



Stronger Charities.
Stronger Communities.

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

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024



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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees

Vincent Keenan
Inez Bailey
Sarah Benson (resigned 25 June 2024)
Jonathan Buttner
Mary Doyle
Ellen Farrell (resigned 20 November 2024)
Cherif Labreche (resigned 23 July 2024)
Kerry McLaverty
Felix O'Regan
Michael Smyth
Caitriona Freir
Janis Morrissey
Kathleen Dowd (appointed 25 June 2024)

Company registered Number

302282

Registered Charity Number

20040963

CHY Number

CHY13288

Registered office

The Wheel
48 Fleet Street
Dublin 2
Ireland
D02T883

Company secretary

Jonathan Buttner

Independent auditors

RBK Business Advisers
Chartered Accountants and Statutory Audit Firm
Irishtown,
Athlone
Westmeath
N37XP52

Bankers

AIB
7/12 Dame Street
Dublin 2

Bank of Ireland
Montrose
Stillorgan Road
Donnybrook
Dublin 4

Solicitors

Mason Hayes & Curran
South Bank House
Barrow Street
Dublin 4

FOREWORD FROM OUR CHAIRPERSON



As Chairperson of The Wheel, I am pleased to present our Annual Report for 2024. This year, our 25th anniversary, has seen charities, community organisations and social enterprises continue to provide crucial supports to communities in Ireland and around the world.

The sector continues to work hard to support the communities they serve, navigating an increasingly challenging geopolitical environment both international and at home in our local communities. It is essential that The Wheel continue to support our members as they navigate this terrain, and I am proud of the work done to date under our social cohesion workshops.

The sector has remained at the forefront to ensure supportive and inclusive responses to the refugee and international protection crisis, while also making sure that all communities—especially those hosting new arrivals—have access to the services and support they need.

Following the General Election in November, a new programme for government was published early in 2025. I was pleased to see the asks within our General Election Manifesto being recognised in key areas within the programme and I look forward to The Wheel working closely with the Department of Rural & Community Development and its new ministers, Dara Calleary T.D. and Jerry Buttimer, T.D.

I would also like to acknowledge the appointment of Madeleine Delaney to the role of CEO of the Charities Regulator and look forward to our continued close working relationship with Madeleine and her colleagues. In a year of continued public and media scrutiny, the role of good governance and effective board oversight in charities remains critical in maintaining public confidence has never been more important and we look forward to working collaboratively with the Regulator to help promote these principles and the work of the sector in meeting our society's challenges

While meeting these challenges the sector continues to provide effective services across many areas

such as health, disability services, housing, older persons to name but a few. It is welcome to see the commitment in the Programme for Government on the area of disability and we welcome the recent WRC recommendations that are critical to many providers in recruiting and retaining staff. The Wheel will continue to facilitate these providers to ensure these recommendations are implemented in full on this occasion and in securing adequate overall resourcing to guarantee sustainability of all services provided by our sector in conjunction with and on behalf of the State.

Our mission of championing the role of Irish charities and community organisations in building a flourishing society has never been more important. I've been very proud of the impact we've had in 2024 in supporting the work of our members. The Wheel will continue to keep focused on the needs of the sector and how best our members' voice and the voice of the sector can be amplified to continue to make improvements that will support and enhance the sector. To that end we are very pleased with the increase in the national training funding from the Department of Further and Higher Education, Research, Innovation and Science and will continue to advocate for the sector to have its fair share from that fund.

OUR WORK IN 2024

Throughout this report, you will read about the support we gave to the nonprofit sector through our advocacy and campaigns, our membership services, and the diverse range of programmes and projects that we offered to communities around the country. Some of our work that I'm particularly proud of is as follows:

Our General Election Manifesto was developed in partnership with our members and developed with supports in mind to allow them to incorporate into their own campaigns and advocacy. I was pleased to see our asks being reflected, not only in the manifestos of political parties, but in the Programme for Government released in early 2025.

Attendance at our annual summit was sold-out and we were delighted to welcome over 600 delegates, speakers and exhibitors to Croke Park in May. Featuring 12 sessions led by our members alongside our plenary panels of speakers and guests, the spirit of community in the room was inspiring for all in attendance.

I was particularly proud of our We Act partnership with our friends in the Irish Red Cross on a very special campaign that focused on the positive impact that Ukrainian refugee communities have had on Ireland since they began to arrive in 2022. This nationwide campaign was featured in local and social media and podcasts, reaching over 2.4 million views for the video content alone, a reflection of the level of interest in these new communities and the quality of the campaign delivered by the We Act team.

SOME THANKS

Firstly, I would like to thank The Wheel's key funders including the Department of Further and Higher Education, Research, Innovation and Science and the Department of Rural and Community Development for their ongoing support of key programmes for The Wheel and the community, voluntary, charity and social enterprise sector.

I would like to acknowledge the invaluable work of our board and subcommittees who are entirely

voluntary and donate their valuable time and expertise to The Wheel and our mission.

I would particularly like to thank Sarah Benson, Ellen Farrell and Cherif Labreche who stood down from the board in 2024. Their contributions to the experience and work of the board were highly valuable, particularly through their work in our board subcommittees. Likewise, I'd like to extend a warm welcome to our newest board member, Kathleen Dowd who joined us in June.

At staff level, in early 2025, Ivan Cooper left his role as CEO. Ivan has been an integral member of our senior leadership team for almost 20 years, first as Director of Public Policy and then as CEO. I want to thank Ivan for his dedication and hard work, which has helped both The Wheel and the wider sector achieve so much over the years and I wish him every success as he moves on to pursue other opportunities.

The Board are committed to ensuring continuity in the important work of The Wheel in representing our members and the broader sector we will continue to steward the organisation during the recruitment process.

I would like to thank the full staff team for their tremendous work throughout the year. As you read this report, the quality of service delivery from our people will be clear. The work of our staff and their commitment to serving our members is much appreciated by me and the board.

As 2025 will be the final year of my term as chairperson, I want to express my support for our incoming chair, Inez Bailey. Inez served as the Board's Vice Chair during my tenure and will continue to be an exceptional leader in her new role. Our trustee Kerry McLaverty has also been announced as Vice Chair, with both commencing their roles after this year's AGM. I look forward to the strong leadership and stewardship both will offer The Wheel, and the wider sector.

My final thanks are to you, our members. Without your support, and the work you do, The Wheel simply would not exist and it's been a privilege.

I wish you all continued success in the coming year.



Vincent Keenan
Chairperson

Chair, Vincent Keenan
on-stage at Summit 2024



REPORT FROM THE FINANCE, AUDIT & RISK SUBCOMMITTEE



As Chair of the Finance, Audit & Risk Subcommittee, I'm pleased to report that in 2024, The Wheel continued to manage its finances prudently while maintaining strong

advocacy and support services for our members and the wider sector. Despite a challenging economic environment in Ireland, we ended the year in a stable financial position, enabling us to continue to deliver vital services and advocate effectively on behalf of our community and voluntary sector.

While this has resulted in higher staff costs, it has also allowed us to successfully secure new funding and deliver additional programmes.

Looking ahead to 2025, an uplift in the allocation of our funding via the National Training Fund represents a significant investment in both The Wheel and the sector and we look forward to delivering on that trust. This investment is a major contribution to our core funding. In the year to come we will continue to focus on diversified streams of income, including through membership and other earned income, to reduce the risk of over-reliance on a single source of funding.

INCOME & EXPENDITURE

Total income for the year was €3,024,784, reflecting a modest increase of 1.5% on 2023. Expenditure totalled €3,028,952, up 2% on the previous year. This resulted in a small deficit of €4,168 for the year.

As in previous years, the bulk of our spending (57%) related to staffing costs for delivering member services, training, information, research, and advocacy, as well as the continued rollout of the National Training Fund Sector Skills programme. An additional 20% of costs were associated with third-party suppliers and the direct delivery of events and training.

I would like to extend my thanks to all who contribute to our income, our funders, our members and all who use our services

SUSTAINABLE INCOME STREAMS

A diversified income base continues to be central to our financial sustainability. This approach has enabled us to reduce dependency on any single source, adapt to changing funding landscapes, and increase our capacity through strategic staffing.

INCOME BREAKDOWN FOR 2024

Income from public sources made up 66% of the total, while earned income through membership and training accounted for 26%. Other income saw significant growth largely due to income related to the We Act campaign and the Pay & Benefits survey.

In 2024, membership fees for larger organisations were increased for the first time since 2016, and renewals moved from a quarterly to calendar year basis. Despite these changes, membership applications and renewals remained strong and membership income grew by 16%, enabling us to continue offering a broad range of supports.

Notably, income from the VAT Compensation Scheme more than doubled, reflecting the impact of our successful advocacy efforts to expand this scheme in Budget 2024.

RESERVES AND FINANCIAL HEALTH

The Board continues to review and manage The Wheel's reserves in line with a robust policy designed to ensure continuity during difficult times and flexibility during growth. Our target reserves range is set at €730,000 - €1,125,000, set by a risk assessment that takes into account business interruption costs over a sustained period. As of 31 December 2024, unrestricted reserves stood at €972,095 inclusive of designated reserves, which is within this target range.

This solid financial footing provides the foundation to continue supporting our members and the sector, while allowing us to invest in innovation and respond to emerging challenges.

The Board has approved a balanced budget for 2025. Based on our financial position, our track record of delivery, and realistic assumptions about income, the trustees are confident that The Wheel remains a going concern and will continue to meet all obligations in the year ahead.

In closing, I would like to thank our Finance team, the Finance, Audit & Risk Subcommittee, and the Board for their careful stewardship of The Wheel's resources. Our focus remains on delivering high-impact services to members while maintaining the financial health necessary to support and grow a vibrant, resilient charity and community sector.

Jonathan Buttner

**Chair of the Finance, Audit & Risk Subcommittee,
Trustee & Company Secretary**



OUR BOARD

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



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



Kathleen Dowd, has 20+ years' experience in community, nonprofit, and education sectors. As Director of Programmes at Longford Women's Link, she oversees governance, finance, and education. A passionate advocate for adult learning, she helped expand a childcare project into a county-wide program. She represents LWL on committees focused on community safety and the Ukrainian refugee crisis.



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



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



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



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



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

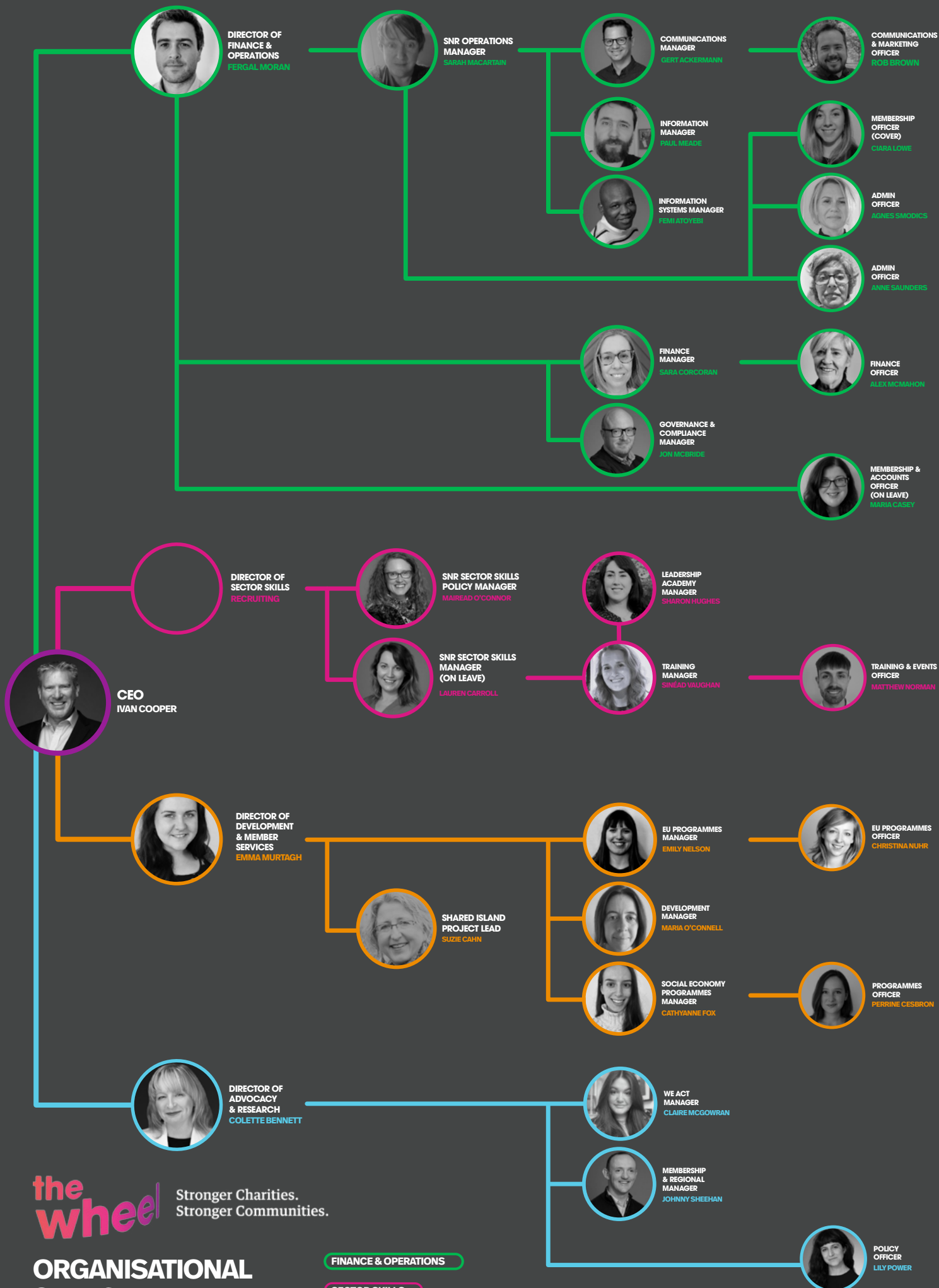


Felix O'Regan, retired Director of Public Affairs with the Banking and Payments Federation Ireland, served the organisation for 30 years. With a background in public affairs and stakeholder relations, he has also been involved in voluntary roles, serving on the boards of Social Finance Foundation, Microfinance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



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





the wheel Stronger Charities.
Stronger Communities.

ORGANISATIONAL STRUCTURE

DECEMBER 2024

FINANCE & OPERATIONS

SECTOR SKILLS

DEVELOPMENT & MEMBER SERVICES

ADVOCACY & RESEARCH

OUR YEAR IN NUMBERS

EUROPEAN PROGRAMMES



TOTAL ACCESS EUROPE
FUNDING SECURED

€14,091,502
FOR 122 ORGANISATIONS



10%
INCREASE ON 2023
FUNDING

65

EUROPEAN PARLIAMENT
AMBASSADOR SCHOOLS
WITH 4241 STUDENTS



WE ACT

61%

PUBLIC TRUST
IN CHARITIES



14
CAMPAIGN
MEDIA
APPEARANCES

25

CULTURE NIGHT
EVENTS



3,352,198

VIDEO VIEWS



OUR WORK IN NUMBERS

MEDIA INTERVIEWS
AND MENTIONS

24



QUERIES
ANSWERED

1,295



FOLLOWERS ON
SOCIAL MEDIA

41,222



VISITED
WHEEL.IE

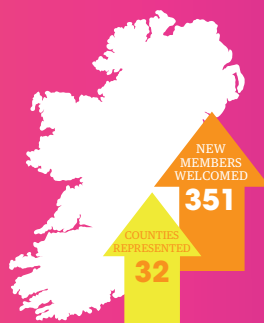
135,360



MEMBERSHIP

2,476

MEMBERS



90%

MEMBERSHIP
RETENTION-RATE

959



SMALL ORGANISATIONS
WITH FREE MEMBERSHIP

EVENTS AND TRAINING

8,840
ATTENDEES AT
123
EVENTS



95%
EVENT
SATISFACTION
RATE

EVENTS FREE
FOR MEMBERS

76%



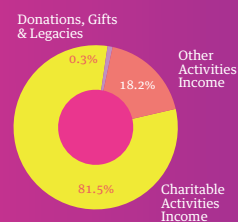
93%



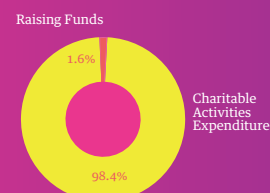
TRAINING
ATTENDEES
WITH INCREASED
CONFIDENCE

FINANCE

TOTAL INCOME IN 2024: €3,024,784



EXPENDITURE 2024: €3,028,952



67%

GRANT APPLICATION
SUCCESS RATE



ABOUT THE WHEEL

HISTORY

The Wheel was established in 1999 with the idea of a network to represent and connect people working and volunteering in Ireland's community, voluntary and charity sector. The initial spark came from an article in a national newspaper by a respected lawyer and the founder of the Irish Hospice Foundation, Dr Mary Redmond. In the article, Dr Redmond highlighted the need for social entrepreneurship in Ireland and the conditions needed to foster it.

