

Annual Report & Financial Statements 2021

Social Innovation Growth Fund Ireland
Company Limited by Guarantee
t/a Rethink Ireland

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Directors' Report

Legal and Administrative Information

Board of Directors

Dalton Philips, Chair

Shane Deasy

Caitriona Fottrell - Resigned on November 24th 2021

John Higgins

Ailbhe Keane

Peter Kinney - Joined January 27th 2021, resigned September 15th 2021

Professor Alf Smiddy

Barbara McCarthy

Niamh O'Donoghue

Caroline O'Driscoll

Terence O'Rourke - Retired July 30th 2021

Registered Office

10 Earlsfort Terrace

Dublin 2

Company Registered Number

529841

Charity Tax Exemption Number

CHY 21092

Charity Regulatory Authority Number

20108014

Secretary

Bradwell Limited

CEO

Deirdre Mortell

SUB-COMMITTEES OF THE BOARD

Finance Committee

Caroline O'Driscoll (Chair)

Shane Deasy

Deirdre Mortell

Audit and Risk Committee

Professor Alf Smiddy (Chair)

Deirdre Mortell

Niamh O'Donoghue

Grant-Making Committee

Barbara McCarthy (Chair)

Caitriona Fottrell - Resigned on November 24th 2021

John Higgins

Ailbhe Keane

Peter Kinney - Joined January 27th 2021, resigned September 15th 2021

Deirdre Mortell

Nominations Committee

Shane Deasy (Chair)

Ailbhe Keane

Barbara McCarthy

Deirdre Mortell

Remuneration Committee

Niamh O'Donoghue (Chair)

Shane Deasy

Barbara McCarthy

Dalton Philips

Deirdre Mortell

INDEPENDENT AUDITOR

KPMG

Chartered Accountants

1 Stokes Place

St. Stephen's Green

Dublin 2

PRINCIPAL BANKERS

Bank of Ireland

39 St. Stephen's Green East
Dublin 2

Allied Irish Banks

Hanover Quay
Grand Canal Dock
Dublin 2

KBC Bank Ireland

Sandwith Street
Dublin 2

Welcome

Chair Statement

2021 was another year of unparalleled challenge for Ireland, as the Covid-19 pandemic continued to affect every aspect of our society. The impact of this on the organisations that Rethink Ireland supports was enormous. Demand for our Awardees' services continued to rise, whilst funding streams faced persistent pressure and risk.

Yet, despite the strain caused by the pandemic, Rethink Ireland raised over €13.8 million in cash income in 2021. This is due in no small part to Rethink Ireland's donors who have continued to make the courageous choice to support the work of our Awardees and in doing so have made a transformative impact on communities nationwide. I would like to take this opportunity to extend a sincere thank-you to each and every one of our donors not only on behalf of the Rethink Ireland team and our Awardees but also on behalf of the 125,029 people directly impacted by your involvement last year. Your choice to partner with us has allowed our Awardees to continue to innovate, providing vital services, such as mental health and education services, during a time of unprecedented societal upheaval and shock.

The work that Rethink Ireland accomplishes is also dependent on the strong support we receive from the Department of Rural and Community Development, which provides match funding for some of the philanthropic funds which we raise, from the Dormant Accounts Fund.

In this respect, on behalf of the Board, I would like to take this opportunity to express our gratitude to the Minister of State for Community Development and Charities, Joe O'Brien TD, for his continued and ongoing support. I would also like to extend our thanks to Minister for Justice, Social Protection, Community and Rural Development and the Islands, Heather Humphreys TD, and Minister for Children, Equality, Disability, Integration and Youth, Roderic O'Gorman TD, who supported us in 2021.

During the pandemic, Rethink Ireland's ability to adapt to meet both new challenges and opportunities, has been key to us navigating the exceptional circumstances we have faced. This would not have been possible were it not for the flexibility, commitment, and hard work of the Rethink Ireland team and therefore I would like to extend my heartfelt thanks to you all, as well as to our Board of Directors for their extraordinary efforts.

Looking back on our achievements over the past year, I have a renewed sense of promise for the future, as well as a confidence that together we will have the strength to rise to the challenges that lie ahead.

Our vision continues to be a more just, equal and sustainable Ireland because of social innovation. It strikes me that this is more critical now, than ever before.

A handwritten signature in black ink, appearing to read 'Dalton Philips', followed by a small comma.

Dalton Philips
Chair of the Board, Rethink Ireland

CEO Statement

2021 was a year of milestones - within Rethink Ireland, across the country, and the world beyond.

It was our fifth full year of operations, which saw us raise over €13.8 million in cash income and support 225 Awardees working hard to continue providing services to some of the most marginalised people in Ireland. In total, we managed 23 Funds, opening 7 new ones, and contracting 89 new Awardees with grants amounting to €7.78 million.

We marked our fifth year with the launch of a [Five Year Impact Report](#) and Event which was addressed by An Taoiseach Micheál Martin, as well as a Manifesto for Ireland 2030, setting out our vision for the future and inviting all who live here to join us as we work towards achieving it. Following the release of our [Strategic Plan](#) in mid-2020 - where we set an ambitious target of building a €100 million social innovation fund for Ireland by 2023 - by the time of writing in June 2022, we have now created a cumulative fund of €85 million and are well on track to reach this milestone.

But as the country entered its second year of the pandemic, by now every single person and family in Ireland had been affected by Covid-19 through death or bereavement, illness, separation from loved ones, sudden loss of income, and in so many other ways. At Rethink Ireland, we witnessed up close how Covid-19 exacerbated the inequalities that our Awardees and donors were already working to reduce. Through our Innovate Together Fund, we continued to support 71 Awardees delivering responses to the crisis across 9 categories: Mental Health, Physical Health, Online Education, Food Security, Reskilling the Workforce, Economic Recovery, Community Outreach, Sustainable Ireland and other Cross-Cutting issues.

We saw how children from marginalised communities had their education profoundly disrupted through lack of access to laptops or tablets and sometimes even to the internet at home, setting them back even further. Services for people with disabilities were suspended for months on end, fundamentally impacting on their independence, as well as skills-building for education or access to work. Others were set back from access to decent work by years, as jobs were destroyed across the domestic economy, especially in the hospitality, retail, and aviation sectors. And women's equality was set back decades as women bore the brunt of the pandemic both at home and at work.

We published our report, "[The Impact of Covid-19 on Women's Economic Mobility](#)", in collaboration with the National Women's Council of Ireland, a piece of research unique in its ability to access and publish live data on the impact of the pandemic, which we were able to share with policymakers, including the Minister for Finance, Paschal Donohoe TD.

We continued our work to strengthen the social enterprise ecosystem, and plans to develop a National Competence Centre for Social Innovation in Ireland. Partnering with Genio, as well as organisations from Portugal, Cyprus, and Bulgaria, we led a strong EU network to support the growth of social innovation and to facilitate knowledge transfer.

In order to keep pace with all of this, our team continued to grow. Our staff grew from 25 at the start of the pandemic to a peak of 50 staff, originally based in our three hubs in Cork, Dublin and Galway, but now throughout the whole country. Our focus on diversity, inclusion and belonging was recognised at the Diversity in Tech Awards, where we were proud to win an award for Disability Inclusion.

As we emerge from the pandemic, it is critical that, as a nation, we commit to tackling the inequalities that were amplified by Covid 19, while also setting our faces to taking on the climate crisis and the green transition, at every level from policy to community engagement. Collaboration with courage is the only solution to the enormous challenges we face, but collaboration is hard. That's why 'partnership' is explicitly named as SDG 17. Social innovation is grounded in collaborative approaches to social and environmental problem solving, and must form the key platform for building sustainability. Rethink Ireland's model is grounded in collaboration, bringing together diverse stakeholders to work together - Government, corporate philanthropy, family philanthropy, community organisations, and others.

In 2022, we will continue to collaboratively lead the development of the social innovation ecosystem, supporting the unleashing of funds, talent and ideas to build equality, green transition, and mental health, continuing to support education and social enterprise.

A handwritten signature in black ink, appearing to read 'Deirdre Mortell'.

Deirdre Mortell
CEO, Rethink Ireland

About Us

Who We Are

Rethink Ireland supports the most innovative non-profit organisations working in communities across the country. We do this by partnering with the Irish Government as well as with companies, families, individuals, and foundations that understand that new thinking combined with focused action is needed.

