designated) at 31 December 2022 of €957,675 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, there were no transactions with related parties in 2022.

18. CAPITAL COMMITMENTS

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

19. GRANTS FROM POBAL

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

Scheme to Support National Organisations (SSNO)

The funding has been received from the “Scheme to Support National Organisations” (SSNO) programme. The current funding is for (a) the three year period from July 2019 to June 2022, and (b) a new programme from July 2022 to June 2025. The funding has been used to support salary costs of the organisation. The total agreed funding for the three-year periods amount to €269,158 and €272,303 respectively. The relevant amounts for 2022 are set out below.

	2022	2021
	€	€
<u>Pobal SSNO</u>		
Income Received - Current Tranche	89,963	89,618
<u>Expenditure Incurred</u>		
Salary costs	(89,963)	(89,618)
Surplus/Deficit	-	-

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 prior period amounted to €85,195. The relevant amounts are set out below.

Income Received	2022	2021
	€	€
Received during the year	-	85,195
Received after the year end	-	-
Total		85,195
	2022	2021
	€	€
Expenditure incurred		
Non-salary operating costs	-	85,195
Total	-	85,195
Surplus (restricted reserves) Note 14	-	85,195

20. 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 €70,855 (2021: €56,758).

21. 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

for the year ended 31 December 2022



Rotha

DETAILED INCOME AND EXPENDITURE ACCOUNT

for the years ending 31 December 2022 and 2021

	2022 €	2021 €
Income:		
Community and Voluntary Pillar	73,476	73,476
Scheme to Support National Organisations	89,963	90,000
National Training Fund	1,140,000	1,140,000
Europe for Citizens	-	12,500
Public Participation Network Supports	14,113	-
National Rural Network	109,200	109,000
Commissioned income	76,510	50,243
Access Europe	244,000	244,000
Other EU funding	147,684	88,703
Annual conference	60,780	5,826
Training events and contracts	129,639	139,522
Environmental Protection Agency contract	-	5,444
Funding Point	75,846	79,045
Membership income	312,301	291,470
Sponsorship and other income	121,179	45,258
Medtronic Sector Support	-	18,269
Eastern & Midlands Climate Action Regional Office	38,062	-
Resource Point	3,219	4,227
Charity Impact Awards/Better Together	5,000	41,843
We Act Campaign	109,000	180,000
Shared Island initiative	45,000	70,000
Total income	2,794,972	2,688,826
Less total expenditure	(2,775,421)	(2,361,850)
Net income	19,551	326,976

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

Rotha

DETAILED EXPENDITURE ANALYSIS

for the years ending 31 December 2022 and 2021

	2022 €	2021 €
Expenditure:		
Salaries including ER pension and ER PRSI	1,615,397	1,362,055
Subcontractors	39,671	-
Rent and facilities	55,428	47,719
Staff training and development	22,810	16,931
Membership and subscriptions	5,843	4,857
Charity Impact Awards	20,182	15,722
Training costs	313,435	360,681
Annual conference	45,989	772
Maintenance, equipment and IT	30,752	27,851
Stationery	1,771	387
Postage, fulfilment and couriers	467	2,013
Design and printing	11,638	466
Telephone	11,763	8,972
ICT costs	58,916	41,183
Insurance and bank charges	15,801	15,127
Third party suppliers	261,994	205,684
Campaign costs	47,814	117,583
Research	62,832	45,373
Meetings and events	31,669	2,078
Miscellaneous	6,006	16,963
Travel and expenses	18,351	4,337
Marketing and communications	23,093	15,410
Systems and processes upgrades	17,220	-
Professional fees	42,654	40,370
Depreciation	13,925	9,316
Total expenditure	2,775,421	2,361,850

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



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

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

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



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CHY Number: 13288
Company Number: 302282