After securing initial funding from The Atlantic Philanthropies, and a series of consultations, we opened our office with one employee in 2000. We've since grown to over thirty employees, but our vision, mission and values then are still relevant to our work today.

Over the past 25 years, we have successfully advocated for additional funding for the sector, supportive charity regulation and for a more structured relationship between the sector and the state.

Our financial sustainability now has three mutually inter-dependent strands:

- 1) Core funding from statutory grant programmes for specific training and capacity building services provided to the sector;
- 2) Earned income from charitable services provided to membership, including membership fees and the wider sector;
- 3) Donations, grants, sponsorships, and contracts from companies, philanthropic trusts and public bodies to fund specific programmes.



Dr. Mary Redmond

WHAT WE DO

Our charitable purpose 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 work to champion the sector by being a strong representative voice, providing support, advice and training to help these organisations optimise their impact.

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

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

ACTIVITIES

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

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

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

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

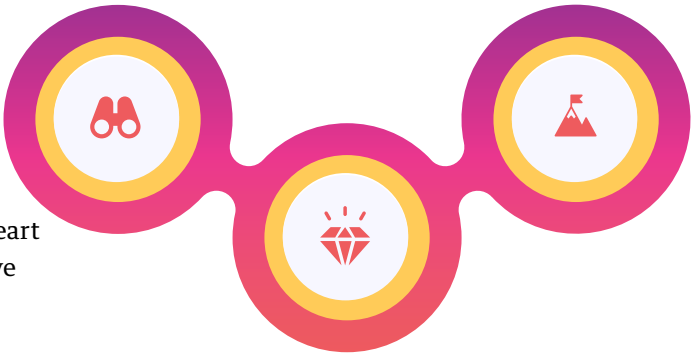
Information Services Programme: we provide a vast range of practical information and advice tailored to the needs of people working and volunteering in charities, community and voluntary organisations and social enterprises. Key activities include our helpdesk, websites, newsletters and Fundingpoint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

Our Vision

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



Our Mission

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

Our Values

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

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

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

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

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Our Strategy, One Community, Stronger Together - 2022 - 2026

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

Over the coming pages, we will look in more detail at our strategic aims, some of the successes we had in delivering our strategic objectives, and the work we undertook to deliver on our goals in 2024.

AIM 1 - BEING AN AUTHORITATIVE VOICE FOR THE SECTOR

There are many challenges to creating the kind of society we want. Charities and community groups deal with these every day. Working together gives us more power, and The Wheel has become a strong voice for the sector. Now is the time to build on that.

We have a duty to shape the national conversation, build public trust, and stand up for our sector. We'll keep raising awareness, championing community and charity work, and speaking up on key issues—like long-term funding, fair regulation, and affordable insurance.

Because our sector is closely tied to wider social issues, we'll also speak out on broader topics like the Sustainable Development Goals—always from the perspective of community and charity organisations

In this section, we will focus on our advocacy and campaigns in 2024 and give a general context to the operating environment for the sector.

Strategic Objectives	Achievements in 2024
1.1 Ensure public policy better supports our sector.	<ul style="list-style-type: none">• We organised Local, European and General election campaigns• We ran a successful Budget 2025 campaign with many asks factored into the new Programme for Government
1.2 Make sure other sectors regard our sector as a peer.	<ul style="list-style-type: none">• We worked in collaboration with colleagues in DFHERIS, other skills infrastructure organisations and the private sector to advocate for the unlocking of the National Training Fund surplus• We supported key staff to increase their profiles on LinkedIn through training, mentoring, and ongoing support
1.3 Increase the media's understanding of charities.	<ul style="list-style-type: none">• We developed our partnerships with key media stakeholders• We increased our media output and released 23 press releases with 24 appearances in the media advocating on behalf of the sector
1.4 Campaign visibly to shape public opinion positively.	<ul style="list-style-type: none">• We saw public trust in the sector rise to 61%• We used the #OurEUStory competition to showcase the role of our sector in delivering innovative EU projects
1.5 Secure research to underpin public policy goals	<ul style="list-style-type: none">• We published our Policy Survey report with findings on the operational environment of our members• We held three engaged research networking events with third-level institutions

OUR VOICE IN 2024

The Wheel's Advocacy work evolved in 2024 to include broader social, economic and environmental issues of concern to our members. With the generous input of our members, we were able to deepen our advocacy work, highlighting both their contribution and concerns in key areas such as social isolation, inclusion, poverty, healthcare, housing, children and youth, and sustainability, in addition to cross-sectoral issues of funding, regulation, and meaningful engagement. It has been a privilege to engage in this work on behalf of our members and to amplify their voices.

A YEAR OF ELECTIONS

2024 was a year of political change. Local and European elections were held in June and the General Election 2024 was held in November. We were delighted to platform our members' priorities in our work and to develop Local and European pledges centred on our shared values of courage, accountability, inclusivity, and collaboration.

Our General Election 2024 manifesto, developed in collaboration with our members, focused on ten key areas - a strong CV sector, Connection, Inclusivity, Civic Engagement, Fair Society, Decent Work and Skills, Quality Healthcare, Affordable and Secure Housing, a Future for Children and Young People, and Sustainability. In November 2024 we hosted a hustings with participation from candidates and political experts from Fine Gael, Fianna Fáil, the Green Party, Sinn Féin, the Labour Party, the Social Democrats, and Solidarity-PBP. The participants listened to the concerns of our members and took questions on issues of importance to them.



Members and staff launching the 2024 General Election Manifesto

On the publication of the party manifestos, we reviewed each one against our members' priorities and produced a series of thematic checklists as follows:



These not only provided a brief overview in advance of the General Election, but a key support to members in their advocacy work during negotiations on the Programme for Government.

SOCIAL COHESION

Discourse on issues of social policy has become more polarised. The widespread use of social media, with its character limits and competition for “clicks”, has contributed to a coarsening of debate, particularly around sensitive topics. As such, our members, and the communities in which they work, may feel that they find themselves on opposite “sides”.

The Wheel, in furtherance of our vision for a thriving charity and community sector at the heart of a fair, just and inclusive Ireland, acts to support our members, the wider sector, and communities. This action must include facilitating space to develop a unifying voice for change.



Patricia Munatsi from Volunteer Ireland at the launch of the Local Election Campaign at Wood Quay in Dublin

In early 2024, a multi-disciplinary staff team was established in The Wheel to develop a suite of supports for members and their communities to address the causes and consequences of increased polarisation. Led by the Director of Advocacy and Research, this team identified a suite of supports for our members, from training and leadership development, media engagement, and advocacy. We also felt it would be beneficial to bring sector representatives together to ascertain whether there was a shared understanding of ‘social cohesion’ within the sector.

This process began in February 2024 with a themed CEO Dinner attended by leaders in the international protection, social justice, youth, inner-city development, volunteering, spiritual, and mental health subsectors. It was agreed at that event that the sector would benefit from a facilitated session to explore this theme further and agree a sector-wide approach and set of principles.

In September 2024, The Wheel hosted a dialogue of enquiry, facilitated by the Community Action Network (CAN) over two full mornings. This proved to be a hugely fruitful experience for attendees and facilitators, and has generated interest from among the wider membership who wish to be involved in something similar.

This was further discussed at a CEO dinner in Limerick in October 2024, with a considerable amount of interest among participants wishing to support staff, volunteers, service users and their wider communities.

We will continue to develop this piece of work in 2025, rolling out regional supports and using this evidence-base as a platform for our advocacy.

FUNDING AND COSTS

In 2024, funding was once again a key policy concern for members of The Wheel. With the cost of overheads dramatically increasing, our members are concerned about continuing to offer high-quality supports and services, especially as funding is not indexed to inflation and many are therefore being asked to do more with less. Three-quarters of our members who responded to our Members Policy Survey receive funding from the State. They are eager to see more core costs covered, including the costs of complying with regulation, and funding provided on a multiannual basis.

While funding is the most prevalent concern for most organisations, other, more sector-specific issues also emerge. For many State-funded charities, pay parity for their workers with public-sector staff remains a major concern. Other organisations are concerned about resourcing the impact of increased immigration to support both existing and new communities. Others have a specific focus within the areas of housing, disability, children’s rights, the environment, older people, or other societal issues. Though their areas of focus are wide-ranging, they are united in their work towards a just and inclusive society.



Members launching the 2024 pre-budget submission

REGULATORY FRAMEWORK

Our 2024 Regulation Survey Report indicated that organisations experience a high regulatory burden, with those in receipt of State funding having a higher regulatory compliance burden than the general cohort. Overly complex regulatory requirements can place a significant administrative burden on organisations, particularly smaller organisations, which can potentially divert resources away from their core missions.

We therefore welcomed the passing into law of the long-awaited Charities (Amendment) Act, 2024 in the summer of 2024. Of particular note, the Act introduces “the advancement of human rights” as a charitable purpose for the first time. This will likely be subject to guidance from the Charities Regulatory Authority and, once commenced, charities whose charitable purpose includes the advancement of human rights will have six months to register as such. The Act also introduces changes to the definition of charity trustee to exclude Company Secretaries who perform no other function on the Board (and don’t act as shadow directors/trustees).

Further, it provides for mandatory notifications to the Charities Regulator and approval by the Regulator of certain changes to a charity’s Constitution. Mandatory notifications are required where:

- the charity breaches a condition of its registration
- information on the Register of Charities ceases to be correct
- information provided in an application for registration regarding a charity trustee ceases to be correct
- it is proposed to wind up the charity and
- there is a resignation or appointment of a charity trustee.

The constitutional changes which require approval include changes to a charity’s: name, objects, charitable purpose, income and property clause, and winding up clause.

The Act also introduces changes to financial procedures. These include renewed procedures for smaller charities, those with an income of €250k or less, to prepare an account of income and expenditure, assets and liabilities, instead of full accounts, however charities that are companies must still comply with the requirements of the Companies Registration Office. The Act also increases the maximum threshold which the Minister can set for an audit exemption to €1 million. This will be subject to Regulation, and is expected to actually be set in practice to €500,000, meaning that charities with a gross income or total expenditure below the threshold are exempt from the requirement to have their accounts audited.

The Act is still yet to be fully commenced and will be a focus of our advocacy work in 2025.

MEMBER STORIES – IRISH RED CROSS

The Irish Red Cross is a leading humanitarian organisation that operates across 73 branches in Ireland with the support of nearly 4,000 volunteers, delivering life-saving first aid, emergency response, preparedness and recovery as well as community resilience programmes. We ensure people and communities are equipped to handle crises and



Crois Dhearg na hÉireann
Irish Red Cross

recover with dignity. Volunteerism is at the heart of the organisation, fostering an inclusive, diverse, and well-supported network of individuals committed to humanitarian service.

As a member of The Wheel, the Irish Red Cross benefits from being connected to the vibrant community and voluntary sector here. Partnering with The Wheel on the We Act campaign in 2024 allowed us to amplify the stories of welcome for, and integration of, Ukrainian people who have sought refuge here from the devastating war in their country. Thousands of Ukrainians are now guests in private homes all over Ireland where the host families have provided accommodation and friendship in extraordinary numbers. This partnership created compelling videos and stories which told the amazing stories of Ukrainians who are here for safety but also, being active in supporting their local community groups where they live.



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 boost engagement in communities by putting a face to the work of staff and volunteers throughout Ireland. A storytelling campaign at its core, We Act serves as the platform to deliver stories from across our diverse sector, to the public and the media under one united brand.

Throughout 2024, We Act continued to improve public awareness and understanding of the impact and value of the charity and community sector through communications training, events, research, media outreach, out-of-home advertising and digital content.

The Wheel partners on We Act alongside Dóchas, Disability Federation of Ireland, Volunteer Ireland, and Boardmatch. Collaboration extended beyond our campaign Steering Group this year, as we worked on events



We Act at the Cork St. Patrick's Day Festival

with the National Lottery, The Arts Council and Culture Night, Cork St. Patrick's Day Parade, and Dublin Pride as well as organisations throughout the sector.

The campaign was funded in 2024 through contributions from the Steering Group and our large charity partners who are supporting the campaign, with the appreciation that public awareness and reputation management impacts all of us. The campaign received funding from the DRCD through the National Volunteering Strategy to highlight volunteer stories throughout the campaign. We also continued to be funded by the Irish Red Cross under their Svitlo Program, to showcase the contributions of the Ukrainian community in Ireland.

Achievements for We Act in 2024 included:

- 172 stories told across our campaign platforms.
- 2 million people reached through social media.
- 445,000 views on our video about volunteering to mark International Day of Charity.
- Launched a national out-of-home advertising campaign on Ukrainian Stories with 210 ads, 360,000 podcast impressions, local radio ads nationwide and 2.4 million video views.
- 12 segments in local and national media, including a piece on RTÉ Drivetime.
- 906 people registered for our Marketing Masterclass, a training series for staff and volunteers, with contributions from leading voices in Irish media and communications.
- Delivered tailored communications training and branding workshops.
- 25 charities and community groups opened their doors for events as part of We Act at Culture Night.
- Held our first public storytelling event for Culture Night which sold out.
- Conducted new campaign research, polling over 1300 people on attitudes and sentiment around the voluntary sector.
- Took part in events for Dublin Pride, and Cork St. Patrick's Day Festival bringing over 20 charities and community groups together across the two parades.
- Presented We Act research at sector conferences in Athlone, Dublin and Cork.



The We Act Culture Night Storytelling Event

WE ACT STORIES IN 2024

“It nearly feels indulgent that we get to gather, and listen to people speak, and listen to stories, but storytelling is such a huge part of Irish culture. And it’s such a great way to connect, when you think about bias, one of the easiest ways to challenge bias is to look for connection, and a really powerful connection tool is storytelling.”

Claudia Hoareau-Gichuhi, Chairperson of Black and Irish.



“It’s a nice feeling to be part of the community, while also doing something that is making a difference. When a child comes in for their first visit, they’re usually speechless and a little bit frozen to the spot! They can’t quite believe what they’re seeing, so many toys.”

Laura, Toy Librarian with Carrickmacross Toy Library.

“It’s been an amazing journey. Going to these counties, taking part in these events and doing these runs, wearing the colours of One In Four, with thousands of people across Ireland watching. It’s been a fantastic experience. I’ve always been inspired by people taking on big challenges. When you look what people can do when they set their minds to it, and how they can make an impact when they fundraise for various organisations that work to improve our lives.”

Adam, volunteer fundraiser for One in Four.



“We are all volunteers, whether you know it or not.”

Carolyn, volunteer with South Dublin Volunteer Centre and advocate with DFI.



“I’m really proud and honoured to work with Doras. Having this opportunity to be useful and to use my skills, my knowledge, my enthusiasm, my experience, is great. Sometimes people think that Doras is my last name! They all know me as Serge Doras.”

Serhii Korobtsov, Integration Support Worker, Doras.

“Of course, working with a community you care so much about, comes with challenges. Because it's something you'll never give up fighting for, so you can take your work home at times. But for the most part, it's just incredible to be a part of it.”

Jen Geraghty, Family Support Worker, BelongTo.

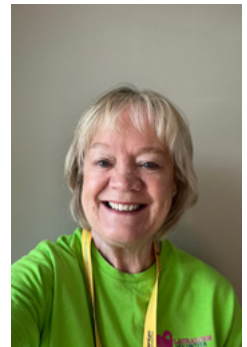


I do say, when I come in here in the mornings, ‘Welcome to Paradise.’ I just love it. I don’t think I’ve worked a day in my life since I started here.”

Dave Kavanagh, Rediscover Paint Programme Manager, Rediscovery Centre.

One of my favourite things about volunteering with LauraLynn is when you really connect with a child, you get them smiling or chatting, that child looks at you, and you get a good old laugh from them. I come out of LauraLynn with a huge smile on my face.”

Tanya, volunteer with LauraLynn Children’s Hospice.