Together with our partners, we create funds to find and back social innovations that are addressing our most critical social and environmental issues.

Through our venture philanthropy model, we provide these innovations with cash grants and business supports to grow and maximise their impact across Ireland.

By bringing groups of innovations together, our work not only contributes to the individual organisations tackling these issues but, perhaps also, to the elimination of some of these problems altogether.

The innovations we support don't just think differently, they put their ideas into action and build a more equal, inclusive, and sustainable Ireland.

What is Social Innovation?

At Rethink Ireland, we define social innovation as the successful delivery of new approaches to meet social needs more effectively and sustainably than those currently available.

Just as innovation is necessary for economic growth, we believe innovation is critical to societal and environmental progress.

What is Venture Philanthropy?

According to the European Venture Philanthropy Association, venture philanthropy is a high-engagement and long-term approach whereby an investor for impact supports an organisation to help it maximise its social impact. Or in simpler terms, it's the process of treating your philanthropic donation in the same way you would treat a venture capital investment, with the main performance metric being social impact.

Our Vision

Our vision is an Ireland which is more just, equal, and sustainable because of social innovation.

Our Mission

Our mission is to support the best social innovations so that they can grow and maximise their impact across Ireland.

Our Values

- We work with our hearts and our heads – we value compassion, passion and fun.
- We take smart risks and we allow permission to fail because we know that innovation and risk are two sides of the same coin.
- We believe that social change is a team sport – we use influence and engagement to build trusted relationships, and we choose to work with others to achieve our goals.
- We demonstrate curiosity and a hunger to learn.
- We value bold ideas and bold leadership, and we develop remarkable people.

How We Work

At Rethink Ireland, we work to find and back the country's best social innovations. We encourage the kind of philanthropy that will help change exclusion to inclusion, and we demonstrate success through social impact and job creation.

1. Encouraging philanthropy that transforms

We encourage businesses, small and big, as well as individuals, families, and foundations to invest in innovative ideas that will make a long-lasting and transformative impact in Ireland.

2. Providing growth capital

Our grant funding fills an important gap in the capital market for social innovation in Ireland. Financial support helps organisations that are awarded funding to invest in testing, piloting, measuring, and growing their social innovations.

3. Providing game-changing programmes

We know that the skills it takes to develop an innovation are different from the skills needed to grow it. Our capacity-building programmes and supports help Awardees to

learn these new skills. They receive support that allows them to make that step-change in impact and prepares them for the next stage of growth.

4. Contributing to a flourishing ecosystem

We aim to contribute to a flourishing ecosystem of social innovations and we do this by proving and improving our impact, promoting social innovation and philanthropy, and collaborating with others.

Achievements and Performance

Our Strategic Objectives

Outcomes	2021 Objectives	2021 Achievements
Focus on Equality, Health, Education, Social Enterprise and Green Transition	<p>Raise €5.5 Million in philanthropic income</p> <p>18 Funds under management (Baseline: 15 in 2020)</p> <p>Run 11 Accelerator programmes</p> <p>Conclude Innovate Together Fund</p> <p>Open a significantly expanded Equality Fund</p> <p>Open Ireland's first dedicated Climate Justice or Green Transition fund</p> <p>Open 2 new Education Funds & re-open the Growth Fund</p> <p>Conduct an analysis of the impact of Covid-19 on existing funds and awardees</p>	<p>We raised €6.9 million in philanthropic income</p> <p>We managed 23 Funds, including 7 new Funds in our 5 areas of focus. We supported 225 Awardees, with contracts of €44 million in value, including 89 new Awardees</p> <p>We ran 12 accelerator programmes</p> <p>We successfully managed and concluded Innovate Together Fund (Covid-19 response fund with 71 awardees) in December 2021</p> <p>Equality Fund awardees were contracted in early 2021, however we did not open a further expanded fund.</p> <p>We piloted our first regional sustainability fund (Sustainable Cork Fund) & the first green communities fund (Glas Communities Fund). We have yet to open Ireland's first dedicated Climate Justice or Green Transition Fund</p> <p>We opened the Education Innovation Fund and Children & Youth Digital Solutions Fund and re-opened the Growth fund to new Awardees</p> <p>We ran a survey across our full portfolio & analysed findings, sharing results with stakeholders</p>
Proven increase in the	Test new organisational health assessment tool ¹ and set	The Organisational Health Assessment tool was upgraded based on feedback and international practice. We are using it

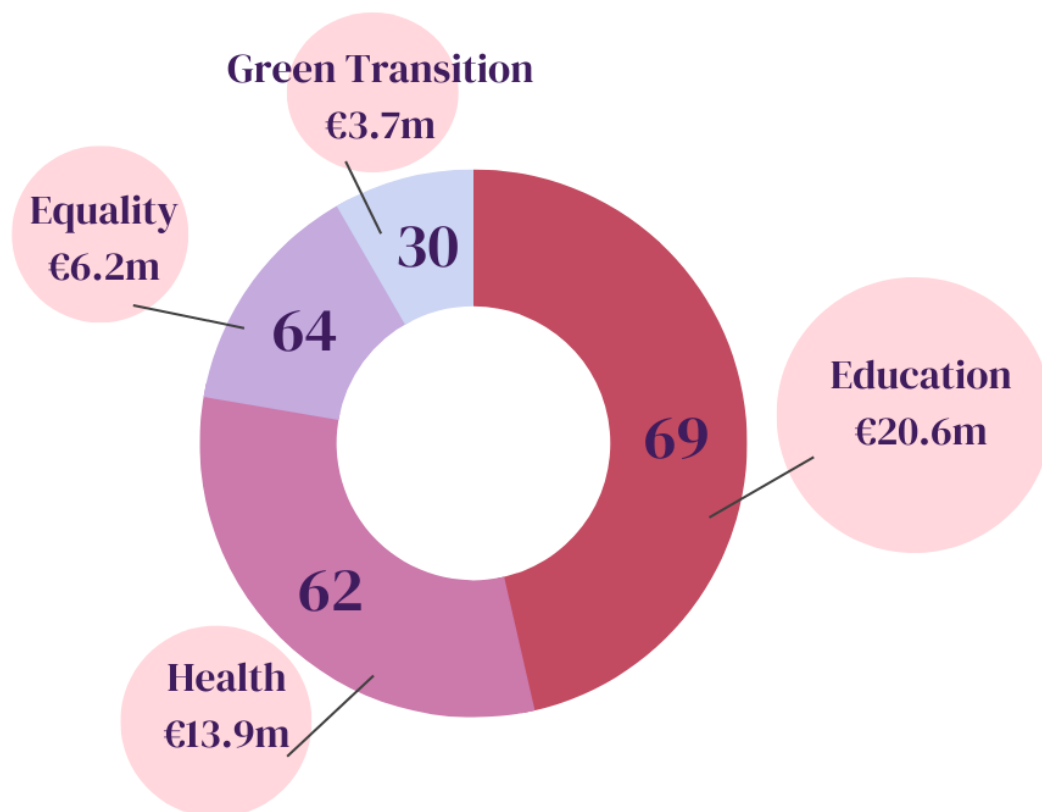
¹ The Organisational Health Assessment is a measurement and monitoring tool to monitor progress & enable conversations with our Awardees about organisational health across 6 areas; Leadership & Organisational Structure, Business Model & Financial Health, Innovation, Impact Measurement & Evaluation, Ambition for Scaling, Communication/Storytelling.

organisational capacity of our Awardees	<p>baselines for future awardee progress targets through Rethink Ireland Accelerator programmes</p> <p>Pilot our Impact Management Framework</p> <p>Achieve an average of 75% performance by our Awardee portfolio</p>	<p>across all our funds in 2022</p> <p>Impact management framework has been developed and implementation continues in 2022</p> <p>Average performance across our portfolio in January 2022 was 81%</p>
Accelerate the social impact of our Awardees:	<p>Education: Advance the learning of 25,000 people</p> <p>Involve 15,000 people in evidence-based mental health programmes</p> <p>Social enterprise awardees increase traded income on average by 20% from baseline</p>	<p>Education Awardees delivered services to 20,000 learners, and touched the lives of thousands more²</p> <p>Achieved: Mental Health Awardees delivered services to 14,686 participants in 2021</p> <p>Not achieved: The pandemic impacted heavily on social enterprises income for 2021. Tailored non financial support services were offered by Rethink Ireland to help social enterprises pivot and sustain their services</p>
Build the ecosystem for philanthropy and social innovation through an improved legal and policy environment; improved access to finance for social innovators ; and the development of leadership	<p>Input to the development of a new national policy on philanthropy</p> <p>Rethink Ireland leads the international consortium to bid for an EU Competence Centre on Social Innovation (with support from Dept of Rural and Community Development)</p> <p>Commission research on social enterprise and legal forms</p> <p>Input to the development of a national social innovation policy</p>	<p>In 2021, we participated in the roundtable organised by the Minister of State for Community Development and Charities for the development of the new national policy on philanthropy</p> <p>Our bid to lead the development of a Competence Centre on Social Innovation was successful. We are leading the consortium, and co-implementing this EU project in Ireland, with Genio</p> <p>We completed and published research on social enterprise and legal forms</p> <p>Our FUSE project began working to develop a blueprint for the development of social innovation policy and strategy</p>

² For example, one Awardee's 'online community' touched the lives of 55,000 people.