“Every day is different, but it's really nice to be able to get to know the people we’re helping. Obviously, we’re providing a practical support, but I think

the emotional impact is important too. If we really want to make Galway a community, it’s so important to smile and acknowledge people who are struggling when we pass them on the street. A simple acknowledgment can help humanise the homelessness experience.”

Leanne Street Outreach Volunteer with COPE Galway.



“If a woman is nervous of joining a board, I would advise her to do a bit of self-reflection first. Reflect on what your skills are, value them and bring them confidently. Appreciate them. Don’t underestimate the value of them.”

Lisa O’Mahony, board member, with Irish Wildlife Trust



I get more out of it than the people that come in here. I have such great fun, I really like all the people. If you can brighten someone else’s day, that’s great. It’s just a

simple chat or to have a laugh with them or make a decent cup of tea - that makes you feel better as well.”

Linda, volunteer with Tiglin.

“I’ve never had a bad day at work in BUMBLEance. You get to know the kids, meet their siblings, it’s personal. We have a little girl, she’s a character, when I met her, she was getting treatment for leukaemia. She was very sick. A few months

back, she rang the bell on St John’s Ward in Crumlin, because she’d finished the treatment. And she wanted me there. We’re privileged to be there for them during that chapter of their lives.”

Paul, BUMBLEance driver.



AIM 2 – SUPPORTING A DIVERSE SECTOR

Our sector—and society as a whole—faces big and urgent challenges. To meet them, organisations need the right knowledge, skills, and confidence. Strong leadership is key, so we'll support leaders to help their organisations thrive and deliver the highest standards for their communities.

We've seen what the sector can achieve when given the chance—like during the Covid pandemic. We'll keep creating opportunities for organisations to work together, share ideas, and strengthen their impact.

In this section we'll describe some of the programmes we offered to members and the wider sector in 2024, delivered always with a focus on upskilling and building sustainable nonprofit organisations.

Strategic Objectives	Achievements in 2024
2.1 Offer quality information and advice.	<ul style="list-style-type: none">• We responded to 1295 support queries from members and other nonprofit organisations• We provided support and training to youth organisations throughout the country as part of our Shared Services partnership with the National Youth Council of Ireland
2.2 Provide a comprehensive training service.	<ul style="list-style-type: none">• We delivered 123 training events to 8840 attendees with a 95% satisfaction rating• We launched our latest round of Training Links which will support 140 different organisations
2.3 Grow executive leadership programmes.	<ul style="list-style-type: none">• The Leadership Academy continued to expand its offering with new partnerships and Breakfast Club meetings throughout the year• Set-up an alumni programme for the accredited Transformative Leadership course
2.4 Create and join spaces to explore complex challenges.	<ul style="list-style-type: none">• Delivered a series of Town Hall meetings for members throughout the year• Built case studies to engage with national and regional stakeholders following our climate action programmes
2.5 Seek opportunities to develop further services.	<ul style="list-style-type: none">• Continued to diversify our funding streams to deliver new programmes with a 67% success rate with our grant applications• Secured increased investment from the National Training Fund to expand our Sector Skills programme in 2025

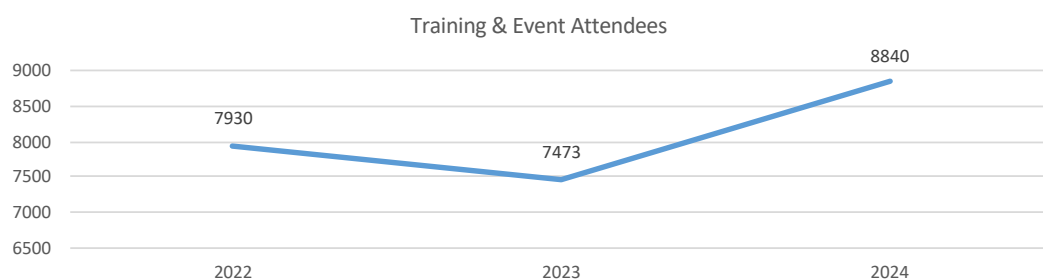
SECTOR SKILLS

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

In 2024, this programme served the needs of 8,513 trainees. This figure is on a par with the reach of the programme in 2023. The trainees access Sector Skills from across a range of programmes including our own scheduled training, Training Links supported networks, and programmes delivered by partners, such as Carmichael and Community Action Network.

Building on recognition achieved for the sector in 2023 through the OECD review of the National Skills Strategy, we were pleased to see, this year, the community and voluntary sector invited to participate, for the first time, in the reconstituted National Skills Council. The Community and Voluntary Pillar nominated The Wheel to take up this seat on behalf of the sector. This is an important forum which advises the government on all aspects of national skills policy.

In 2024 we continued our strategic engagement with Ireland's upskilling, Further Education and Training and Higher Education infrastructure. We met with colleagues in the Regional Skills Fora, UCC, WWETB, SOLAS, Skillnet, TU Dublin, IUA, LOETB, QQI and ETBi amongst others.



TRAINING LINKS

Training Links, the only dedicated funding initiative for employer-led training networks in the community and voluntary sector, continued in 2024. The 2022-24 programme came to an end with 119 organisations across 10 networks benefiting. In September 2024 a new round of the fund saw 10 new networks kick-off, involving 140 organisations from across the sector. The newly-funded networks will deliver training programmes from 2024 - 2026, in topics as varied as artificial intelligence, grant-making, international volunteering practice, impact management and infant mental health.

THE LEADERSHIP ACADEMY

2024 saw the second full year of operations for The Leadership Academy.

We continued to run the Breakfast Club events series, online and in-person, on leadership topics such as Technology, Ethics and Policy. We had over 330 attendees at Breakfast Club Events in 2024.

After the success of the pilot Future Board Leaders (FBL) Programme in 2023, in partnership with Boardmatch once again, we ran a second programme in 2024. We had 254 expressions of interest in the programme and accepted 22 applicants from diverse backgrounds onto the programme. By the end of 2024, the FBL programme had placed and supported 36 new voices onto the boards of Irish charities.

The Leadership Academy supported a cross-border project with NICVA called Transforming Local Leadership, working with communities in the border region on their leadership succession challenges. We also developed a number of new leadership resources for members, most noticeably around Succession Planning. Work also began on scoping out the

possibility of an Apprenticeship course to suit the sector. This work will continue in 2025.

Our accredited offerings, including Transformative Leadership, in conjunction with Community Action Network, and Leaders for Change, with Quality Matters, continued to prove very popular in 2024.

We continued our partnerships with Executive Education partners: UCD Professional Academy, Public Affairs Ireland, Digital Marketing Institute, Digital Learning Institute, and Trinity Executive Education and added the Corporate Governance Institute. 108 sector organisations accessed discounted courses with our partners in 2024.

Our Skills Matter Newsletter went from strength to strength in 2024, highlighting sector-relevant upskilling opportunities to a keen subscriber list of over 14,000 people.



The 2024 intake of the Future Board Leaders Programme



EUROPEAN PROGRAMMES

ACCESS EUROPE

Funded by the Department of Foreign Affairs, Access Europe is a support and capacity-building programme for Irish civil society organisations to better access EU funds and engage in EU policy. Through the provision of information, training, one-to-one guidance, and networking supports, we help Irish organisations navigate EU funding opportunities that can have a transformational impact on their communities and the sector.



The team with Tim Harrington of the Department of Foreign Affairs at the Access Europe Showcase

Since the start of Access Europe in 2020, we have supported over 100 projects drawing down €12.8m of EU funding into Irish organisations. In July 2024, the Department of Foreign Affairs renewed our contract for another three years to grow the supports we offer and secure €15 million in funding for Irish civil society. To achieve these goals, a key area of focus will be updating the Access Europe website to include an eLearning platform that will facilitate self-guided learning on various EU funding-related topics.

One of the highlights of 2024 was the Access Europe Showcase which took place at Croke Park with 133 attendees. The Showcase is our annual flagship conference which features an expo of the Irish National Contact Points for various EU funding programmes, EU funding success stories, and the Award Ceremony for the #OurEUStory Awards competition. The Awards are an opportunity for organisations to demonstrate how EU-funded

projects have benefitted their community - this year's winners were Oxfam Ireland, Dublin City Council, and University College Dublin.

Other 2024 initiatives include the launch of the Access Europe LinkedIn page, an Access Europe explainer webinar featuring Minister for European Affairs & Defence Jennifer Carroll MacNeill TD, and the development of a new training "Is EU Funding for Me?" designed to introduce newcomers to the bite-sized basics of EU funding.

BASE

The Wheel is working with social economy partners across 10 countries on this European Commission backed project focused on the social economy skills agenda. Aimed at establishing an alliance for Sectorial Cooperation on Skills, baSE focuses on identifying the upskilling and reskilling needs of social economy workers across Europe and piloting courses to address some of the most pressing needs. 2024 saw the creation of four Occupational Profiles for the sector at EU level, as well as the writing of the SocioComp, a competency framework for the social economy. The partnership has produced a baSE training catalogue to address the training needs previously identified. As part of this catalogue, The Wheel developed an introductory course on Universal Design Principles, available on the MOOC (Massive Open Online Course) platform of the project, ready to be piloted and finalised in 2025.



Base Partner Meeting in Athens

BIRLIKTE

“Birlikte-Together for Rights-Based CSOs in Türkiye” is a project by STGM (Association of Civil Society Development Center) and supported by the EU’s Civil Society Facility and Media 2020 programme. It aims to strengthen Turkish civil society through learning and exchange with Irish counterparts.



STGM visit to Dublin with the Birlikte Project

As part of the project’s capacity development, three study visits took place in 2024. In January, representatives from five of The Wheel’s member organisations visited Istanbul for a knowledge exchange on gender equality. In June, STGM staff and nine Birlikte beneficiaries visited Dublin to learn about governance, HR, and leadership, meeting with two of The Wheel’s members. The final visit in November focused on arts and human rights in Ankara.

These exchanges fostered mutual learning, strengthening collaboration between Irish and Turkish civil society.

DIGITAL TRANSFORMATION FOR THRIVING COMMUNITIES

The Wheel delivered the “Digital Transformation for Thriving Communities” project with funding from the European Citizen Action Service, a Brussels-based nonprofit promoting EU rights and digital democracy. The project aimed to bridge digital divides and empower Irish civil society.

It included a social media campaign and a three-part online event series on digital inclusion in Ireland’s community and voluntary sector. The first two

events explored challenges and opportunities in digitalisation, while the third provided resources on digital skills, funding, and strategy development. Contributors included NALA, Enclude, Léargas, Irish Rural Link, and the Crann Centre.

The Wheel will use these insights to enhance member support, address service gaps, and develop an Erasmus+ project to help civil society organisations implement inclusive digital strategies.

EPAS

The European Parliament Ambassador School Programme (EPAS) is an EU-wide initiative promoting parliamentary democracy and citizenship among young people.

In partnership with the European Parliament Liaison Office (EPLO), The Wheel delivered the 2023-2024 EPAS programme to 4,241 transition year students across 65 schools in Ireland. Key activities included:

- Teacher training: An online session for 15 teachers and an in-person session in Dublin for 27.
- School engagement: 58 online monitoring visits via Zoom.
- Webinar series: Hosted MEPs Seán Kelly, Ciaran Cuffe, and Colm Markey, with 770+ students attending.
- Awards ceremonies: Three regional events in Dublin, Midlands North West, and South, celebrating student participation, with 270 attendees.

The programme successfully fostered political awareness and engagement among students nationwide.



Students with stakeholders at the EPAS Awards in Sligo

INSPIRE

The Wheel is participating in the INSPIRE project which kicked off in October 2024. This Horizon EU funded project promotes wellbeing and inclusion for people living in European rural areas, through research, policy solutions and pilot interventions. The project aims to analyse social inclusion and access to social services in rural areas and will provide capacity-building on social entrepreneurship to rural citizens, with an extra focus on vulnerable groups. Smart Village Labs will be created in seven pilot areas across Europe, empowering the local community and promoting social entrepreneurship. This 3-year project involves working with 17 partners, across 11 different countries.



Partners at the Inspire Kick Off in Brussels

This will enable more engaged research (ER), a practice that creates more socially impactful projects through collaboration between researchers and communities. The project will create a host of “research ready” organisations throughout the EU social economy through the development of a tailored learning programme, which will be launched in late 2025.

SPACE

The SPACE project (Supporting Professionals and Academics for Community Engagement in Higher Education) aims to build the capacities of academics, professional staff and community partners to strengthen community engagement in higher education in Europe. The Wheel are participating in this project, with University College Cork (UCC), and other community and university representatives across Europe. In 2024, the partnership engaged with community organisations to learn more about their experience of working with universities. The project seeks to incorporate new methods and approaches to community engagement in academic practices and improve the existing policies and practices of universities to establish more sustainable and mutually beneficial community engagement partnerships.

RISE

This Erasmus+ funded project began in October 2024. It will build the skills of social economy organisations (SEOs) to collaborate in projects with research institutes.



Partners at the RISE kick-off meeting in Dublin

SUSTAINABILITY PROGRAMMES

IRISH ENERGY POVERTY OBSERVATORY (IREPO)

Launched in September 2024 by the Tyndall National Institute in Cork, the Irish Energy Poverty Observatory (IREPO) is a ground-breaking initiative providing insights into energy poverty across Ireland. The Wheel serves as the community engagement partner, supporting informed policy decisions and community-driven solutions.

IREPO will explore energy poverty as a multifaceted issue, considering factors such as gendered impacts and the effectiveness of public policies, including energy efficiency measures, income supports, and incentives. The project will integrate data from commodity prices, renewable energy potential, socioeconomic surveys, and census data. Advanced machine learning algorithms will analyse these interdependencies, enhancing understanding of the issue.

As a key partner in 2025, The Wheel will develop a comprehensive communications strategy and support a series of informational webinars, raising awareness and fostering engagement on energy poverty.

SHIFTING TIDES

Shifting Tides is an all-island collaboration between The Wheel and the Northern Ireland Council for Voluntary Action (NICVA). The project connects coastal communities along Carlingford Lough and the border region through practical ecology and collaborative creative arts.

Since its launch in February 2024, Shifting Tides has offered citizen science initiatives, arts and heritage activities, and online learning resources. The project began with *Where Seaweed Dances*, a performance at Carlingford Heritage Centre, and continued with diverse community engagement

events. A key highlight was the Culture Night event in Warrenpoint, which celebrated the marine ecosystem through foraging, photography, dance, film, and interactive performances. Participants connected deeply with their environment and its rich cultural history.

In 2025, the project will expand with focused events and the launch of a podcast, further strengthening connections between people, place, and the marine environment.



Shifting Tides' Cross-Border Citizen Science Workshop Participants

OTHER PROGRAMMES

ICOMMUNITY

Since its launch in December 2021, iCommunity—an all-island initiative led by NICVA and The Wheel—has continued to foster cross-border collaboration among nonprofits and social enterprises in Ireland and Northern Ireland. Initially a response to evolving challenges such as Brexit, the absence of a Northern Ireland Assembly, and the loss of EU funding, the project has continued to strengthen its partnership to facilitate dialogue, and champion shared solutions. iCommunity continues to expand its impact through initiatives like the Across Divides podcast, which initially explored key societal issues in a 12-episode series, and will now include a season about Shifting Tides, a creative climate action project engaging coastal communities around Carlingford Lough.

In addition, online and in person events have sparked critical conversations on themes including social enterprise, SDGs, Culture, arts, housing, rural sustainability, and climate justice, while the iCommunity Quarterly newsletter—reaching over 700 subscribers—continues to share case studies, funding opportunities, and inspiration for cross-border collaboration.

Supported by the DFA Shared Island Civic Fund, iCommunity remains committed to deepening connections, promoting inclusivity, and driving impactful change across the island of Ireland. Looking ahead, we aim to build on this momentum

with new collaborations, a Youth voices season on the Across Divides podcast and expanded engagement, and fresh opportunities for organizations to work together in tackling shared challenges under the umbrella of the Sustainable Development Goals.

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 2024 The Wheel delivered a range of supports and trainings to participating organisations focusing on areas such as the Charities Governance, Communications, Leadership and Wellbeing, Funding and Financial Management.

SOCIAL VALUE IRELAND

Social Value Ireland is a network of individuals and organisations who are interested in changing the way Irish society accounts for value. The network is coordinated by The Wheel, Quality Matters and Whitebarn Consulting and is an associate network of Social Value International. The network continued to grow in 2024 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.

SOCIAL ENTERPRISE

We continue to represent and advocate for our social enterprise members. We consulted members in January 2024 as part of our submission to the National Social Enterprise Policy 2024-2027. We also shared our submission with members to inform their own submissions. We held two meetings of our social enterprise member network, identifying key challenges and opportunities for members in the social enterprise space.

The Wheel was part of a consortium, along with Social Enterprise Republic of Ireland (SERI), the Irish Social Enterprise Network and the Local Development Companies Network (formerly ILDN) that successfully bid to deliver key actions in Trading for Impact: National Social Enterprise Policy 2024-2027. As part of the contract, The Wheel co-organised the National Social Enterprise Conference in Dublin Castle in November 2024. We chaired a panel discussion on ‘Workforce Development for Social Enterprise Success’ with a focus on skills development in social enterprises. We also participated in the conference Expo. We will roll out further actions as part of Trading for Impact in 2025.

At a European level, Paul O’Sullivan, our Social Enterprise Adviser, was successfully nominated by The Wheel to the Board of Social Economy Europe and Ivan Cooper, our CEO, was appointed to the European Commission’s expert group on social enterprise and the social economy (GECES).

AIM 3 – BUILDING A VIBRANT COMMUNITY OF MEMBERS

Our members are at the heart of everything we do—they give us our purpose and our voice. The more members we have, the stronger we are in speaking up for the whole sector.

Having a diverse and representative membership helps shape our work so we can better serve everyone. We'll keep creating ways for members to get involved, feel part of a shared community, and connect with each other to learn, support, and work towards common goals.

In this section, we will outline how our membership grew in 2024 and the steps we took to support and represent their missions.

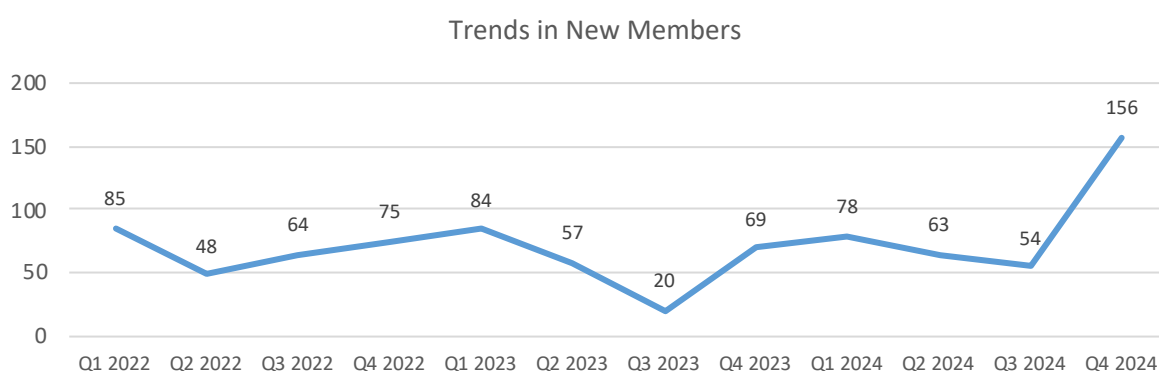
Strategic Objectives	Achievements in 2024
3.1 Mobilise and deepen connections with members.	<ul style="list-style-type: none">• Welcomed 628 different organisations to our Member Network meetings throughout the year• Twelve member led breakout sessions took place at our Summit in Croke Park
3.2 Facilitate members to connect, learn and collaborate.	<ul style="list-style-type: none">• Held webinars to welcome new members with an opportunity to learn more about their membership and to network• Increased our webinar offering and made recordings available to members through a dedicated channel on our website
3.3 Shape member supports from feedback provided.	<ul style="list-style-type: none">• Used annual membership and policy surveys to guide our training offering and advocacy
3.4 Showcase our members' stories and impact.	<ul style="list-style-type: none">• Published 209 stories about our members through our website, social media, and the We Act Campaign• Our We Act campaign's partnership with the Irish Red Cross promoted the positive impact of Ukrainian refugees in Ireland
3.5 Double our membership to 4,000.	<ul style="list-style-type: none">• Welcomed 351 new members throughout the year• Maintained an average membership retention rate of 90%

MEMBERSHIP IN 2024

Our total membership number increased to 2,476 by 31 December 2024. This is a 6.6% increase from 2,323 at 31 December 2023, a higher rate of growth than last year (4% in 2023) but lower than in 2022 (10%).

Following a review of membership fees in 2023, fees were increased for larger member organisations in 2024. This was the first such increase since January 2016. In addition, the annual membership renewals were moved from a rolling quarterly basis to a calendar year basis. Despite these changes, there was neither a reduction in new membership applications nor a falloff in renewals.

The board continued to review progress in membership growth against our strategic growth target to increase membership to 4,000 by 31 December 2026. While we are pleased that membership satisfaction and retention both remain high, we will continue to review available resources to ensure membership growth is maintained as a priority.



Membership income, which allows us to provide as wide a range of supports as possible, grew by 16% – from €365,046 in 2023 to €423,851 in 2024.

We were pleased to have an average membership retention rate of 90% in 2024, consistent with our retention rate in 2023. We aim to maintain a minimum 90% membership retention rate, which keeps us well above the average for membership bodies (the average member retention rate for a membership body in the UK is 83%).

Since 2018, we have offered free membership to organisations with an annual income of less than €25,000 as we continue our drive to support the work of smaller, volunteer-only organisations. As of 31 December 2024, we have 959 members availing of free membership (39%), up from 863 members at 31 December 2023 (37%).



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

- We engaged 25 CEOs and senior leaders from across our membership in a facilitated dialogue focused on the pressing theme of social cohesion. The two-day process, facilitated by Community Action Network, aimed to address current challenges and explore innovative strategies for building stronger, more connected communities and shaping a shared vision for cohesive communities. Further regional social cohesion dialogues will be carried out in 2025;
- We put out a call to our members to propose and run sessions at our Annual Summit in May 2024. We received 36 responses, and 11 member organisations delivered sessions at the Summit;
- We continued to focus on members' services and supports, building resources internally to help our teams be more responsive to member needs and to ensure our members' interactions with our staff will continue to be a positive one;
- We engaged our members in consultations, briefings, at member network meetings and at in person events to ensure their views inform our work. We achieved our target of a 15% response rate to our annual members' survey, while our regulation survey and member policy survey achieved a 13% response rate;
- We provided significant online training in 2024 to ensure geographic location was not a barrier to access to our training content. Additionally, we organised in-person member meet ups and networking opportunities. Of the 126 events we delivered in 2024, 75% were free to members;
- We continued to provide a range of special member offers including free access to Linea HR supports for organisations with less than 5 staff, discounts on office supplies through Purple Panda and low cost health plans with HSF;
- We continued to update our member-only offering, including our webinar archive where our members can have access to recorded training content 24/7 and a range of sample organisational policies that members can avail of in the development of new policies or updating existing ones;
- We collaborated with St Brigid's Cathedral in Kildare town to run our Funding Roadshow in March 2024;
- We held a meeting of our member CEOs in Cork in April 2024 with special guest Michael McGrath TD, Minister for Finance, and a meeting of our Mid-West member organisations in Limerick in October 2024;
- Following a call to members, we nominated four organisations to the EPA Advisory Committee. Jerry McEvilly from Friends of the Earth was the successful nominee.

MEMBER STORIES – DEAF ENTERPRISES



Deaf Enterprises is Ireland's largest social enterprise dedicated to providing employment and training opportunities for members of the Deaf and hard-of-hearing community. Based in Cork for 40 years, we operate a furniture recycling, upholstery service and bicycle recycling and repair facility, offering high-quality refurbishment while creating meaningful jobs in an inclusive, supportive environment. Our work not only promotes sustainability in Ireland Circular Economy but also empowers Deaf individuals with skills, confidence, and financial independence.

As a member of The Wheel, we benefit from invaluable networking, training, and advocacy support that strengthens our organisation and helps us grow our impact. The Wheel connects us with like-minded social enterprises and non-profits, equipping us with the knowledge and resources to navigate challenges and expand our reach. Being part of this vibrant community ensures that the Deaf and hard-of-hearing people are included in national conversations about social enterprise and inclusion. Through our engagement with The Wheel, we continue to build a more accessible and equitable society, where Deaf individuals can thrive in the workplace and beyond.

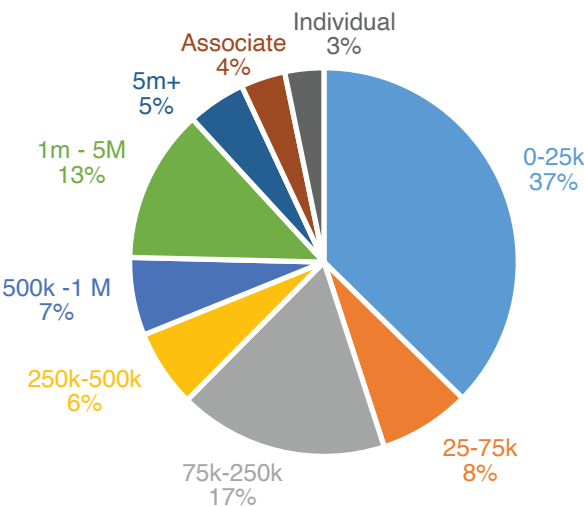


REPRESENTING OUR MEMBERS

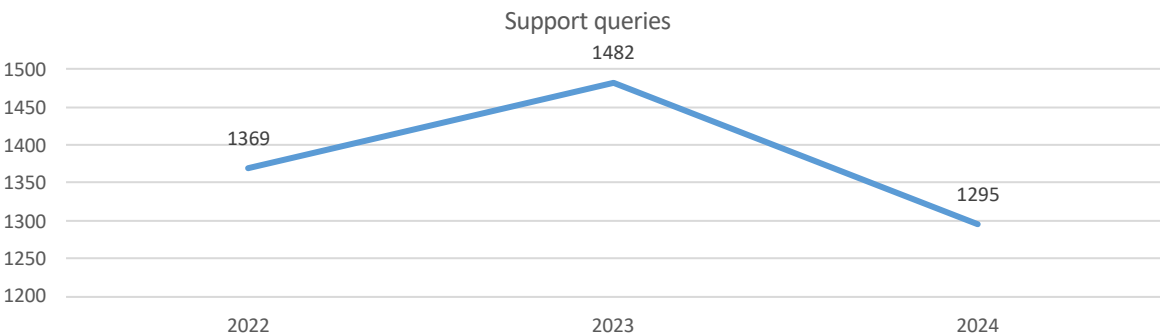
The Wheel continued to represent our members at various local and national fora in 2024. The Wheel is invited to participate in a wide range of working groups and advisory groups convened by the Charities Regulatory Authority (consultative panels); Department of Public Expenditure, NDP Delivery, and Reform (open dialogue process); Department of Rural and Community Development (Advisory Groups implementing the Community & Voluntary Sector Strategy and the Social Enterprise Policy and the National Volunteer Strategy); the European Commission (Monitoring groups for ESF+, Interreg and Peace PLUS programmes); Túsla (Commissioning Advisory Group); SIPO (regulation of lobbying advisory group); the Department of the Environment (SDG Stakeholder Forum); and the Irish Research Council (Advisory Group). In 2024, we were honoured to be elected to the Board of Social Economy Europe and the European Commission Expert Group on the Social Economy (GECES). We will continue to consult with our members to ensure that we are fully representing their needs in these important fora.

We, as a member of the Community and Voluntary Pillar, participated in Government's National Economic Dialogue; the Department of Social Protection's Social Inclusion Forum; and the work of the National Economic and Social Council. In 2024, we were also elected as the Community and Voluntary Pillar representative on the National Skills Council. This is important both for the Pillar and for members of The Wheel as it represents the first time that the sector had a seat on the Council, and we will take this opportunity to ensure that the skills needs of the sector, and the contribution of the sector in the co-design and delivery of skills programmes is properly recognised.

Membership breakdown 2024



The Wheel is also regularly invited to meet and brief ministers, TDs, opposition leaders and public officials on CV sector related matters. During 2024, The Wheel met with Ministers, TDs, opposition spokespersons, Principal Officers, Assistant Secretaries, and Secretaries General in a number of government departments. We attended the Ard Fheiseanna of the Social Democrats, the Labour Party, Fianna Fáil, Fine Gael, the Green Party, Aontú, and Sinn Féin to highlight the importance of the sector and advocate for the inclusion of sector priorities on the agendas of the various political parties in this year of Local, European, and General Elections. As a member of the CV Pillar delegation we also met with representatives from the Department of An Taoiseach to discuss options and opportunities for social dialogue.





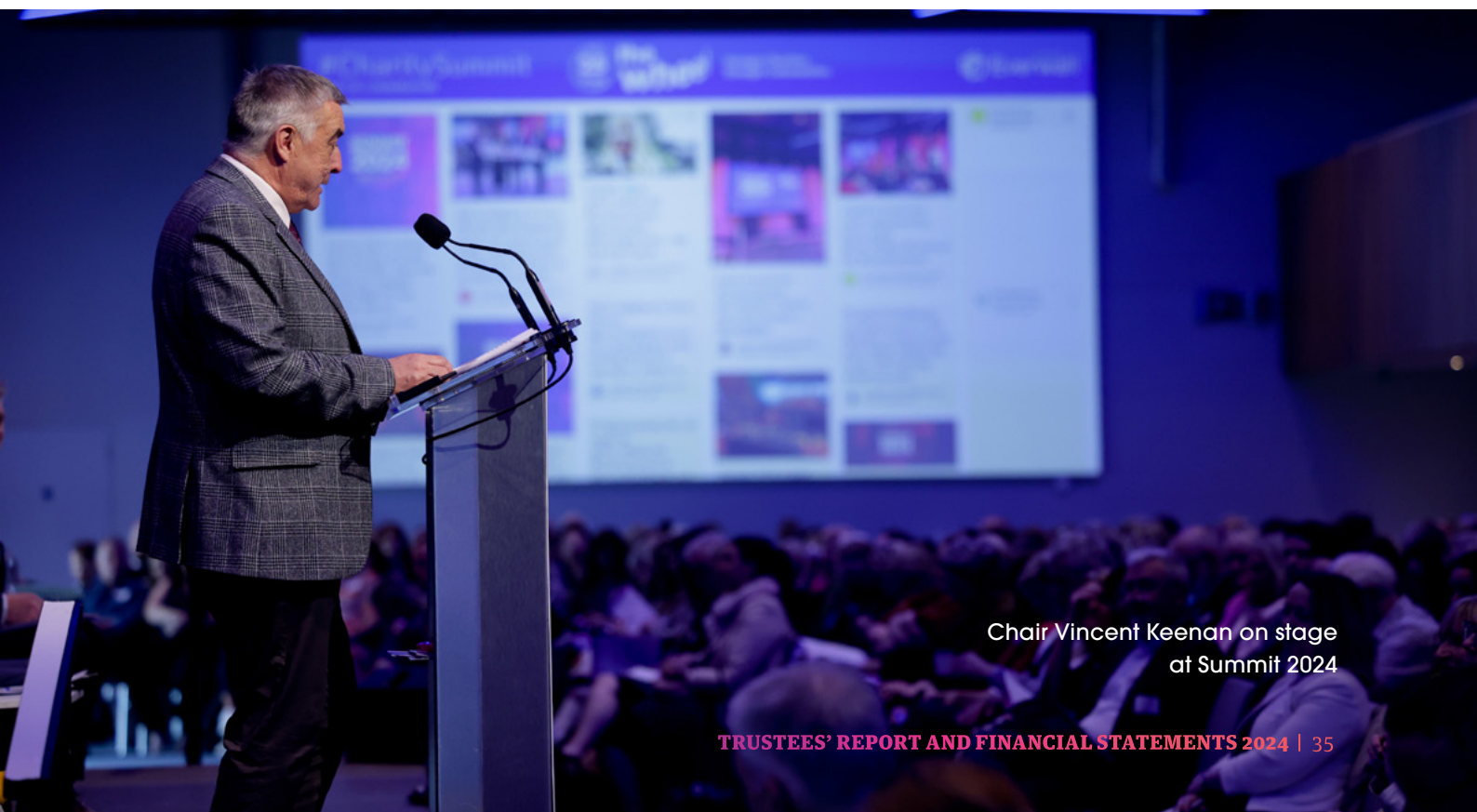
Staff and Trustees with Minister Joe O'Brien at Summit 2024

SUMMIT 2024

Our Summit at Croke Park is the largest annual gathering for the charity, community and social enterprise sector in Ireland. In 2024, the sold-out event attracted over 500 delegates and, more than 40 speakers participated in two engaging plenary sessions and 12 member-led breakout sessions.