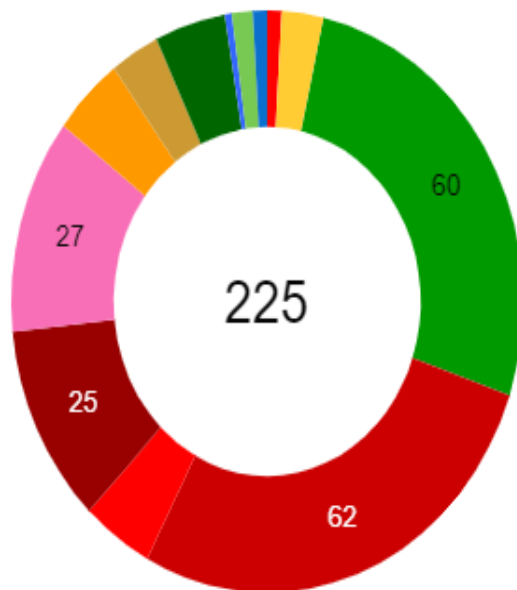
Our Investment Portfolio

We support Awardees working in 5 main sectors: **education, health, equality, the green transition and social enterprise**. During 2021, we supported 225 Awardees with a total fund value of €44.4 million. The number of Awardees supported per sector, and the value of those supports, are outlined in the chart below.



Together, our Awardees tackle Ireland's most pressing social and environmental challenges and make a real difference in people's lives. Our Awardee portfolio is shown below in line with the UN Sustainable Development Goals (SDGs).

2021 SDG Wheel

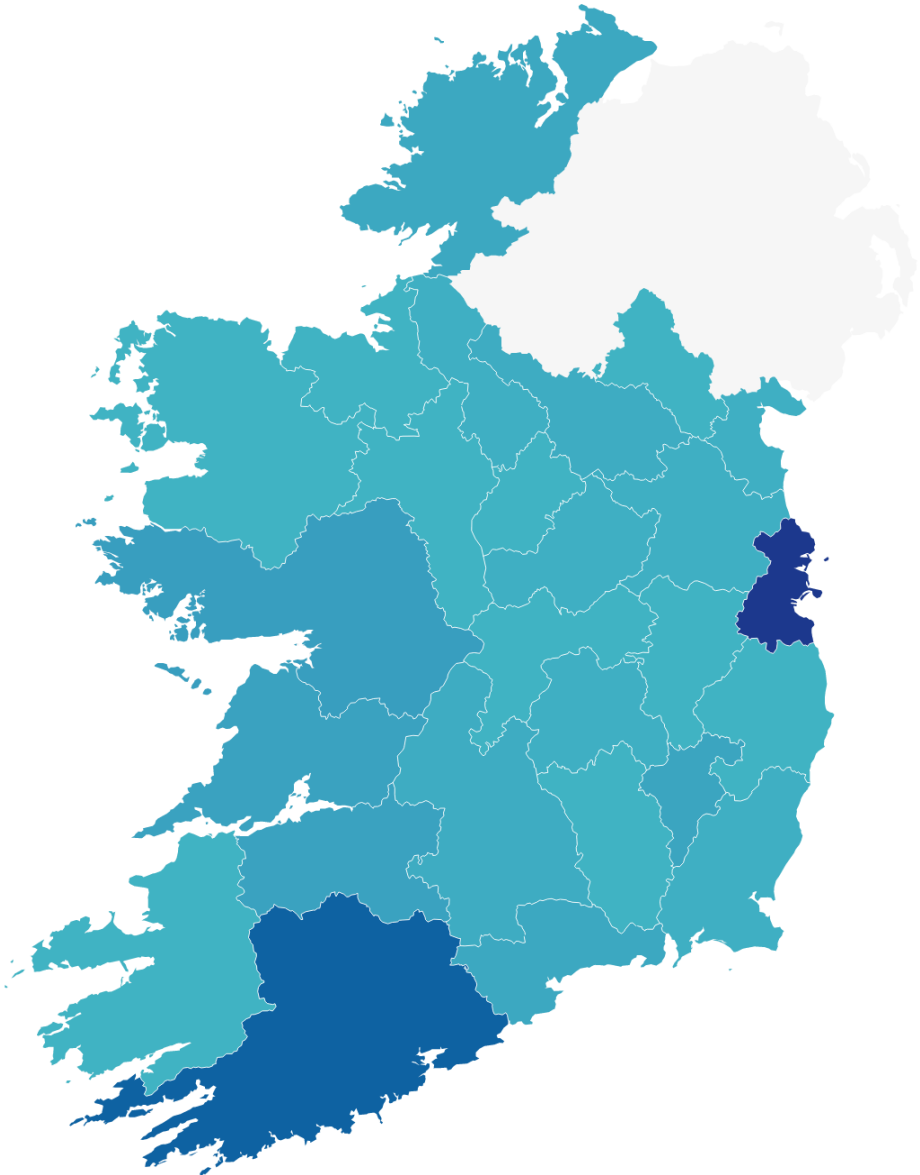


- Goal 1: No Poverty ●
- Goal 10: Reduced Inequality ●
- Goal 11: Sustainable Cities and Communities ●
- Goal 12: Responsible Consumption and Production ●
- Goal 13: Climate Action ●
- Goal 14: Life Below Water ●
- Goal 15: Life On Land ●
- Goal 16: Peace, Justice, and Strong Institutions ●
- Goal 2: Zero Hunger ●
- Goal 3: Good Health and Well-being ●
- Goal 4: Quality Education ●
- Goal 5: Gender Equality ●
- Goal 8: Decent Work and Economic Growth ●



2021 Map of Awardee Impact

Active Awardees Counties of Impact



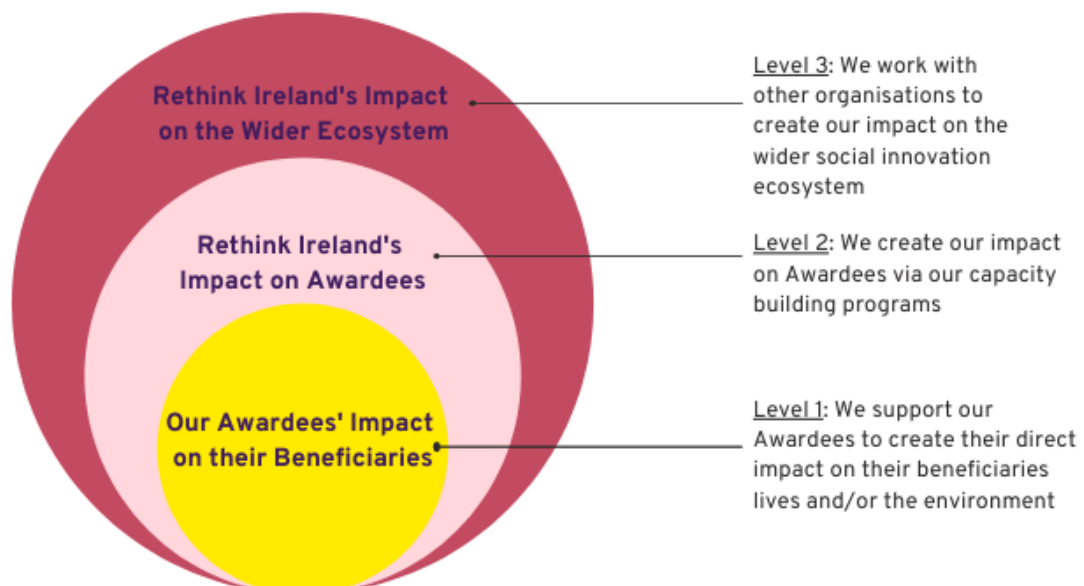
Measuring and Managing Our Impact

We use mixed methods to measure and manage our impact including;

- **Rethink Ireland Internal Research and Monitoring** - We internally track our Awardees' outcomes via an *annual survey* which captures the year in numbers. We complement this with ongoing *quarterly reporting*, which captures progress incrementally.
- **Organisational Health Assessment** - The Organisational Health Assessment is a measurement and monitoring tool to monitor progress & enable conversations with our Awardees about organisational health and resilience.
- **Academic Evaluations** - We are currently undertaking a series of three external academic evaluations with the UNESCO Child and Family Research Centre at NUI Galway.
- **Social Return on Investment (SROI)** - SROI, is defined as 'a framework for measuring and accounting for the much broader concept of value'. Taking all these aspects into account, we can calculate a benefit-to-cost ratio. We are the first organisation in Ireland to implement this groundbreaking framework.