Summit 2024 was opened by Joe O'Brien, the former Minister of State at the Department of Rural and Community Development, who has special responsibility for Community Development and Charities. Taoiseach Simon Harris also sent a special message to our members to mark The Wheel's 25th anniversary.

With a theme of *Learning From The Past, Looking To The Future*, the Summit explored both historical and future perspectives on social and economic change, emphasising the vital role of the community and voluntary sector.



Chair Vincent Keenan on stage at Summit 2024

MEMBER STORIES –WOMEN’S AID



Women's Aid is a national, feminist organisation working to prevent and address the impact of domestic violence and abuse, including coercive control, since 1974.

We do this by advocating, influencing, training, and campaigning for effective responses to prevent and reduce the scale and impacts of domestic violence and abuse on women and children in Ireland and providing high quality, specialised, integrated support services.

Working in co-operation with other domestic violence organisations and state bodies, we proactively drive change towards social equality through research, public awareness and advocacy.

The Women's Aid's Annual Impact Report 2023 detailed 40,048 disclosures of domestic abuse against women and children, during 28,638 contacts with our national and regional support services. This is an 18% increase in disclosures of domestic abuse compared to the previous year and the highest ever received by the organisation in its 50-year history. The abuse of women included emotional abuse, physical violence, sexual abuse and economic control, many combining to constitute coercive control.

Being a member of The Wheel offers access to valuable training resources that enhance staff skills and organisational capacity. Additionally, it provides support in recruiting staff through networking and connections within the sector.



AIM 4 – PERFORMING WELL TO DELIVER SUCCESS

As a key support organisation for the sector, we aim to lead by example. That means going beyond the basics—governing well, managing our finances responsibly, being a great employer, and showing real impact.

We'll stay creative and open to new ideas, take smart risks, and keep improving how we work. Right now, we're focusing on two big changes: moving towards a hybrid workplace and responding to the climate crisis in how we operate.

We'll learn from what works—and what doesn't—and share our approach so others can learn from it too. When The Wheel improves, the whole sector benefits.

In this section, we will look inward and consider our performance through our governance structures, our progress in the equity, diversity and inclusion space, and our financial results from 2024.

Strategic Objectives	Achievements in 2024
4.1 Foster a culture of wellbeing, curiosity, experimentation and learning.	<ul style="list-style-type: none">Delivered EDI related training to staff on matters of LGBTQIA+ awareness, and anti-racism in the workplace techniquesHeld four staff away days to allow the full team opportunities to come together and collaborate in new and fun ways, outside of their normal working relationships
4.2 Develop implementation plans for this strategy.	<ul style="list-style-type: none">Implementation plans in place for funding, HR and metrics and being monitored over the life cycle of the strategyReviewed our annual metrics system to more closely align with our strategic goals
4.3 Review and enhance key core processes.	<ul style="list-style-type: none">Developed our Risk Management processes to ensure consideration at all board subcommittee meetings for onward consideration by the trusteesDesigned and implemented process to delegate authority for review of a number of organisational policies to board subcommittees
4.4 Ensure policies are models of good practice.	<ul style="list-style-type: none">Organisational policy renewal schedule in place to ensure our policies are reviewed by the board regularlyWe published all our organisational policies on our website as a resource for members
4.5 Build fruitful partnerships with others.	<ul style="list-style-type: none">Partnered with a wide range of organisations in our programme deliveryDeveloped partnerships with educational providers to offer services to patrons of The Leadership Academy

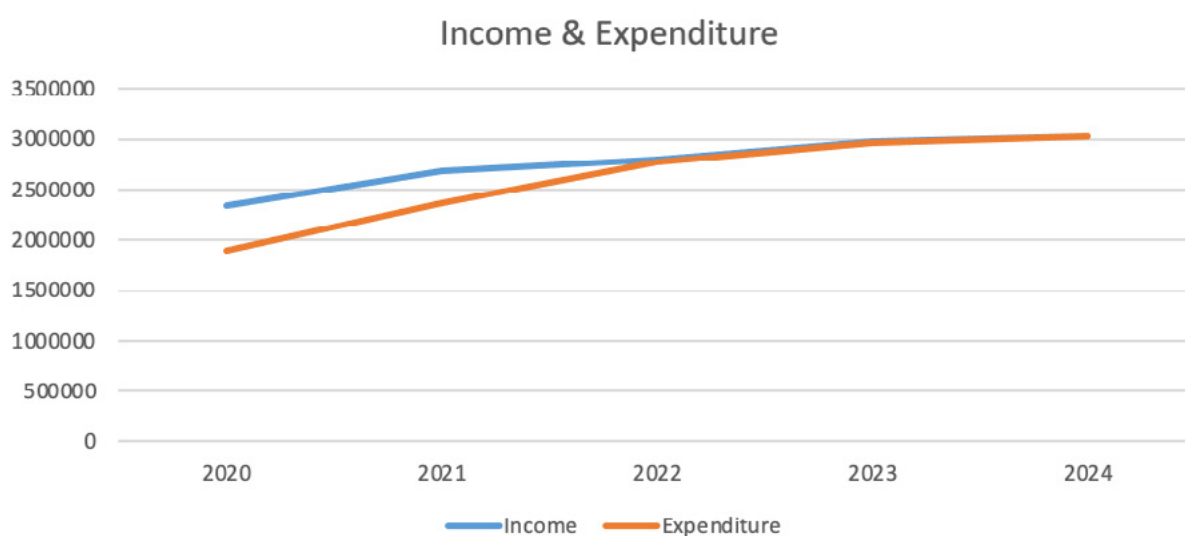
FINANCIAL REVIEW

RESULTS

In 2024, The Wheel had a total income of €3,024,784, an increase of 1.5% on 2023.

Our expenditure was €3,028,952, up 2% on 2023 expenditure.

We ended 2024 with a deficit of €4,168.



The major elements of expenditure in 2024, as with previous years, were salary costs related to:

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

These costs made up 57% of expenditure with a further 15% made up of third-party suppliers and costs associated with delivery of our training and events.

The full results for the year are set out in the Statement of Financial Activities on p66.

INCOME RECOGNITION

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

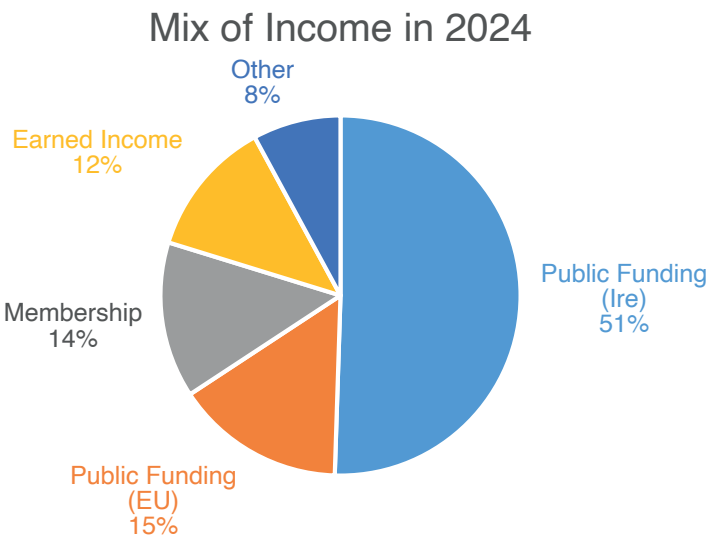
THE WHEEL'S DIVERSIFIED INCOME

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

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

OUR MIX OF INCOME IN 2024

Income Type	2024		2023	
Public Funding (Ire)	€1,527,811	51%	€1,647,827	55%
Public Funding (EU)	€461,048	15%	€434,911	15%
Earned Income	€372,862	12%	€456,984	15%
Membership	€423,851	14%	€365,046	12%
Other Income	€239,213	8%	€75,000	3%
Total	€3,024,784		€2,979,768	



In 2024, income from public sources performed strongly making up 66% of our income, as did earned income from membership and training delivery which was 26%.

Other income increased by 319%, due largely to an increase in income related to the We Act campaign and our work on the Pay & Benefits survey which released at year-end.

Membership income continued to grow, and at €423,851, was 16% higher than 2023. Following an internal review, in 2024, we increased our membership fees for the first time in 8 years, and at year-end an increase was put in place, affecting members whose turnover is greater than €500,000.

Also of note is a 147% increase in our VAT Compensation Scheme income from €3,400 to €8,400. This increase reflects The Wheel’s successful campaign to increase the Revenue scheme’s fund which doubled to €10 million in Budget 2024.

PRINCIPAL FUNDING SOURCES

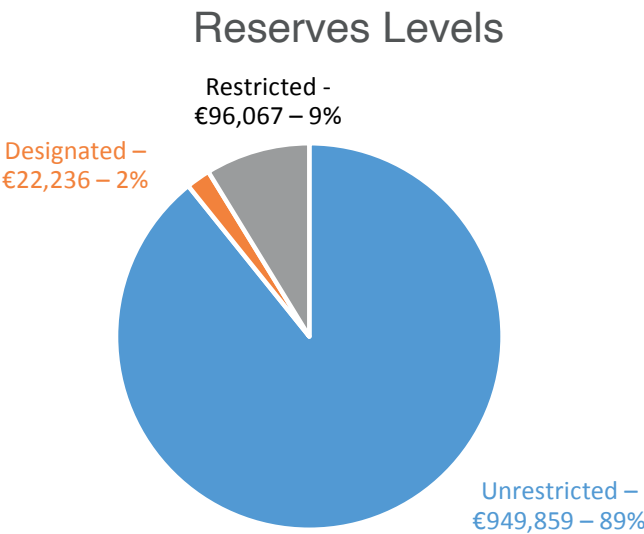
A detailed breakdown of all sources of funding, with comparative figures for 2023, is provided in Note 4 on p73, and also on p82 as a source of supplementary information to this report and our annual accounts.

FINANCIAL POSITION AT 31 DECEMBER 2024

RESERVES POLICY AND LEVEL

The Board has set a reserves policy which requires:

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



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

- The reserves policy is reviewed annually and the most recent review recommended a target range in unrestricted reserves of between €730,000 and €1,125,000. This range was calculated following a risk assessment which considered matters such as a percentage of our ongoing organisational costs, lease obligations and provision of staff redundancies in case of a business continuity interruption.
- The Unrestricted reserves at 31 December 2024 now stand at €972,095 inclusive of designated reserves of €22,236 which is within the range determined by our policy. This position is welcome and should ensure we have adequate financial buffers in place to face into any economic challenges that lie ahead. It will also allow us to continue to provide much needed support and services to our members and the sector and to continue to grow and innovate in delivering quality programmes.
- The Designated Reserves of €22,236 and the Restricted Reserves of €96,067 are both expected to be spent in 2025.
- See the notes following the financial statements for more information on our reserves.

PENSION

All employees of The Wheel are entitled and encouraged to join the Company's defined contribution pension scheme which was held with New Ireland throughout 2024. LHK Financial are our independent pension advisers. The trustees are satisfied that the trusteeship arrangements for the scheme meet all legal requirements and recommendations.

In 2024, the annual review of the scheme took place with LHK Financial and it was recommended that a move in provider take place from New Ireland to Zurich. The process commenced at year-end and will be completed in 2025.

Upon advice from LHK, we also completed the transition to a Master Trust system in 2024.

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

We continue to promote joining the company pension scheme to all new hires, particularly considering the government's auto-enrolment scheme coming into force in the near future.

GOING CONCERN

We made a small deficit of €4,168 in 2024 and ended the year with net current assets of €1,051,974 and total net assets of €1,068,165. Of this figure, €972,095 is reported as unrestricted reserves.

The Trustees monitor all activities and have approved a budget for 2025. In light of our strengthened reserves over the past number of years, and having made reasonable assumptions, we are satisfied that The Wheel can continue to carry out our activities and discharge any liabilities.

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

EQUITY, DIVERSITY & INCLUSION

The Wheel's EDI policy is guided by our vision of a thriving nonprofit sector that supports inclusive Irish communities. We focus on ensuring our events, programmes and processes confirm to our values of being courageous, inclusive, accountable and collaborative.

Our staff EDI committee began the year by developing terms of reference for their work and an action plan to deliver diversity focused quality-of-life refinements and improvements to staff wellbeing and the services we offer members and to our staff wellbeing. Some of the notable EDI initiatives offered by The Wheel in 2024 included

DUBLIN PRIDE

In June, we marched in the Dublin Pride parade. A rainbow coalition of charities joined our team and our families under the banner of the We Act campaign, alongside thousands of members of LGBTQIA+ communities and their allies. We're proud to celebrate LGBTQIA+ people working and volunteering in our sector, and the role nonprofits play in supporting their communities.



Members of the DePaul team marching with We Act at Dublin Pride

FUTURE BOARD LEADERS

The Leadership Academy again delivered the Future Board Leaders Programme in partnership with Boardmatch. This programme brings new voices to charity boards by providing training to participants from under-represented communities.



Supporters from Mental Health Reform marching with We Act at Dublin Pride

STAFF TRAINING

In 2024, two externally facilitated sessions themed around diversity and inclusion were delivered to the team. Our member, ShoutOut delivered an in-person session on The ABCs of LGBTQIA+ to the team at our December staff day. This was warmly received by our colleagues as a fun, informative and insightful session. A further session on Embedding Anti-Racism in the Workplace was delivered via webinar by the organisation GORM.

SUMMIT 2024

At Summit 2024, three member organisations facilitated sessions themed around diversity and integration to our 600 attendees

National Adult Literacy Agency

This session explored the challenges faced by over 500,000 adults in Ireland with unmet literacy, numeracy, and digital literacy needs, impacting daily tasks like filling out forms or understanding medical instructions. Insights were shared on the importance of a literacy-friendly sector along with findings from recent research by NALA and The Wheel.

Sanctuary Runners

This session explored how local networks fostered meaningful partnerships with new communities, emphasizing the importance of informal spaces for connection. It highlighted effective methods for building inclusive, vibrant groups that benefited both new and existing community members.

Volunteer Ireland

This session explored how to navigate the evolving nature of volunteering through engagement and modernisation particular through diversifying volunteer roles and volunteers themselves to create more inclusive, effective, and community-driven organisations.



Representatives from Sanctuary Runners with Minister Joe O'Brien at Summit 2024

BOARD DIVERSITY

The board is determined to advance The Wheel's thinking and approach to equity, diversity and inclusion through the implementation of our EDI policy.

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

In the 2024 election nomination cycle the board and governance and nominations subcommittee fine-tuned the short-listing criteria that was emphasised at both the nomination stage and during the election cycle. We feel this approach is very effective and will continue to refine it in the coming years.

MEMBER STORIES – SANCTUARY RUNNERS



Founded in 2018, Sanctuary Runners is a solidarity through sport initiative which brings people together through running, jogging and walking with a special emphasis on the inclusion of those who are new to Ireland – and especially international protection applicants and refugees. Now with over 40 groups across Ireland, some 30,000 people have taken part in a Sanctuary Runner activity over the last seven years promoting solidarity, friendship and respect amongst all across Irish society.v

As a small charity, recently registered with the Charities Regulator, the support of The Wheel has been invaluable to a growing project like ours. Through its accessible training and regular informative updates on applicable legislation, good practice, and staff development, our project has been able to support staff to access information and opportunity, which a small charity may not be able to alone. The quality of the information and training available to members ensures our small but mighty team can upskill, thrive and grow while contributing to our strategic goals and engaging our own members.

Attendance at The Wheel Summit has been a great networking and learning space for us, as we develop our community integration through sport model. In 2024 we had the opportunity to present at the Summit on this topic, to a diverse audience from the sector. Access to such a diverse network of organisations in one location was hugely beneficial to us in understanding the interests of the community development and charity sector in what we offer, as well as affording us the opportunity to share the learnings from engagement through sport on integration.