Our Impact Management Framework

In 2021, we created our Impact Management Framework. The framework divides our impact into 3 clear levels:



Our Impact Management Framework was showcased as a [case study](#) by the *European Venture Philanthropy Association (EVPA)* in 2022.

Level One: Our Awardees' Impact on their Beneficiaries

The Education Sector

In 2021, our Education Awardees collectively supported over 1,000 people to achieve a QQI Qualification, and progressed over 900 students into further and higher education.

Case Study: Engage in Education, Limerick Community Based Education Initiative

Children & Youth Funds, Boost It 2.0 Fund and Innovator's Circle Awardee

Impact Location: Limerick

The 'Engage in Education' Project by the Limerick Community Based Education Initiative (LCBEI) supports disadvantaged communities in Limerick City that have very high rates of early school leaving. They foster inclusion across primary, secondary, further and third level education and break down the barriers to educational access, from financial and social to cultural and psychological, to create a clear pathway to education.

Impact: Engage in Education started in 8 schools in Limerick with two projects and has since scaled to work with 17 new schools.



“*Engage* is the difference between me securing a career or working in an unskilled job. They provided the financial support and the study support I needed to succeed in college. For those in disadvantaged areas, *Engage [in Education]* are the greatest support for securing a career.”
Jamie Shinnors, BSc in Accounting, University College Cork

The Health Sector

In 2021, at a time of unprecedented strain on the sector, our Health Awardees delivered services to over 21,000 people, providing over 22,000 hours of evidence-based, mental health services to those in need.

Case Study: Creative Health Hubs, Helium Arts

Arts to Impact Fund Awardee

Impact Locations: Limerick, Cork and Galway

Helium Arts are transforming the healthcare experience of children and teenagers in Ireland through art, imagination and play. They offer child-led and child-centred creative and play-based activities in the community, connecting chronically-ill children with their peers as well as professional artists.

Impact: Through the Arts to Impact Fund, Helium Arts scaled out to deliver more services to children in Limerick and Galway hospitals, as well as in Cork. They pivoted online during the Covid-19 pandemic, and are now reaching 25% more children in 17 more counties. Helium Arts have already fundraised nearly €250,000 per year for 2022 and 2023.



The Green Transition Sector

In 2021, our Green Transition Awardees delivered services to over 10,000 participants, facilitating 112 workshops on topics such as climate change, biodiversity and sustainable living.

Case Study: Bounce Back Recycling, Galway Traveller Movement

Social Enterprise Development Fund and Growth Fund Awardee

Impact Locations: Galway, Clare, Limerick, Tipperary, Cavan, Laois, Offaly, Westmeath

Bounce Back Recycling seeks to address the environmental issue of bulky waste that would otherwise go to landfill, like mattresses, while also working on providing members of the Traveller community with quality, sustainable employment. They offer a mattress and furniture recycling/upcycling service to domestic and commercial customers. The social enterprise is managed by members of the Traveller community and is proactive in building community confidence and utilising a rich Traveller skill base.

Impact: Bounce Back Recycling has recycled over 60,000 mattresses and their ambition is to recycle 100,000 per year. They have branched out to 12 counties with a combined population of 1.4 million people and aim to expand to all 26 counties of the Republic of Ireland. They have created 12 jobs for members of the traveller community.



“Rethink Ireland helped us set out clear indicators for growth across our social, economic and environmental impact. The marketing support helped to generate leads for us in almost every county in Ireland. After working with Rethink Ireland our vision changed from working on a regional level to becoming a national social enterprise.” *Martin Ward, Manager, Bounce Back Recycling*

The Equality Sector

In 2021, our Equality Awardees delivered services to over 12,000 people. Collectively, they supported over 235 people into full- and part-time employment, work placements and internships, with over 500 people being supported into further education.

Case Study: Cultural Advocacy and Mediation Project, Amal Women’s Association

Equality Fund and Innovate Together Fund Awardee

Impact Locations: Dublin, Roscommon, Kildare

Amal means Hope. Muslim women in Ireland face huge barriers to accessing the services they need when they are in crisis. Through the Cultural Advocacy and Mediation Project (CAMP), Amal works to address these barriers by supporting women in culturally appropriate ways to access the help they need, while educating service providers so that they can have better lives for themselves and their community.

Impact: Amal have successfully launched a second essential helpline service to reach more women and have also developed the outreach programme, which delivers halal food and other essentials during Ramadan, from 1 Direct Provision centre to 5 centres across Dublin, Roscommon and Kildare.



“Through Rethink Ireland funding and consultations, we have been able to structure our organisation, plan long-term and continue to serve Muslim women. We were able to employ our first staff to assist in setting up an operation plan and a new strategic plan within our organisation. We now stand our own two feet and serve with confidence.” Nor Nasib, Secretary and Treasurer, AMAL

The Social Enterprise Sector

In 2021, our Social Enterprise Awardees created 30+ new jobs and were supported by 800+ volunteers. Together, these organisations delivered services to over 36,000 people across Ireland.

Case Study: GIY (Grow It Yourself)

Resilient Communities Fund, Social Enterprise Development Fund, Innovate Together Fund and Growth Fund Awardee

Impact Location: Waterford & Nationwide

GIY addresses the challenge of diet-related illness arising from a lack of connection to and understanding of healthy food. They support people around the world to live healthier, happier and more sustainable lives by growing some of their own food. Their mission is to educate and enable a global movement of food growers whose collective actions will help to rebuild a sustainable food system.

Impact: In 2021, GIY reached 2.15 million people and engaged with 1.12 million people. They employed 36 people in the same year. GIY have a vision of inspiring 100 million people across the world by 2030.



“We saw an unprecedented surge in interest in food growing when the pandemic started, with our customers and community reporting huge benefits to their mental health and overall well-being. As we look forward, the climate crisis will become an even greater test of our resilience. Food growing has a unique way of connecting people with the planet and will be a powerful tool to mobilise positive environmental action in the years ahead. The success we’ve had in recent years would not have been possible without the Growth Fund support, and the impact will be felt even more in the years to come.” *Mick Kelly, CEO, GIY*

Level Two: Rethink Ireland’s Impact on Awardees

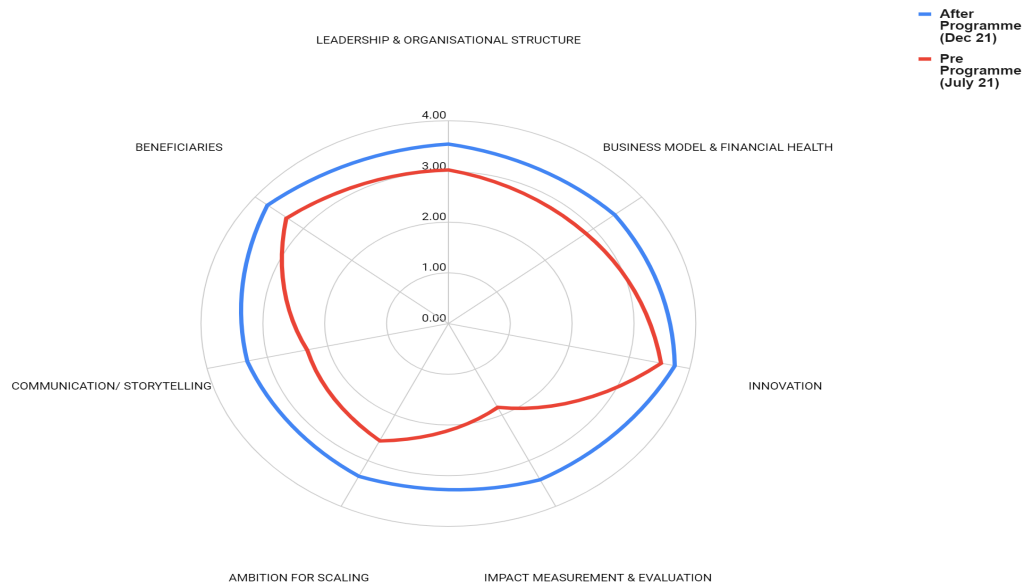
Through supporting our Awardees with tailored non-financial supports and a place on the accelerator programme, we build our Awardees’ organisational capacity. By building the capacity of the Awardee organisations, we are **enabling them to maximise *their* impact.**

In 2021, we ran 12 accelerator programmes online, totalling 60+ workshops in;

- Impact Measurement and Management
- Wellbeing in Challenging Times
- Communications & Storytelling
- Internal values & leadership
- Systems change and knowledge sharing
- Moving Services online (for those developing online solutions)
- Fundraising & Networking
- Diversity and Inclusion.