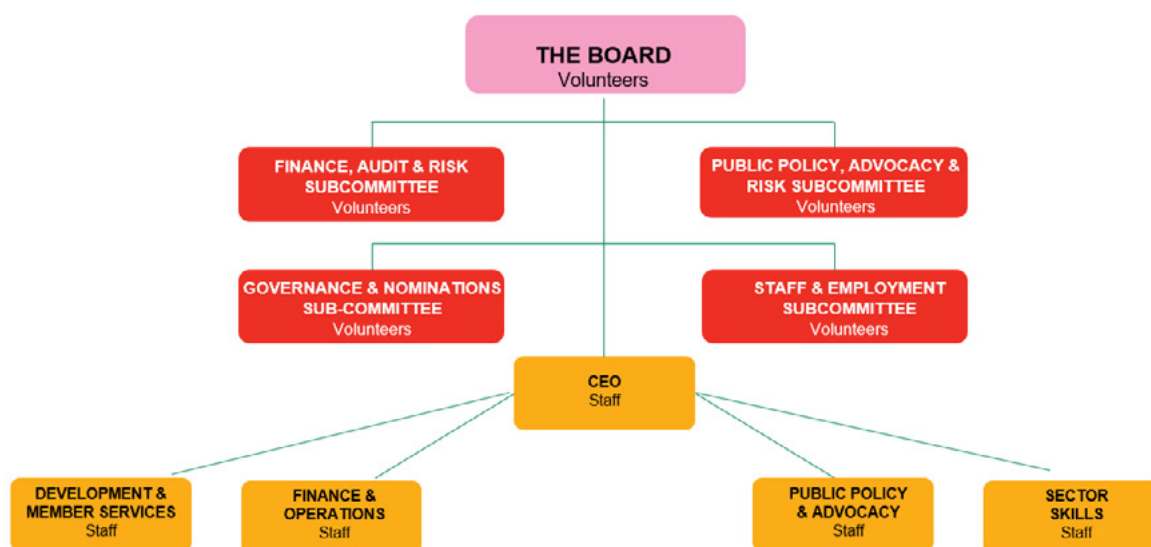


GOVERNANCE

ORGANISATIONAL STRUCTURE

Our board of trustees is made up of a maximum of twelve members. Eight members are elected directly from amongst our membership, with four additional co-options available to the board to fill any skills or knowledge gaps which may arise. Brief biographies of our trustees are published on p7-8 and in further detail on our website.

THE WHEEL'S GOVERNANCE STRUCTURE



Our board plays a crucial role in providing strategic leadership, governance, and oversight for The Wheel. Comprised of experienced individuals from across the nonprofit sector, the board ensures that we remain accountable, financially sustainable, and aligned with our mission to support and advocate for Ireland's charities, community groups, and social enterprises.

Trustees set the organisation's strategic direction, oversee risk management, and uphold best practices in transparency and governance. They work closely with the CEO and executive team to advance The Wheel's goals while ensuring it operates effectively and in the best interests of our members.

Reporting to the board are four standing subcommittees whose work is outlined on p53-55.

We have a staff team based in Dublin, headed by a Chief Executive Officer who reports directly to the board through the Chairperson. Ordinarily, a leadership team of four executive directors report to the Chief Executive Officer. Two of these directors are under recruitment at time of writing. All other staff report to the leadership team, or other managers within the organisation.

TEAM RESTRUCTURE IN 2024

As referenced elsewhere in this report, in 2024, we were fortunate to see an uplift in our funding allocation from the National Training Fund for 2025 following a proposal we made to increase our Sector Skills programme. After this very welcome announcement, we conducted an internal review of our teams and the resources that would be required to successfully deliver on this proposal. As a result of this review, our existing teams were reorganised along the following lines:

- Development & Member Services
- Finance & Operations
- Public Policy & Advocacy
- Sector Skills

A number of additional roles were identified as required to fully resource the Sector Skills programme, including a new Director level position, Director of Sector Skills. Recruitment for these roles is underway in 2025.

HOW DECISIONS ARE MADE

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

Category	Matters
Strategic	<ul style="list-style-type: none">• Development of strategic plans for the organisation• Approval of projects outside the scope of the strategic plan.• Approval of changes to membership categories or rates
Governance	<ul style="list-style-type: none">• Appointment/removal of the board’s chair• Appointment/Removal of Co-Opted Board Members.• Appointment/removal of the Company Secretary.• Establishment of subcommittees of the board and approval of their terms of reference• Appointment/Removal of subcommittee Chairs and Members, including non-board subcommittee members.• Approval of new and updated organisational policies.• Declaring compliance with Governance Code for Charities and making annual return to Charities Regulator.
Employment	<ul style="list-style-type: none">• Appointment/Removal of Chief Executive Officer.• Process for the annual and periodic appraisal and assessment of the performance of the Chief Executive.• Oversight of appointment of Director Level Staff Roles.• Recruitment of new permanent staff outside of approved budget and agreed headcount.• Agreement with the Chief Executive and Executive holding offices or positions outside of the Company.

Category	Matters
Finance & Risk	<ul style="list-style-type: none"> • Approval of the annual financial statements and the annual report and disclosures consistent with company law, accounting and auditing standards, and legal, regulatory and governance obligations. • Approval of annual operating budgets • Approval of the risk management framework of the organization, and monitoring its overall effectiveness. • Approval of disposals above €5000, where competitive tendering for disposal of assets has taken place and where the highest bid has not been accepted. • Approval for disposal or sale of assets above €5000 to staff or connected parties. • Appointment/ Removal of External and Internal Auditors. • Approval of Borrowing/Finance Facilities including signing authority on bank mandates, • Approval of Contracts (other than programme funding or employment contracts) with terms exceeding one year or financial liability on The Wheel exceeding €60,000 • Acquisition of land, property, and other capital expenditure above €60,000. • Litigation • Financial investment decisions • Business acquisitions and disposals.

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

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



Staff launching the Local Election campaign pledge

RISK MANAGEMENT

The Wheel's Board is responsible for our 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.

Our Risk Management policy is reviewed annually and identifies 8 risk categories;

Risk Categories			
Strategy	Board/Governance	Financial Management	Human Resources
Operations & Fixed Assets	Technology	Legal, Regulatory & Compliance	Reputational

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

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

The Risk Register is reviewed at each Finance, Audit & Risk Subcommittee and Board meeting, and appraised to focus on the highest or most urgent risks. The Executive team work with the Board and subcommittee to deliberate on risks and put mitigating actions in place. An in-depth review of the Risk Register by the Executive Team also takes place annually with consideration given to every risk and each of its mitigations.

Following is a summary of the main risks for The Wheel and the mitigating actions we took in 2024 and on an ongoing basis:

Risk	Mitigation
Financial Management Statutory/EU Funding grants removed or lost through competitive tendering or non-compliance/contract delivery	<ul style="list-style-type: none"> • Whole of organisation approach through Development & Member Services, Finance & Operations, Advocacy & Research teams to ensure contracts are retained and renewed and that relationships with funders are also maintained • Development team continue to diversify our funding pipeline and expand our income • Many project tenders undertaken in partnership with other orgs to increase sustainability and reduce risk • Many costs are subject to funding and as such would not be incurred in the case of a material hit to our income • Regular review of resourcing at monthly SMT meetings

Risk	Mitigation
<p>Financial Management</p> <p>Organisation cost-base is too high for available income streams due to inflation or other material and unplanned causes</p>	<ul style="list-style-type: none"> • Dedicated staff assigned to look after membership and key sources of earned income, • Business Development function seeks out new opportunities in existing and new lines of earned income, • Finance function prepares monthly management accounts where figures are tracked against budget and prior years • Membership Strategy in place to drive recruitment, retention & engagement • Cross-functional membership team in place to drive membership strategy • Quarterly metrics in place tracking membership growth and retention, event attendance and satisfaction • Monthly accounts track membership and training income against budget targets
<p>Human Resources</p> <p>Keyperson - Over reliance on key roles and personnel, and the resultant impact on the organisation should key staff leave or become incapacitated.</p>	<ul style="list-style-type: none"> • Remuneration and other staff benefits are regularly reviewed to enhance recruitment and retention • Performance appraisal and staff training and development systems and processes in place • Focus on distributed leadership throughout organisation to ensure sharing of key priorities and operational knowledge • Regular strategic and operational interaction between Senior Management, CEO, Board & Board subcommittees • Organisational processes being documented to allow for low-impact handover • 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 • HR manager and strategic HR consultant in place to assess key roles and structures • Induction processes focus on employee engagement and team cohesion

Risk	Mitigation
<p>Technology</p> <p>Cybersecurity - Loss or misuse of database, files or key programmes due to viruses or other internal & external factors</p>	<ul style="list-style-type: none"> • All systems now best-in-class & cloud-based (Microsoft, Salesforce etc.) protected with passwords • Financial data held in cloud • Monthly external test of our outward facing IT infrastructure conducted by 4Securitas/Dectar • Laptops encrypted for use with passwords • 'Two-factor' authentication implemented on all applicable systems providing this • Cybersecurity insurance cover in place • Cybersecurity policy in place including business continuity solutions • Regular monitoring by retained IT support and most up to date firewall and protections in place; • Procedures in place to reduce risk of online meeting intrusions • Regular phishing tests undertaken by external company, and training with staff by Information Systems Manager • Datto RMM on all laptops by SupportIT (cloud based remote monitoring) • Ekco Cloud backups in operation • The Wheel have no servers so no HSE style attacks possible (per SupportIT)"
<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 • Regular meetings of senior management team within The Wheel to discuss programmes and campaigns • Communications & Crisis Comms policies in place • Board code of conduct in place for trustees • Code of Conduct in place for employees • Code of conduct in place for all event attendees, agreed at time of event sign-up • Skills team meet regularly to discuss and plan events on training calendar • Regular meetings of public policy and communications teams and input from externally retained adviser on public affairs; • Efforts on ongoing basis to represent and encourage best practice within membership and the sector • Board work closely with Senior Management and Policy subcommittee to understand emerging issues • Terms of Membership includes capacity to remove an organisation from membership;

CYBERSECURITY

As cyber threats continue to develop and evolve, a particular area of focus for the board and FAR subcommittee in 2024 was cybersecurity.

The FAR subcommittee considered cybersecurity as a risk, with a regular focus at meetings to discuss our mitigations and opportunities to identify any gaps. This helped ensure that our operations were continuously improving. Those mitigations are outlined above in our section on Risk Management.

In November 2024, board and subcommittee members took part in an in-depth cybersecurity training delivered by Cyberskills.ie. Feedback from this workshop was very positive and it identified a reporting framework which is being rolled out in 2025 to give the board assurance that our cybersecurity measures are robust and fit for purpose. We expect that this will be a particularly useful exercise for the whole organisation as it will offer the opportunity for internal reflection on our security measures.

Also in November, we delivered a webinar to our members on the EU's impending NIS2 cybersecurity regulation in partnership with the law firm DLA Piper. This webinar outlined the implications of the regulations for organisations in Ireland, with a focus on charities that may be impacted as part of the supply chain for organisations with reporting requirements. It also provided helpful steps an organisation can follow to ensure they become and remain compliant.

GOVERNANCE REVIEWS

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

The 2022 review found that the board, overall, is confident in how it operates and is satisfied with the quality and dedication of the Chair, members, CEO, and executive. The report identified the opportunity for a number of enhancements and an implementation plan based on the findings and recommendations was developed and commenced in 2023. Delivery of this plan was completed in 2024. Some of the notable recommendations that were put into place include

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

In November 2024, the board and subcommittee members participated in an anonymous survey to gather feedback on how the board, subcommittees and overall organisation was performing from a governance perspective. The results of this survey were very positive but identified a desire from trustees to participate more as representatives of The Wheel which will be considered for development in 2025.

We expect to conduct the next external review in 2025.

INTERNAL AUDIT

In November 2023, we began an internal audit process with Crowleys DFK. The process was scheduled to take place from 2023 to 2025 and looks at our compliance in four key areas.

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

a) Governance Code Compliance

In November 2018, the Charities Regulator published its Code of Governance requiring charities to be fully compliant by 31 December 2021. In 2019 we commenced the process of compliance with the Code and the 48 standards that apply to larger organisations. Following a review of our supporting evidence, the board were pleased to sign off on our compliance in September 2021, and we declared ourselves in full compliance to the Regulator for the first time in October of that year. Every subsequent year we again review the code and our supporting evidence in order to declare our full compliance to the Regulator annually.

In November 2023, we began a process of internal audit with the firm Crowleys DFK, beginning with a review of our compliance with the Governance Code. Findings were delivered in February 2024 and we are pleased to report that the internal audit found us to be fully compliant with the six principles and 49 subheadings of the code. Some minor updates were recommended to enhance our compliance which we are in the process of implementing, examples of which are below.

- Update Complaints Policy to include provisions related to data protection and freedom of information.
- Updates to the Schedule of Matters Reserved for the Board
- Update our expenses policy with a note on motor insurance

Following the audit, and a further review by the Governance & Nominations Subcommittee, the board were again pleased to declare ourselves fully compliant to the Regulator in October 2024.

b) Internal Financial Policies and Procedures

In winter 2024 we commenced the audit of our internal financial policies and procedures. Concluding in early 2025, this audit assessed the strength of, and compliance with, our internal financial controls.

The audit found that assurance can be placed on the adequacy and effectiveness of our financial controls, and that The Wheel has implemented adequate internal controls for key financial processes. It also identified a small number of areas for enhancement under the headings of payroll and income reconciliation; these are being actively considered for implementation by the board and the finance team. None of the findings had a “high” priority assigned to them and examples are below

- Consider an upgraded payroll provider to allow for greater audit-trail information
- Amendment of payroll procedures to allow for dual authorisation
- Consider a purchase order system
- In 2025, we expect to complete our remaining key audit areas: organisational policies, and funder requirements.

BOARD SUBCOMMITTEES

The Wheel currently has four standing board subcommittees:

- Finance Audit & Risk
- Governance & Nominations
- Public Policy, Advocacy & Research
- Staff & Employment

All board subcommittees are advisory in nature and each has terms of reference. A number of external non-board members have also joined the subcommittees to add their skills and experience to the committee’s work. These subcommittee structures and processes have proven to offer very valuable insights and knowledge to the deliberations of the board.

An additional subcommittee, the Remuneration subcommittee, meets once a year prior to approval of the annual financial budget to consider and make recommendations on employee remuneration.

Subcommittee roles and achievements

Role	Achievements in 2024
Finance, Audit & Risk Subcommittee	
<p>The Finance, Audit & Risk (FAR) Subcommittee provides oversight of the organisation's financial management, audit processes, risk management, and governance. It reviews financial statements, internal controls, budgets, and risk registers while ensuring best practices in financial accountability, transparency, and compliance. The subcommittee reports to the board, offering recommendations to strengthen financial oversight and organisational resilience.</p>	<p>Financial Oversight & Reporting: Reviewed and recommended the 2023 Trustees Report and financial statements, which were nominated for Chartered Accountants Ireland's Published Accounts Awards. Provided continuous scrutiny of management accounts to ensure budget alignment.</p> <p>Internal & External Audits: Oversaw internal audits on financial controls and compliance with the Charities Governance Code, both confirming strong systems with enhancement recommendations. Managed external audit completion, receiving a clean, unqualified report from RBK.</p> <p>Budget & Funding Management: Reviewed and recommended the 2024 budget, conducted a mid-year reforecast, and assessed 2025 draft budgets with a focus on increased NTF funding impact. Regularly monitored the funding pipeline and progress toward the five-year strategic funding plan.</p> <p>Risk Management: Conducted ongoing risk reviews, focusing on cybersecurity, office relocation, and increased funding risks. Developed a new subcommittee risk review process and conducted an annual deep-dive into the Risk Register.</p> <p>Governance & Compliance: Completed a self-assessment of the subcommittee's effectiveness using the DPER Code of Practice. Oversaw the onboarding of RBK as the new external auditor. Led the development of a new Data Protection Policy.</p> <p>Pension & Staffing: Supported the transition to a new pension provider with 90% staff participation by year-end. Subcommittee members participated in the recruitment of a part-time Finance Manager.</p>
Governance & Nominations Subcommittee	
<p>The Governance & Nominations Subcommittee ensures The Wheel's compliance with governance standards, oversees board nomination and election processes, and reviews governance structures and key policies. It also advises the board on general meetings and maintains oversight of governance-related regulatory requirements.</p>	<p>Board Nominations & Elections: Developed criteria and scoring for 2024 board nominations, leading to the appointment of Kathleen Dowd and re-appointment of Michael Smyth. Streamlined the election process, improving efficiency and resource allocation.</p> <p>Governance & Compliance: Reviewed The Wheel's compliance with the Governance Code and regulatory annual return, incorporating internal audit findings that confirmed full compliance. Completed implementation of the external 2022 Governance Review action plan.</p> <p>Annual General Meeting: Successfully planned and executed a hybrid AGM in June, ensuring full online participation, including voting and Q&A functionality.</p> <p>Policy & Delegation: Implemented a new process for delegating certain policy updates to subcommittees, freeing board time for strategic discussions and enhancing subcommittee effectiveness.</p> <p>Board & Subcommittee Development: Recruited external member James Doorley in September. Launched a skills assessment for the board and subcommittees to guide future recruitment and identify skills gaps.</p> <p>Governance Framework Review: Reviewed and updated key governance documents, including the Schedule of Matters Reserved for the Board, to ensure they remain relevant and effective.</p>