We can monitor progress using Rethink Ireland’s Organisational Health Assessment (results pictured in Graph below). The Organisational Health Assessment is a tool designed to enable us to monitor changes in our Awardee organisations’ capacity, assign relevant non-financial supports, and to better understand the effectiveness of those non-financial supports.

Social Enterprise Development Fund: Organisational Health Progress



Level Three: Rethink Ireland's Impact on the Wider Ecosystem

Rethink Ireland supports the social innovation sector to grow and flourish. To do this, we collaborate locally and in international consortiums and research projects. In 2021...

1. We focused on exploring new ways to provide finance for social enterprises/ social innovations:

- A. **We led the EU Commission project: Financing Social Enterprise in Ireland - Models of Impact Investing & Readiness.** Rethink Ireland (lead partner), together with Community Finance Ireland, Dublin City University, and supported by the Irish Social Enterprise Network, have been engaged in research to boost the development of finance markets for social enterprises in Ireland. The project aims to identify the most suitable social finance instruments to support social enterprises at different stages of growth in Ireland.

- B. We are facilitating a feasibility study in Social Outcomes Contracts³ (SOC),** with a research agreement between the European Investment Bank (European Investment Advisory Hub) and the Irish Managing Authority in ESF+ in the Department of Further and Higher Education, Research, Innovation, and Science (DFHERIS). The main purpose of this research assignment is to assess the potential for the adoption of SOC schemes in Ireland, with the goal of increasing the funds available to scale social innovations that solve key issues we face as a nation.

2. We started building the roadmap to enable social innovation to flourish

We led the FUSE project⁴: National Competence Centre for Social Innovation

FUSE is one of the 6 projects supported by the European Commission in order to establish national competence centres for social innovation across the EU. This project is co-funded by the European Commission and the Department of Rural and Community Development, and is informed by partners in Bulgaria, Cyprus, and Portugal.

Rethink Ireland is delighted to be co-leading the implementation of this project in Ireland with Genio. The aims are;

1. To establish a National Competence Centre for Social Innovation (NCCSI) and;
2. To develop a joint strategy and action plan to support social innovation in Ireland, creating the basis of a future national social innovation policy.

The project can have a real and lasting impact, through building capacities of key social innovation players across local and national government, academia, industry, and civil society, to strengthen and enhance their capacity to act, encouraging cross-sectoral experimentation, and new collaborations.

3. We published original research on key issues that impact us as a nation

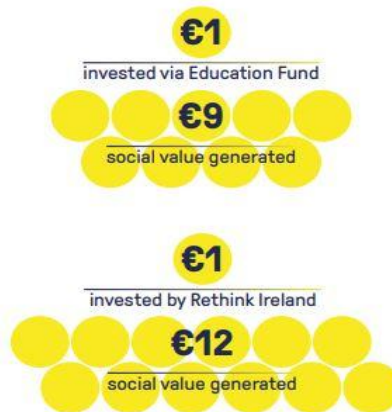
- A. [Impact of Covid 19 on women's economic mobility](#) - This report, in collaboration with the National Women's Council of Ireland, showcased the impact of Covid-19 on women's access to the labour market.
- B. [Research on Legal Form for Social Enterprises](#) - This report investigated the barriers to development experienced by social enterprises in Ireland, as they relate to legal form.
- C. [Evaluation of our Education Fund 2017-2022](#) - This evaluation applied the Social Return On Investment Framework to our three-year €7.5 million Education Fund, carried out by

³ Social outcomes contracts are outcome-based contracts that incorporate the use of private funding from investors to cover the upfront capital required for a provider (social enterprise/ social innovation) to set up and deliver a service or social programme. The service or programme is set out to achieve measurable outcomes established by the outcome payer (normally the government), and the investor is repaid only if these outcomes are achieved by the outcome payer (the government).

⁴ www.fuseproject.eu

the UNESCO Child and Family Research Centre at NUI Galway. The measurement tool demonstrates that our Education Fund investment into 7 Awardees delivered a return on investment ratio of 1:12 meaning that for every one euro we invested in these Education projects, a social return on investment of €12 was achieved. This is the first time Social Return on Investment has been applied to a Fund.

Figure 1: Social Value generated via Education Fund



Who We Work With

Our Supporters

Social change is a team sport, we can't achieve our goals alone. We would like to take this opportunity to pay tribute to the many people who support our work. Rethinkers in their own right, our supporters deeply understand and value the importance and lasting impact of Ireland's best social innovations.

The Irish Government

The Irish Government played a significant role in Irish philanthropy and social innovation last year. We were mentioned in the 2021 Programme for Government, 'Our Shared Future', clearly indicating the priority given to social innovation and philanthropy at the highest levels of decision-making in government.

Our match funding primarily comes from the Department of Rural and Community Development which matches our philanthropic donations via the Dormant Accounts Fund. In 2021, we were delighted to receive €400,000 from the Department of Rural and Community Development via the Dormant Accounts Fund, to help create our Social Enterprise Start-Up Fund. The objective of the Fund is to support social enterprises at the start-up / early stage of their life cycle, to embed strong business principles and, in turn, deliver social impact, create jobs and inspire an emerging, next generation of Irish social enterprises. From 99 applications, we contracted 25 Awardees to the Fund. The Department of Rural and Community Development also awarded Rethink Ireland ARISE Funding worth €50,000 to increase awareness of Social Enterprises and their potential.

We are delighted to have received match funding from other Departments in 2021. We were honoured to be appointed by the Department of Children, Equality, Disability, Integration and Youth to run a €600,000 Children and Youth Digital Solutions Fund. In September 2021, we announced the Awardees of the Children and Youth Digital Solutions Fund. The fund supports 9 projects that are all focused on supporting children and young people through the use of technology.

We would like to take this opportunity to thank the politicians who have played a part in our journey so far. In particular, we would like to thank Heather Humphreys TD, Minister for Social Protection, Community and Rural Development and the Islands; Roderic O'Gorman TD, Minister for Children, Equality, Disability, Integration and Youth; and Joe O'Brien TD, Minister of State for Community Development and Charities, for their support in 2021.

USA Embassy in Ireland

We were delighted to receive a grant of €25,764 from the USA Embassy in Ireland, to promote our Equality Fund in 2021 and early 2022. We are also thankful to them for their pro bono support in granting us access to the Ambassador's Residence in Dublin's Phoenix Park, which allowed us to host our first in-person workshop for the Equality Fund in November 2021.

Corporate Donors

We've tackled Ireland's most pressing issues in collaboration with many small and medium Irish businesses as well as some of the largest multinationals based in Ireland. We thank each and every one of them.

- Bank of America
- Cork Chamber
- EI Electronics
- Google.org
- IPB Insurance
- Mason Hayes & Curran
- Medtronic
- Ornu
- State Street
- Twitter

Foundations, Trusts, Families, and Individuals

In 2021, it was a privilege to work hand-in-hand with some of Ireland's foundations and trusts as well as many individuals and families to create funds that will make a long-lasting impact in Ireland. We are grateful for their support and willingness to collaborate.

- The Ireland Funds
- The Community Foundation for Ireland
- Oakfield Trust
- Parkes Family Limerick
- Peter Kinney & Lisa Sandquist Foundation
- Sunflower Charitable Foundation
- Tomar Trust
- Z Zurich Foundation

We also have donors who wish to remain anonymous.

Our Partnership with CONNECT

We would like to give special thanks to CONNECT, the Science Foundation Ireland Research Centre for Future Networks and Communications, headquartered at Trinity College Dublin. Being embedded in CONNECT has enabled a fruitful exchange of expertise and innovation, while also providing us with office facilities. Thank you for your continued partnership.

Innovator's Circle

In 2019, we created the Innovator's Circle. Companies and individuals who are part of this circle are invited to share and collaborate with us and our Awardees. There are currently five corporate members and ten individual members, and we would like to thank them for their donations and proactive engagement.

Corporate Members

- Arthur Cox
- Avolon
- Guggenheim
- Horizon
- Microsoft

Individual Members

- Dave Ronayne
- John McKeon
- Maurice Mason
- Faye & Vincent Drouillard
- Brian Caulfield
- Gareth Morgan
- Adrian Purcell
- Jack O'Connell
- Chris Mee
- Andy Mackin

Our Awardees

Ability to Work Fund 2020-2023

Organisation Name Not So Different Project Name Not So Different Creative Ability	Not So Different (NSD) promotes equality and inclusion of people who are neurodiverse (e.g. autism) through education and employment. NSD developed Ireland's first creative ability hubs where individuals' innate skills and skills learned through the programme are showcasing their talents to employers. They work with families, educators, and employers to increase understanding of neurodiversity.	Cash Award €225,000 Duration 3 years Non-financial Supports €56,250
Organisation Name Walkinstown Association for People with an Intellectual Disability CLG Project Name Creating Employment PATHways Through Technology	WALK and its subsidiary, Walkinstown Green Social Enterprises (WGSE) provides education, training, and employment opportunities for people with disabilities, autism, and other barriers to employment through the operation of the Green Kitchen Cafe and the Green Garden. Through these programmes, WGSE provides a bridge to mainstream employment.	Cash Award €225,000 Duration 3 years Non-financial Supports €56,250
Organisation Name Dublin Simon Community Project Name Employability Pathways	This project is an innovative employability model which caters for the most vulnerable individuals in society, namely people experiencing homelessness who are also living with a disability. The model focuses on individual pathways for their clients, ensuring that clients' specific needs are met and their personal goals are achieved.	Cash Award €150,000 Duration 3 years Non-financial Supports €56,250
Organisation Name University College Cork Project Name UCC Mentoring Programme	This project matches Disability Support Service registered students with professional mentors for an academic year and provides students with a fantastic opportunity to develop their employability skills through regular meetings with their mentor in the workplace. The project also supports employers to develop a better understanding of disability issues.	Cash Award €225,000 Duration 3 years Non-financial Supports €56,250

Arts to Impact Fund 2019-2023

NON-FINANCIAL SUPPORTS SPEND 2021: € 177,495⁵

Organisation Name I Wish STEM CLG Project Name I Wish STEM	<p>The I Wish initiative inspires female transition year students to consider leaving cert subjects in STEM, and higher education courses and therefore in time, careers in STEM. I Wish combines talks and engagement with female role models, with interactive exhibition spaces where industry engages students directly through live experiments and demonstrations.</p>	Cash Award €116,000 Duration 2 years
Organisation Name Galway University Foundation CLG Project Name Active Consent Programme	<p>This project provides relationship and consent sexual health education in schools, colleges and sports groups. The model uses an interactive film series and drama created collaboratively with students to improve understanding and awareness of sexual consent and health.</p>	Cash Award €1,444,525 Duration 4 years
Organisation Name Fighting Words Scaling Project Name Fighting Words Scaling	<p>Fighting Words Scaling provides the opportunity to engage with creative writing for children, young people and adults. Fighting Words will make free creative writing programmes available and accessible for all children in Ireland.</p>	Cash Award €452,215 Duration 5 years
Organisation Name National Concert Hall Project Name Music in Children's Hospitals	<p>This project brings music education and interaction to the wards of children's hospitals, giving children a creative outlet and reducing the stress of children and their families.</p>	Cash Award €180,000 Duration 3 years
Organisation Name Helium Arts Project Name Creative Health Hubs	<p>Creative Health Hubs will develop an arts on referral model. The project will offer child-led and child-centred creative and play-based activities in the community, connecting chronically-ill children with their peers as well as professional artists.</p>	Cash Award €375,000 Duration 3 years
Organisation Name Poetry Ireland Project Name Poetry Ireland Neighbourhood Project	<p>The Neighbourhood Programme will provide arts engagement for diverse communities in the north east inner city. The programme will deliver educational programmes specifically in poetry for children and young people aged 4 - 15. The poet in residence will work with refugee groups, children, parents and grandparents from socially disadvantaged backgrounds.</p>	Cash Award €65,811 Duration 2 years
Organisation Name Children's Books Ireland Project Name Bookseed	<p>Bookseed aims to raise awareness of the benefits of early reading and avoid barriers to access to reading by giving three books to babies in the first year of life and promoting local library services.</p>	Cash Award €75,000 Duration 3 years

⁵ €177,495 is the NFS spend for both Arts to Impact and Sports Fund combined.

Boost It Fund 1.0 2020-2022

Organisation Name Irish Men's Sheds Association CLG Project Name Irish Men's Shed Project	Irish Men's Shed is a member-based organisation which exists to maintain links and share information among the network of men's sheds in Ireland. Men's Sheds originated in Australia and through the provision of mateship and a sense of belonging positively influences participants' health and wellbeing. IMSA aims to use the cash award to fund the development of their new regional volunteer model that will support the further facilitation of 50 new sheds, but most importantly, explore new ways to tackle men's mental health and wellbeing issues.	Cash Award €300,000 Duration 2 years Non-financial Supports €16,000
Organisation Name Citywise Education Project Name Citywise Education	The Citywise Education Centre is situated in Jobstown and has been supporting young people from the surrounding area since 2004. It provides a number of educational support programmes that include teaching, mentoring, career guidance & work placements to over 500 young people on a weekly basis. The model is supported by almost 100 volunteers, some of whom have been through the Citywise centre. Their after school programmes and supports are aimed at empowering students to make informed decisions about progressing to higher level education.	Cash Award €320,000 Duration 2 years Non-financial Supports €20,000

Boost it Fund 2.0 2020-2022

Organisation Name Dublin City University Project Name Access to the Workplace Programme	The DCU Access to the Workplace scheme will provide second year students on the DCU Access programme with opportunities to undertake summer work placements in established workplaces, supporting them to gain valuable work experience which otherwise may only be available to those students whose families benefit from higher levels of social capital and professional connections.	Cash Award €320,000 Duration 2 years
Organisation Name Atlantic Corridor Links CLG t/a Midlands Science Project Name Midlands Science	Midlands Science is a local development company working to progress socio-economic development in the Midlands of Ireland through the promotion of STEM (science, technology, engineering and maths).	Cash Award €240,000 Duration 2 years
Organisation Name Junior Achievement Ireland Project Name My Future My Business	My Future, My Business is designed to inspire Junior Cycle and Senior Cycle second level students to explore future career possibilities by giving the students access to quality learning experiences and encouraging young people at risk of early school leaving to complete second level education.	Cash Award €80,640 Duration 2 years
Organisation Name Aspire 2 Dream LTD Project Name Aspire 2	The Aspire 2 programme was initiated by DPS Engineering (an Irish engineering company, with a global footprint, with 150 staff in Dublin & Cork) and is a collaborative partnership between UCD, CIT, UCC, TCD & IT Tallaght. The programme supports students to achieve the best Leaving Certificate possible and increase their chances of attending third level education.	Cash Award €320,000 Duration 2 years
Organisation Name Irish Society for Prevention of Cruelty to Children Project Name "ISPCC Childline Digital Transformation"	Childline is a long-established organisation that provides confidential emotional support and information to children and young people on a daily basis. The ISPCC Platform is an extension and refinement of this offering through their online service. The Platform will be a robust and reliable online and telephony service. It will allow for remote working and offer opportunities for self-support.	Cash Award €50,000 Duration 6 months
Organisation Name SOAR Foundation CLG Project Name Soar Foundation	Soar work to support the psychological and social wellbeing of young people through a programme of workshops both inside and outside the school system.	Cash Award €238,400 Duration 2 years