Role	Achievements in 2024
Public Policy, Advocacy & Research Subcommittee	
<p>The Public Policy, Advocacy & Research Subcommittee supports The Wheel's Executive in shaping public policy positions, advocacy strategies, and the organisation's research agenda. It advises on emerging social and public policy issues, stakeholder engagement, and collaborative partnerships while reviewing research proposals and outputs.</p>	<p>Advocacy & Policy Development: Endorsed the expansion of The Wheel's advocacy to include broader socioeconomic and environmental positions in consultation with members.</p> <p>Election & Campaign Strategy: Approved The Wheel's Local and European Election campaigns and endorsed its General Election Manifesto. Supported the broadening of the Summit theme to align with this new positioning.</p> <p>Budget & Policy Submissions: Endorsed The Wheel's Pre-Budget Submission and launch in June, reviewed the post-Budget analysis and response, and considered the Section 39/56/10 pay campaign.</p> <p>Member Engagement & Research: Reviewed findings from the Members' Policy and Regulation Surveys to inform advocacy efforts.</p> <p>Legislative & Regulatory Advocacy: Provided input on the Charities (Amendment) Act 2024 and its commencement, as well as responses to investigation reports by the Charities Regulatory Authority.</p> <p>National Policy Engagement: Considered preparations for The Wheel's participation in the National Economic Dialogue and Social Inclusion Forum.</p> <p>Sectoral Campaigns: Evaluated and advised on the We Act campaign and broader efforts to strengthen social cohesion and The Wheel's role in representing its members.</p>
Staff & Employment Subcommittee	
<p>The Staff & Employment Subcommittee advises the Board on the development of HR strategies, including policies for managing and developing staff and volunteers. It provides oversight to the CEO on amendments to policies related to the working environment, training, and Health & Safety. The subcommittee supports staff and volunteer engagement and wellbeing, offers guidance on obtaining professional advice, and acts as an appeals resource for the CEO in grievance and disciplinary matters.</p>	<p>In 2024, the subcommittee was on hiatus due to internal resourcing and the identified need for an in-depth board review of the terms of reference and aims for the committee.</p> <p>We expect this review to take place in early 2025 and for the committee to reconvene with a refreshed purpose.</p>

BOARD AND SUBCOMMITTEE MEETINGS AND ATTENDANCE

The table below lists all our trustees and non-board subcommittee members, who served in 2024, and the record of their attendance at meetings.

Our board typically meets five times a year with meeting dates confirmed towards the end of the previous year. Three additional board meetings were later scheduled in November to discuss organisational matters.

Name	Board Meeting	Finance, Audit & Risk	Governance & Nominations	Public Policy, Advocacy & Research	Remuneration
Board Members					
Inez Bailey	8/8		4/4*	4/4	1/1
Sarah Benson	2/2			2/2*	
Jonathan Buttner	7/8	4/5*			1/1
Kathleen Dowd	6/6				
Mary Doyle	6/8			4/4	
Ellen Farrell	3/5	5/5			
Caitriona Freir	6/8				
Vincent Keenan	8/8*		4/4	3/4	1/1*
Cherif Labreche	1/3	1/3			
Kerry McLaverty	7/8			2/2^	
Janis Morrissey	8/8	4/5			
Felix O'Regan	8/8		4/4	3/4	1/1
Michael Smyth	5/8			2/4	
Non-Board Members					
Nina Arwitz				3/4	
Sarah Benson**				2/2	
James Doorley			2/2		
Macdara Doyle				1/1	
Bernadette Gray		5/5			
Breda Hawkshaw		3/5			
Paul O'Sullivan			4/4		

*Chairperson

^Appointed Chair September 2024

**Joined as non-board member September 2024

BOARD ELECTIONS

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

Every year at the AGM up to one third of the trustees 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 2024 there were two vacancies from the elected board cohort resulting in a full nominations and elections process per our Election Rules. We received four eligible nominations from our full-membership organisations. Nominations were assessed against the election criteria by the Governance & Nominations subcommittee. Two were recommended to the board, and subsequently approved, to proceed to election by Full members. As there were an equal amount of vacancies and nominees, both nominees were deemed by the board as appointed.

At the completion of the process, Kathleen Dowd, of Longford Women's Link, and Michael Smyth of Cope Galway, were deemed elected to the board and announced to attendees at our Annual General Meeting in June 2024. Michael had previously served as a co-optee to the board since December 2022.

INDUCTION AND TRAINING OF TRUSTEES

All new trustees receive an induction pack containing all the information and documentation that a board member requires including: a Board Handbook, the Board Code of Conduct, governing documents for The Wheel, the strategic plan, board minutes and CEO reports from the previous 6 months,, organisational budget, and other relevant documentation.

The following meetings are scheduled for all new trustees:

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



Noeline Blackwell speaking at Summit 2024

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

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

ANNUAL GENERAL MEETING

The AGM was held on Thursday 13 June 2024 in Buswell's Hotel on Molesworth St, Dublin 2 and online via Zoom. The meeting was held as part of an extended event that took place that morning to launch our Pre-Budget Submission.

Twenty-two members, twenty of whom were Full Members, attended the event. This represented a quorum for the meeting. Following the meeting a networking session with lunch took place for in-person attendees.

MEMBER STORIES – IRISH HEART FOUNDATION

The Irish Heart Foundation is a community of people who fight to protect the cardiovascular health of everyone in Ireland. It is the national stroke and heart charity and undertakes lifesaving and life-changing work in prevention, research, CPR, advocacy, and patient support.



In 2024, 70,000 people trained in CPR across all Irish Heart Foundation courses, 2,335 hours of support was delivered to heart and stroke patients across our patient support services, and over 6,000 heart health checks were performed across the country.

As a member of The Wheel, the Irish Heart Foundation supported the We Act campaign which championed the work of charities, and our staff have benefitted from participating in various events and training sessions organised by The Wheel. The Wheel's HSE Members' Network is a great way to stay up to date on relevant matters, discuss member issues and help develop solutions.

Janis Morrissey, Director of Health Promotion, Information and Training with the Irish Heart Foundation was elected to the Board of Directors of The Wheel in June 2023.

OTHER MATTERS

SORP – THE STATEMENT OF RECOMMENDED PRACTICE

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

SORP was developed, in accordance with Accounting Standards Board guidelines, by the UK Charity Commission. It requires a charity to have a high level of transparency in financial reporting and an in-depth annual report on activities. By adopting the standard, we demonstrate our commitment to a very high level of financial accountability.

SORP is also an opportunity to show very clearly the achievements of a charity. The aim of this is to support a charity, and the sector as a whole, in building the trust and confidence of the public in our work.

The key components of SORP-compliant accounts are

- Trustees' Annual Report
- Statement of Financial Activities (SoFA)
- Statement of Financial Position (Balance Sheet)
- Notes to the Accounts

More details on SORP are outlined on our [website](#).

While SORP is not a requirement for Irish charities at the time of writing, following the enactment of the Charities (Amendment) Act in late 2024, it is expected that SORP will be mandatory for organisation of a certain size once the Act is fully commenced.

AUDITORS

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

ACCOUNTING RECORDS

The trustees ensure that The Wheel engage appropriately qualified accounting staff and provide adequate resources to ensure that proper books and records are maintained and retained in accordance with Sections 281 to 285 of the Companies Act 2014.

The accounting records are kept at 48 Fleet Street, Dublin 2, the registered office and principal place of business of the company.

We use Microsoft SharePoint as its cloud-based file management system and are satisfied through written internal policies and procedures, and high standards of security for its cloud-based systems, that our records are securely managed.

The organisation has an external IT support company which carries out regular checks and upgrades and also has cyber-liability insurance in-place.

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. The Wheel's beneficial owners are our senior managing officials, i.e. our trustees and the CEO.

POLITICAL DONATIONS

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

LEGAL STATUS

Rotha, trading as The Wheel, is a Company Limited by Guarantee, not having a share capital, incorporated on 25 February 1999 and governed by the Companies Act 2014.

The constitution of the company is available for inspection on our [website](#), on our entry on the [Register of Charities](#) and the Companies Registration Office website at www.cro.ie

PAYMENT OF CREDITORS

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

STATEMENT ON RELEVANT AUDIT INFORMATION

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

NATIONAL TRAINING FUND AFFIRMATION

The trustees of the Board of Rotha t/a The Wheel affirm that expenditure incurred in 2024 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.

EVENTS SINCE YEAR-END.

In February 2025, Ivan Cooper departed the organisation as CEO. The trustees are grateful to Ivan for his many years of service to The Wheel during his time as CEO and as Director of Public Policy.

The work of him and his team has helped the Irish nonprofit sector to grow and develop into a positive force for good. The board and Senior Management Team are committed to ensuring continuity in the important work of The Wheel in representing our members and the broader sector. A recruitment process for a successor will be led by the board and commenced in 2025.

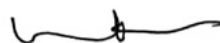
The trustees are satisfied that the activities of The Wheel can continue in 2025 and beyond.

PLANS FOR FUTURE PERIODS

The trustees plan to continue with our core activities of advocacy and capacity building in the nonprofit sector and will continue to seek funding opportunities to support us in delivering our strategic aims.

In 2025, we will commence a period of growth and recruitment as our Sector Skills programme expands due to an increase in our investment from the National Training Fund which was confirmed for the coming year at the end of 2024. We're grateful to the Department of Further & Higher Education, Research, Innovation & Science for the trust and confidence they show in us through this investment, and for their dedication to upskilling in the sector.

Approved by the order of the members of the board of trustees on 30 April 2025 and signed on their behalf by



Vincent Keenan



Jonathan Buttner

MEMBER STORIES – HORSES CONNECT

Horses Connect is a not-for-profit Social Enterprise and accredited equine-assisted services and training centre based in the west of Ireland. Since 2015, we've delivered programmes for children and adults facing a wide range of physical, intellectual, and mental health challenges. We also offer accredited courses for experienced horse people aiming to qualify as Equine-assisted Personal Development or Activities Coaches.

Through structured interactions with horses, participants build confidence, communication skills, resilience, and self-regulation in a supportive, nature-based setting.

Our work creates lasting change, helping clients and students reconnect with themselves, others, and the world around them. Horses and trained facilitators support breakthroughs often hard to achieve in traditional environments.

As long-time members of The Wheel, we benefit from sector-specific knowledge, expert training, peer support, funding insights, and advocacy resources – all of which enhance our capacity to deliver high-quality services and deepen our community impact.



Staff, Supporters and Families of The Wheel post Dublin Pride Parade

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with Irish law and regulations. Irish company law requires the Trustees to prepare financial statements for each financial year. Under the law, the Trustees have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council (and promulgated by Chartered Accountants Ireland) including FRS 102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland) as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in 1 January 2019.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Charity as to the financial year end and of the surplus or deficit of the Charity for the financial year and otherwise comply with the Companies Act 2014. In preparing these financial statements, the Trustees are required to:

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

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

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

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



Vincent Keenan
Trustee

Date: 30th April 2025



Jonathan Buttner
Trustee

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

OPINION

We have audited the financial statements of The Wheel (the 'Charity') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable Irish law and accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in 1 January 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 December 2024 and of its deficit for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard as issued by the Irish Auditing and

Accounting Service Authority ("IAASA"), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

OTHER INFORMATION

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

In connection with our audit of the financial

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

- adequate accounting records have not been kept,

or returns adequate for our audit have not been received; or

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

We have nothing to report in this regard.

RESPONSIBILITIES OF TRUSTEES

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

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

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the Charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the Charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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

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



Michelle O'Donoghue
for and on behalf of
RBK Business Advisers
Chartered Accountants and Statutory Audit Firm
Irishtown
Athlone
Westmeath
N37XP52

Date: 30th April 2025

STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2024

		Restricted funds 2024 €	Unrestricted funds 2024 €	Total funds 2024 €	Total funds 2023 €
Income from:	Note				
Donations and legacies	4	-	9,107	9,107	3,842
Charitable activities	4	2,215,424	249,762	2,465,186	2,429,091
Other trading activities	4	-	550,491	550,491	546,836
Total income		2,215,424	809,360	3,024,784	2,979,769
Expenditure on:					
Raising funds		-	47,032	47,032	46,948
Charitable activities		2,189,574	792,346	2,981,920	2,917,014
Total expenditure	5	2,189,574	839,378	3,028,952	2,963,962
Net movement in funds		25,850	(30,018)	(4,168)	15,807
Reconciliation of funds:					
Total funds brought forward	14	70,220	1,002,113	1,072,333	1,056,526
Net movement in funds	14	25,850	(30,018)	(4,168)	15,807
Total funds carried forward		96,070	972,095	1,068,165	1,072,333

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

The notes on pages 69 to 81 form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2024

	Note	2024 €	2023 €
Fixed assets			
Tangible assets	11	16,191	24,981
		16,191	24,981
Current assets			
Debtors	12	42,848	133,008
Cash at bank and in hand		1,697,821	1,341,750
		1,740,669	1,474,758
Creditors: amounts falling due within one year	13	(688,695)	(427,406)
Net current assets		1,051,974	1,047,352
Total assets less current liabilities		1,068,165	1,072,333
Net assets excluding pension asset		1,068,165	1,072,333
Total net assets		1,068,165	1,072,333
Charity funds			
Restricted funds	14	96,070	70,220
Unrestricted funds	14	972,095	1,002,113
Total funds		1,068,165	1,072,333

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



Vincent Keenan



Jonathan Buttner

Date: 30th April 2025

The notes on pages 69 to 81 form part of these financial statements.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 €	2023 €
Cash flows from operating activities		
Net cash used in operating activities	359,693	(70,944)
Cash flows from investing activities		
Purchase of tangible fixed assets	(3,622)	-
Net cash (used in)/provided by investing activities	(3,622)	-
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	356,071	(70,944)
Cash and cash equivalents at the beginning of the year	1,341,750	1,412,694
Cash and cash equivalents at the end of the year	<u>1,697,821</u>	<u>1,341,750</u>

The notes on pages 69 to 81 form part of these financial statements

1. GENERAL INFORMATION

The Wheel is a company limited by guarantee incorporated in the Republic of Ireland. The company operates under the name The Wheel and is a public entity incorporated in Ireland with a registered office at The Wheel, 48 Fleet Street, Dublin 2 and its company registration number is 302282. The Charity applied SORP on a voluntary basis as it is not a requirement of the current regulations for Charities registered in the Republic of Ireland, however, it is considered best practice. As noted below, the Trustees consider the adoption of the SORP requirements as the most appropriate accounting practice and presentation to properly reflect and disclose the activities of the organisation.

2. ACCOUNTING POLICIES

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

2.1 Basis of preparation of financial statements

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

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

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

Going Concern

The financial statements are prepared on a going concern basis which assumes The Wheel will continue in operational existence for the foreseeable

future. Based on budgeted statements of income and expenditure, in the opinion of the Board of Trustees, the Charity has sufficient resources to fund its activities for at least 12 months from the date of signing of the financial statements. Accordingly, the Board of Trustees are satisfied that the going concern basis of preparation is appropriate.

2.2 Currency

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

2.3 Income resources

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

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

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

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

2.4 Resources expended

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services supplied. Other

grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

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

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

2.5 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

2.6 Property, plant and equipment and depreciation

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

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

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

2.7 Intangible assets

Intangible assets are valued at cost less accumulated amortisation.

Amortisation is calculated to write off the cost in

equal annual instalments over their estimated useful life of 3 years.

2.8 Receivables

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

2.9 Cash and cash equivalents

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

2.10 Payables

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

2.11 Pensions

Defined Contribution Pension Plan

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

2.12 Taxation

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

2.13 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Statement of Financial

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

2.14 Holiday pay accrual

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

2.15 Financial instruments

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

2.16 Provisions

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

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

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

2.17 Contingencies

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

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

2.18 Reserves policy

At 31 December 2024, The Wheel held total unrestricted reserves of €972,095 inclusive of designated reserves. The sole movement in reserves in the year was the operating deficit of €4,168 reported in the Statement of Financial Activities.

It is the policy of The Wheel to maintain unrestricted reserves at a level which would allow the organisation to continue to operate during a period of crisis or uncertainty and not force it into significantly altering staff levels, programme delivery or future activities and plans. This provides sufficient funds to cover management, administration and support costs, and to ensure sufficient continuity of the Charity.

The board have determined that reserves should fall within a band between €730,000 and €1,125,000. The reserves held by the charity at 31 December 2024 are within these levels.

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

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

Establishing lives for depreciation purposes of property, plant and equipment

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

Income recognition

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

4. INCOMING RESOURCES

Income Description	Funded by	Donations and Legacies		Charitable Activities		Other Trading Activities		Total Funds 2024	Total Funds 2023
		Restricted Funds 2024	Unrestricted Funds 2024	Restricted Funds 2024	Unrestricted Funds 2024	Restricted Funds 2024	Unrestricted Funds 2024		
National Training Fund	DFHERIS	-	-	1,140,000	-	-	-	1,140,000	1,140,000
Membership		-	-	-	-	-	423,851	423,851	365,046
Earned income and corporate support		-	-	-	249,762	-	123,100	372,860	456,984
Access Europe		-	-	247,000	-	-	-	247,000	244,000
WeAct Campaign	Others	-	-	137,331	-	-	-	137,331	59,444
Creative Climate - TCAGSM		-	-	107,000	-	-	-	107,000	16,000
SSNO	Pobal	-	-	90,767	-	-	-	90,767	90,767
Community and Voluntary Pillar	DRCD	-	-	73,476	-	-	-	73,476	73,476
WeAct Campaign	DRCD	-	-	56,034	-	-	-	56,034	-
DFA Shared Island Funding	Dept. Foreign Affairs	-	-	49,879	-	-	-	49,879	59,095
EPAS - schools	EU Parliament	-	-	45,835	-	-	-	45,835	45,857
BASE		-	-	42,620	-	-	-	42,620	42,620
Europe Aid - Birlikte		-	-	37,122	-	-	-	37,122	37,140
CFI - HR Supports (Pay & Ben)	Community Foundation Ireland	-	-	33,199	-	-	-	33,199	7,800
Horizon / INSPIRE		-	-	25,411	-	-	-	25,411	-
Transforming Local Leadership		-	-	22,387	-	-	-	22,387	-
DRCD PPN Supports	DRCD	-	-	17,225	-	-	-	17,225	55,843
Pobal - CCAP Emerge		-	-	15,000	-	-	-	15,000	75,000
ECAS		-	-	14,982	-	-	-	14,982	-
Other EU		-	-	14,000	-	-	-	14,000	-9,289
EASI		-	-	9,577	-	-	-	9,577	37,000
Erasmus+ (Oct24) (Leargas, RISE)		-	-	9,375	-	-	-	9,375	-
VAT Compensation Scheme	Revenue Commissioners	-	8,422	-	-	-	-	8,422	3,412
Erasmus RevitalESE (Leargas)		-	-	7,947	-	-	-	7,947	37,584
DRCD Volunteering tender (ins)		-	-	7,350	-	-	-	7,350	66,150
SPACE - Croatia		-	-	7,178	-	-	-	7,178	-
Resource Point / Member Services		-	-	-	-	-	3,542	3,542	3,914
SEAI/ IREPO		-	-	3,000	-	-	-	3,000	-
SOLAS Adult Literacy		-	-	1,727	-	-	-	1,727	34,399
Corporate support and other income		-	-	685	-	-	-	685	430
National Rural Network	Dept Agriculture and Food	-	-	-	-	-	-	-	37,097
Total income		-	9,107	2,215,424	249,762	-	550,493	3,024,784	2,979,769

5. EXPENDITURE

	Charitable Activities		Raising Funds		Total funds 2024 €	Total funds 2023 €
	Restricted funds	Unrestricted funds	Restricted funds	Unrestricted funds		
	2024	2024	2024	2024		
	€	€	€	€		
Wages & Salaries	1,182,066	498,859	-	43,101	1,724,026	1,652,506
Third party suppliers	162,881	42,637	-	-	205,518	414,808
Training costs	269,209	-	-	-	269,209	233,040
Campaign costs (WeAct)	114,829	-	-	-	114,829	18,464
Subcontractors	79,392	-	-	-	79,392	72,619
Professional fees	67,516	10,302	-	-	77,818	24,407
Creative Climate	74,481	-	-	-	74,481	-
Annual summit	-	71,990	-	-	71,990	65,167
Rent and facilities	48,678	20,543	-	1,775	70,996	72,359
ICT costs	39,561	18,138	-	-	57,699	63,865
Research	28,083	25,295	-	-	53,378	77,168
Maintenance, equipment and IT	32,035	14,688	-	-	46,723	41,658
Meetings and events	16,130	16,130	-	-	32,260	44,015
Insurance and bank charges	21,288	9,760	-	-	31,048	13,979
Marketing and communications	15,495	14,095	-	1,400	30,990	53,043
Staff training and development	20,727	8,747	-	756	30,230	24,381
Subscriptions	-	12,856	-	-	12,856	11,409
Depreciation	-	12,411	-	-	12,411	13,559
Travel and expenses	6,222	6,222	-	-	12,444	16,639
Telephone	4,984	4,984	-	-	9,968	8,419
Design and printing	3,631	1,665	-	-	5,296	8,867
Stationery	1,783	817	-	-	2,600	3,360
Miscellaneous	-	1,607	-	-	1,607	22,148
Postage, fulfillment and couriers	577	264	-	-	841	190
Other	6	336	-	-	342	-
Systems and Processes Upgrades	-	-	-	-	-	7,544
Charity Impact Awards	-	-	-	-	-	349
Total expenditure	2,189,574	792,346	-	47,032	3,028,952	2,963,962

5.1 Professional Fees

	2024	2023
	€	€
Legal & Professional Fees	67,817	10,938
Auditors' Remuneration	10,000	13,469
	77,817	24,407

6.NET INCOME

	2024	2023
	€	€
Net income is stated after charging:		
Depreciation of property, plant and equipment	12,411	13,559

7. STAFF COSTS

	2024	2023
	€	€
Wages and salaries	1,491,495	1,424,965
Social security costs	158,188	156,788
Contribution to defined contribution pension schemes	74,343	70,753
	1,724,026	1,652,506

Redundancy and termination payments made during the year for employees for compensation for loss of employment totalled €58,947 (2023: €nil)

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

	2024	2023
	No.	No.
Direct & Administration	29	29

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

	2024	2023
	No.	No.
In the band €60,001 - €70,000	3	1
In the band €70,001 - €80,000	1	2
In the band €80,001 - €90,000	-	1
In the band €90,001 - €100,000	1	1

	2024	2023
	€	€
The Chief Executive Officer was the highest earning employee and the remuneration package was comprised as follows:		
Gross Salary	99,395	89,021
Employer Pension Contribution	5,964	5,382
	105,359	94,403

Each year, the remuneration subcommittee of the board of trustees' review salaries and make recommendations to the board of trustees' for approval. The review meeting for 2024 took place in February 2024.

8. TRUSTEE REMUNERATION AND EXPENSES

During the year, no Trustees received remuneration or other benefits (2023 - €nil).

During the year ended 31 December 2024, one Trustee was reimbursed for out of pocket expenses in the amount of €316.43 (2023: €115.50).

9. KEY MANAGEMENT COMPENSATION

	2024 €	2023 €
Gross salaries and Benefit in Kind	350,715	346,719
Employers pension contribution	16,892	19,927
	<u>367,607</u>	<u>366,646</u>

Senior management comprised of the CEO, Director of Advocacy & Research, Director of Business Development, Director of Development & Member Services, Director of Finance & Operations, and Director of People & Strategic HR (not all served for the full year).

10. INTANGIBLE ASSETS

	Computer software €
Cost	
At 1 January 2024	58,290
At 31 December 2024	<u>58,290</u>
Amortisation	
At 1 January 2024	58,290
At 31 December 2024	<u>58,290</u>
Net book value	
At 31 December 2024	-
At 31 December 2023	-

11. TANGIBLE FIXED ASSETS

	Office equipment €	Computer equipment €	Total €
Cost or valuation			
At 1 January 2024	20,030	73,372	93,402
Additions	-	3,621	3,621
At 31 December 2024	<u>20,030</u>	<u>76,993</u>	<u>97,023</u>
Depreciation			
At 1 January 2024	13,702	54,719	68,421
Charge for the year	2,512	9,899	12,411
At 31 December 2024	<u>16,214</u>	<u>64,618</u>	<u>80,832</u>
Net book value			
At 31 December 2024	<u>3,816</u>	<u>12,375</u>	<u>16,191</u>
At 31 December 2023	<u>6,328</u>	<u>18,653</u>	<u>24,981</u>

12. DEBTORS

	2024	2023
	€	€
Accrued income (Note 12.1)	27,195	123,070
Prepayments	15,653	9,938
	<u>42,848</u>	<u>133,008</u>

12.1 Accrued income

	2024	2023
	€	€
Birk-lite	14,035	6,761
Commissioned info/ RP	7,500	500
SEAI/ IREPO	3,000	-
Creative Climate	2,660	-
Access Europe	-	61,000
New Ireland Refund	-	24,394
RevitaLESE	-	18,227
Department of Rural and Community Development	-	6,000
Base	-	5,683
Bike to work	-	505
	<u>27,195</u>	<u>123,070</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	€	€
Deferred income (Note 13.1)	485,364	282,568
Accruals	104,372	48,596
Trade creditors	48,633	42,004
Payroll taxes	36,402	38,542
Staff pensions	13,141	13,071
Other creditors	783	2,625
	<u>688,695</u>	<u>427,406</u>

13.1 Deferred income

	2024	2023
	€	€
Membership income	191,596	146,604
Inspire	134,681	-
Shared Island- NICVA	62,905	24,936
Funding point	40,353	34,819
RISE	20,364	-
Base	19,889	-
Training income	14,140	12,000
Erasmus (SPACE)	1,436	-
Red Cross (WeAct)	-	56,034
Department of Rural and Community Development	-	7,350
Employment and Social Innovation	-	825
	<u>485,364</u>	<u>282,568</u>

14. STATEMENT OF FUNDS

Statement of funds - current year

	Balance at 1 January 2024€	Income €	Expenditure €	Balance at 31 December 2024 €
Unrestricted funds				
Designated funds				
Designated Funds - all funds	22,236	-	-	22,236
General funds				
General Funds	979,877	809,360	(839,378)	949,859
Total Unrestricted funds	1,002,113	809,360	(839,378)	972,095
Restricted funds				
Restricted Funds - all funds	70,220	2,215,424	(2,189,574)	96,070
Total of funds	1,072,333	3,024,784	(3,028,952)	1,068,165

- Restricted reserves of €96,070 (2023: €70,220) 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 2025.
- Designated reserves of €22,236 are designated by the Board to be used for a systems & process review and enhancement being carried out in. 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 level of reserves is reviewed by the Board annually and the most recent review recommended a target range of €730,000 to €1,125,000. The unrestricted reserves (including designated) at 31 December 2024 of €972,095 are within this desired band.

Statement of funds - prior year

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

15. SUMMARY OF FUNDS

Summary of funds - current year

	Balance at 1 January 2024	Income	Expenditure	Balance at 31 December 2024
	€	€	€	€
Designated funds	22,236	-	-	22,236
General funds	979,877	809,360	(839,378)	949,859
Restricted funds	70,220	2,215,424	(2,189,574)	96,070
	1,072,333	3,024,784	(3,028,952)	1,068,165

Summary of funds - prior year

	Balance at 1 January 2023	Income	Expenditure	Balance at 31 December 2023
	€	€	€	€
General funds	957,675	829,787	(785,349)	1,002,113
Restricted funds	98,851	2,149,982	(2,178,613)	70,220
	1,056,526	2,979,769	(2,963,962)	1,072,333

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current period

	Restricted funds 2024	Unrestricted funds 2024	Total funds 2024
	€	€	€
Tangible fixed assets	-	16,191	16,191
Current assets	96,070	1,644,599	1,740,669
Creditors due within one year	-	(688,695)	(688,695)
Total	96,070	972,095	1,068,165

Analysis of net assets between funds - prior period

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

17. ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2024 €	Cash flows 2024 €	Total funds 2024 €
Cash and cash equivalents	1,341,750	356,071	1,697,821

18. STATUS

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

19. CONTINGENT LIABILITIES

The charity had no contingent liabilities at the reporting date.

20. 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 2024.

21. CAPITAL COMMITMENTS

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

22. GRANTS FROM POBAL- SSNO

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

Scheme to Support National Organisations (SSNO)

The funding has been received from the “Scheme to Support National Organisations” (SSNO) programme. The current funding is for a three year period from July 2022 to June 2025. The funding has been used to support salary costs of the organisation. The total agreed funding for the three-year periods amount to €272,303 respectively. The relevant amounts for 2024 are set out below.

	2024 €	2023 €
Pobal- SSNO		
Income Received - Current Tranche	90,767	90,767
Expenditure Incurred		
Salary Costs	(90,767)	(90,767)
Surplus/Deficit	-	-

23. PENSION CONTRIBUTION

All employees are eligible to join the company's defined contribution scheme. The scheme and its assets are held separately from those of the company. The employer contributions for the year were €74,343 (2023: €70,753).

24. POST STATEMENT OF FINANCIAL POSITION EVENTS

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

On the 28 February 2025, Ivan Cooper left his role as CEO. The charity is currently recruiting a replacement.

25. APPROVAL OF FINANCIAL STATEMENTS

The Board of Trustees approved these financial Statements on 30th April 2025.

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

DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEARS ENDING 31 DECEMBER 2024 AND 2023

Income Source	2024 (€)	2023 (€)
National Training Fund	1,140,000	1,140,000
Membership	423,851	365,046
Access Europe	247,000	244,000
Training events & contracts	154,735	175,065
WeAct Campaign	137,331	-
Creative Climate - TCAGSM	107,000	16,000
Funding Point	95,027	104,043
SSNO	90,767	90,767
Annual Summit	78,588	76,072
Community and Voluntary Pillar	73,476	73,476
WeAct Income - DRCD	56,034	59,444
DFA Shared Island Funding	49,879	59,095
EPAS - schools	45,835	45,857
Commissioned income	44,512	45,000
BASE	42,620	42,620
Europe Aid - Birlikte	37,122	37,140
Community Foundation Ireland	33,199	7,800
Horizon / INSPIRE	25,411	-
Other EU	23,577	27,711
Transforming Local Leadership	22,387	-
DRCD PPN Supports	17,225	55,843
Pobal - CCAP Emerge	15,000	75,000
ECAS	14,982	-
RISE (Leargas, Erasmus)	9,375	-
VAT Compensation Scheme	8,422	3,412
Erasmus RevitaLESE (Leargas)	7,947	37,584
DRCD Volunteering Strategy - Insurance	7,350	66,150
Erasmus SPACE	7,178	-
Resource Point / Member Services	3,542	3,914
SEAI/ IREPO	3,000	-
SOLAS Adult Literacy	1,727	34,399
Corporate support and other income	685	430
National Rural Network	-	37,096
EM CARO	-	56,804
Total income	3,024,784	2,979,769
Less total expenditure	(3,028,952)	(2,963,962)
Net movement in funds	(4,168)	15,806

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

DETAILED EXPENDITURE ANALYSIS FOR THE YEARS ENDING 31 DECEMBER 2024 AND 2023

Expenditure	2024 (€)	2023 (€)
Salaries including ER pension and ER PRSI	1,724,026	1,652,506
Third party suppliers	205,518	414,808
Training costs	269,209	233,040
Campaign costs	114,829	18,464
Subcontractors	79,392	72,619
Professional fees	77,818	24,407
Creative Climate	74,481	-
Annual conference	71,990	65,167
Rent and facilities	70,996	72,359
ICT costs	57,699	63,865
Research	53,378	77,168
Maintenance, equipment and IT	46,723	41,658
Meetings and events	32,260	44,015
Insurance and bank charges	31,048	13,979
Marketing, communications, recruitment	30,990	53,043
Staff training and development	30,230	24,381
Membership and subscriptions	12,856	11,409
Travel and expenses	12,444	16,640
Depreciation	12,411	13,559
Telephone	9,968	8,419
Design and printing	5,296	8,867
Stationery	2,600	3,360
Miscellaneous	1,949	22,148
Postage, fulfillment and couriers	841	190
Systems and Processes Upgrades	-	7544
Charity Impact Awards	-	349
Total Expenditure	3,028,952	2,963,962

NOTES

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The Wheel

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www.wheel.ie

Registered Charity Number: 20040963

CHY Number: 13288

Company Number: 302282

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

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

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