Children and Youth Digital Solutions Fund 2021-2022

Organisation Name Nasc, the Migrant and Refugee Rights Centre Project Name Building Connections	The Building Connections project addresses educational inequality, improves mental health and wellbeing and access to vital services for asylum-seeking and refugee children and young people in Cork	Cash Award €45,505 Duration 1 year Non-financial Supports €10,000
Organisation Name Junior Achievement Ireland Project Name JA Finance Park - Virtual	JA Virtual Finance Park addresses the lack of financial education in our schools and will improve financial literacy rates among young people all over the country. We do this by helping students build a foundation on which they can make intelligent financial decisions that last a lifetime, including decisions related to income, expenses, savings, and credit	Cash Award €50,000 Duration 1 year Non-financial Supports €10,000
Organisation Name Foróige, the National Youth Development Organisation Project Name VRóige	VRóige addresses social isolation and lack of developmental opportunities for young people who are hard to reach because they live in a very rural area (including the Islands); are suffering from social anxiety; are a young carer; have a disability or are in hospital. We do this by connecting young people to Foróige programmes, professional youth workers, trained volunteers and like minded peers through the power of Virtual Reality (VR)	Cash Award €50,000 Duration 1 year Non-financial Supports €10,000
Organisation Name CyberSafeIreland CLG (T/A CyberSafeKids) Project Name Setting the Standard	The 'Setting the Standard' project addresses the need for consistent practice and policy on online safety in primary schools. We will do this by running a pilot in 3 counties, offering access to the CyberSafe Tool for Schools (CSTfS) followed up with wraparound support to primary schools	Cash Award €21,475 Duration 1 year Non-financial Supports €10,000
Organisation Name Treoir Project Name Let's Work It out	The Let's Work it Out project addresses parenting issues that emerge for many parents who do not live together to create a more collaborative parenting model for their children in the republic of Ireland. We do this by providing a suite of supports to one or both parents to build their capacity to communicate more effectively and manage conflicts that emerge.	Cash Award €32,785 Duration 1 year Non-financial Supports €10,000
Organisation Name The Ark Project Name Live from the Ark	Live from The Ark addresses the gap in attainment, now widening due to repeated lockdowns and school closures, for children of socio-economic disadvantage across Ireland. We do this by delivering an ambitious programme of filmed performances, live creative workshops and downloadable activity packs to DEIS schools nationwide, reaching thousands of children who might otherwise miss out.	Cash Award €50,000 Duration 1 year Non-financial Supports €10,000
Organisation Name Cancer Care West Project Name Children Unite in	The CUBS project addresses a lack of existing bereavement group programmes for children bereaved by cancer in Ireland. We do this by utilising therapeutic art and play to help children learn about grief, validate and normalise the	Cash Award €40,000 Duration 1 year

Bereavement Support (CUBS)	different feelings involved and to explore and learn helpful coping strategies.	Non-financial Supports €10,000
Organisation Name Dyspraxia/DCD Ireland Project Name POTTS	The POTTS project addresses the unacceptably long waiting times for an initial Occupational Therapy assessment of children aged under 17 across all counties in Ireland. We do this by utilising previously untapped resources i.e. occupational therapy students from the University of Limerick to deliver 1:1 and group occupational therapy interventions to children and youth who would not otherwise have access to such a service.	Cash Award €50,000 Duration 1 year Non-financial Supports €10,000
Organisation Name Le Chéile FRC Project Name Le Chéile Family Resource Centre	Le Chéile FRC is part of the National Family Resource Centre Programme funded by the Child & Family Agency Tusla. This project works in North Cork and they have a proven track record in providing a vast range of services including Counselling, Tenancy Support, Social Prescribing Link worker, Community Health Project Worker, Family Support, Community Development opportunities, Refugee Resettlement.	Duration 1 years Non-financial Supports €10000

Children and Youth Education Fund 2019-2024

NON-FINANCIAL SUPPORTS SPEND 2021: € 143,701⁶

Organisation Name Down Syndrome Ireland Project Name Field of Dreams	Field of Dreams is an alternative place of learning for people with Down Syndrome. The project will introduce a Practical Literacy & Technology Programme developed by the University of Queensland which is bespoke for people with Down syndrome, to enhance the cohorts access to education and employment	Cash Award €60,000 Duration 2 years
Organisation Name Masquerade Ball Rainbow Club Cork Centre for Autism Project Name Rainbow Club	The Rainbow Club Cork Centre for Autism is a professional autism service provider, run entirely by volunteers, with a mission to provide skills, support and a community hub for children and young people with Autism Spectrum Disorder (ASD). They aim to promote inclusivity, education and career opportunities leading to a fulfilled lifestyle and participation in all aspects of society. The project will focus on building social competencies to support the children and young people to remain in school.	Cash Award €69,000 Duration 2 years
Organisation Name Blue Diamond Drama Academy Project Name Blue Diamond Drama Academy	Blue Diamond Drama Academy provides a two year 3rd level course for adults with intellectual disabilities. The programme offers drama training as well as support to access apprenticeships and employment opportunities, which will promote inclusion as well as personal and social development.	Cash Award €78,750 Duration 2 years
Organisation Name iScoil CLG Project Name iScoil	iScoil is an online learning community that offers an alternative path to learning, accreditation and progression for young people. iScoil provides an inclusive solution to address educational disadvantage and to ensure that young people have access to achieve and progress in their lives.	Cash Award €1,305,000 Duration 5 years
Organisation Name Dublin City University Education Trust Project Name DCU Changemaker Network	The Changemaker Schools network is a community of practitioners who work to transform the way young people grow up. Ashoka aims to catalyse changes throughout schools and the wider education system so that every young person is provided with an education experience that is explicitly designed to foster changemaker and 21st century learning skills. The project will build a peer-to-peer learning platform for practitioners to spread the best solutions from these schools	Cash Award €263,739 Duration 3 years
Organisation Name Limerick Community Based Education Initiative (LCBEI) Project Name Engage in Education	The project targets communities in Limerick City that have very high rates of early school leaving. They provide educational interventions, activities and supports to encourage retention and to promote progression to further education.	Cash Award €338,500 Duration 3 years

⁶ € 143,701 is the NFS spend for both Children and Youth (Education and Mental Health) Funds combined.

Organisation Name University College Dublin Project Name UCD Sutherland Opportunity	UCD Sutherland Opportunity is designed to support Access students in the UCD Sutherland School of Law throughout their degrees, and to create an easily navigable bridge to their chosen career in law after graduation. The project will also undertake outreach efforts to inspire more students from DEIS schools to envision a career in law	Cash Award €1,200,000 Duration 5 years
Organisation Name Suas Educational Development Project Name Literacy Moonshot	Suas partners with DEIS schools to deliver one-to-one support to 8-14 year olds who are struggling with reading and maths. This programme pairs children with Suas-trained mentors who give children the support and practice they need using evidence-based interventions and resources to help children make literacy and numeracy gains,	Cash Award €622,111 Duration 2 years
Organisation Name Camara Ireland Project Name TechSpace Create STEM	The TechSpace model works by supporting youth organisations to develop a fixed space where young people can drop in and access creative STEM skills training. The learning approach is grounded in research from the fields of educational, developmental and social psychology, cognitive science, and youth development. It leverages new technologies to support new types of learning experiences and engage young people in communities with a prevalence of low educational outcomes.	Cash Award €459,816 Duration 3 years
Organisation Name Technological University Dublin Foundation Project Name Access to Apprenticeships	This project addresses the problem of high youth unemployment in disadvantaged communities through preparing and progressing young men and women from these communities into craft apprenticeship training and employment.	Cash Award €132,369 Duration 3 years
Organisation Name Dublin City University Project Name Access to the Workplace	The DCU Access to the Workplace scheme will provide second year students on the DCU Access programme with opportunities to undertake summer work placements in established workplaces, supporting them to gain valuable work experience which otherwise may only be available to those students whose families benefit from higher levels of social capital and professional connections.	Cash Award €1,045,500 Duration 3 years

Children and Youth Mental Health Fund 2019-2022

NON-FINANCIAL SUPPORTS SPEND 2021: € 143,701⁷

Organisation Name Dublin City University Project Name FUSE Anti-Bullying & Online Safety Programme	The FUSE programme will be delivered through the National Anti-Bullying Research and Resource Centre, located within the DCU Institute of Education. The centre studies the multi-factored causes of the problem of bullying and its different types and areas (for example school bullying, homophobic bullying, and cyberbullying), and translates the findings into resources and training to tackle the issue. The centre will offer and deliver the FUSE programme to every post-primary school in Ireland, equipping teachers and parents with the tools to identify and understand bullying and develop the skills to support children and young people when it comes to online safety. With SIFI funding, the centre will expand its offering to deliver the programme to children aged 9-12 attending the senior-cycle of primary schools as well, preventing poor mental health outcomes as a result of bullying by equipping children with the knowledge of how to make safe choices online.	Cash Award €1,500,000 Duration 3 years
Organisation Name South Eastern Cancer Foundation Project Name Solas Cancer Support Centre	Solas offers support to children and young adults from the age of 7 upwards, who are in emotional distress due to having been diagnosed with cancer, or due to a cancer diagnosis of a family member. Support is offered in the form of art psychotherapy, counselling, resilience workshops and the CLIMB Programme.	Cash Award €215,725 Duration 3 years
Organisation Name First Fortnight Ltd Project Name First Fortnight	First Fortnight aims to create an open discussion and understanding of mental health problems and to challenge prejudice and discrimination through the arts. The Centre for Creative Therapies aims to harness the power of creativity and art in providing a professional, regulated art psychotherapy service. The centre has been providing services to adults since December 2012. This project constitutes a service expansion to extend the offering of creative therapy interventions to children as well, in order to minimise the impact of the traumatic experience of homelessness on their mental health and development, as well as provide them with a framework for coping skills to prevent long-term trauma as a result of the experience.	Cash Award €225,000 Duration 3 years

⁷ € 143,701 is the NFS spend for both Children and Youth (Education and Mental Health) Funds combined.

Education Fund 2017

NON-FINANCIAL SUPPORTS SPEND 2021: €96,908 ⁸

Organisation Name Cork Life Centre	Cork Life Centre provides a community of support and learning to young people who have not been able to reach their potential in mainstream educational settings. A holistic approach provides outreach and a wrap-around service to young people based on individual needs.	Cash Award €314,000
Project Name Cork Life Centre		Duration 5 years

⁸ €89,000 of this spend was for an Evaluation rather than direct non-financial support to one organisation.

Education Innovation Fund 2021-2024

NON-FINANCIAL SUPPORTS SPEND 2021: €9,175

Organisation Name Educate Together/ Ag Foghlaim Le Chéile CLG Project Name Nurture Schools	The Educate Together Nurture Schools project works with students with social, emotional and behavioural difficulties in primary and second-level schools to get them back on track and engaged with their education.	Cash Award €504,277 Duration 2 years
Organisation Name Fastrack into Information Technology CLG Project Name Mainstreaming Women Girls Choose Tech	Mainstreaming the Women Choose Tech by Fastrack to Information Technology (FIT) is the first programme of its kind that is directly focused on inspiring young females in DEIS school settings to consider a career in Ireland's vibrant tech sector via suitable pathways. It seeks to engage females at an early stage to raise their awareness of the tech roles available and pathways into a rewarding tech future.	Cash Award €446,347 Duration 2 years
Organisation Name Innovate Dublin Communities CLG Project Name INSPIRE	INSPIRE Mentoring by Innovate Communities is a unique online mentoring programme for 18 to 25-year-olds. They provide their young people with direct access to a professional mentor from a similar community and background. Their mentors facilitate each young person to reach their education and employment ambitions while supporting the young person to grow their knowledge, skills, confidence and professional networks to succeed.	Cash Award €180,000 Duration 3 years
Organisation Name Mary Immaculate College Project Name EDNIP 2 (Embracing Diversity, Nurturing Integration, Learning for life Project)	EDNIP is a partnership initiative, which aims to promote and support the integration of migrant children and families into school and community life, working across five DEIS band 1 primary schools in Limerick city.	Cash Award €150,000 Duration 3 years
Organisation Name Louth Leader Partnership Project Name ParentChild+	The Genesis Programme works with over fifty partner organisations, agencies and services, delivering the ParentChild+ programme and other evidence-informed interventions to children, families and communities in County Louth. This is done with the support of Louth Leader Partnership as their lead agency and under the remit of the National ABC (Area Based Childhood) Programme in an effort to promote the positive development of children and families who live in areas of high deprivation. The ParentChild+ Programme is a home-based literacy and parenting programme which consists of 92 visits over a 46-week period. The focus is on strengthening families and to prepare children to succeed academically. This is achieved through modelling oral language, reading and the medium of play.	Cash Award €135,000 Duration 3 years

Organisation Name University of Limerick Foundation Project Name Academy for Children	The Academy of Children was established by the Access Office at UL with a focus on enhancing community engagement and to widening the participation of underrepresented groups at third level.	Cash Award €98,550 Duration 3 years
Organisation Name Maynooth University Foundation CLG Project Name Digital Wealth	The Digital Wealth Project by Maynooth University Foundation offers a new framework to reconsider the supports that schools need to move out of digital poverty. The project aims to ensure that 1000+ students, 350+ teachers and 135 schools nationwide have the digital commodities, capabilities, technology and infrastructure to ensure access to the digital world. The project will employ specialised Digital Education Leaders who will support several schools per year.	Cash Award €450,000 Duration 3 years
Organisation Name JumpAgrade Foundation CLG Project Name jumpAgrade	The jumpAgrade project aims to help every student achieve their full potential by working with underrepresented and disadvantaged students.	Cash Award €360,000 Duration 2 years
Organisation Name University College Dublin Project Name Power2Progress	Power2Progress is a programme aimed at fostering educational resilience in DEIS schools nationally.	Cash Award €460,650 Duration 3 years

Engage & Educate Fund 2021-2024

Organisation Name Youth Horizons Project Name Youth Horizons	Youth Horizons, situated in West Tallaght, one of the most disadvantaged areas in Ireland, has been responding to the expressed needs of the community since 1988. At present early school leaving is a major problem. They offer young people who have not succeeded in school a second chance to complete the Leaving Certificate.	Cash Award €150,000 Duration 3 years Non-financial Supports €30,000
Organisation Name Cultur Migrant Centre Project Name Cultúr UpSkillling Project Phase 2	The programme is tailored to respond to labour market demand and targeted to provide training/supports to migrants who are marginalised and at risk of falling through the gaps of mainstream supports, while addressing language barriers.	Cash Award €150,000 Duration 3 years Non-financial Supports €30,000
Organisation Name Care After Prison Project Name Post Release Community Reintegration	Care after Prison supports people with lived experience of prison to reintegrate and resettle back with their loved ones and community, and to achieve their ambition of a fulfilling and restorative life and one that is crime-free	Cash Award €150,000 Duration 3 years Non-financial Supports €30,000
Organisation Name Galway Traveller Movement Project Name Educate to Empower	The Educate to Empower project will use a peer-led model promoting culture and identity that will nurture the young people's health, wellbeing, and creativity, with a key influence on educational outcomes.	Cash Award €150,000 Duration 3 years Non-financial Supports €30,000
Organisation Name Blossom Ireland Project Name Blossom Personal Empowerment Programme® (Blossom PEP®)	The Blossom Personal Empowerment Programme® (PEP®) has been providing targeted supports to young people with an intellectual disability (YPWID) across Dublin since 2017. PEP® teaches vital life skills in preparation for and during the transition from school to the next stage in their lives.	Cash Award €150,000 Duration 3 years Non-financial Supports €30,000

Equality Fund 2020-2023

NON-FINANCIAL SUPPORTS SPEND 2021: €25,932

Organisation Name Sex Workers Alliance Ireland Project Name Nothing About Us Without Us	<p>This project is a unique peer led approach, run by sex workers, for sex workers on the basis that their voices should be heard in the decisions which affect their lives. It carries out its work through outreach, advocacy, and community building. It encompasses one to one meetings, support structures, and both street and brothel outreach. It also involves working with the Gardaí by strengthening relationships with liaison officers and connecting Gardaí with sex workers who have been victims of a crime. Core to the project is community building, monthly drop-ins (where possible, including in rural areas) to distribute condoms, Know Your Rights cards and to cultivate a community of regional hubs around Ireland.</p>	Cash Award €135,000 Duration 3 years
Organisation Name The National Platform of Self Advocates Project Name The National Platform of Self Advocates	<p>The National Platform of Self-Advocates gives a voice to people with intellectual disabilities on issues affecting their daily lives and engages with decision makers on disability issues. It is currently the only organisation in Ireland which is led by and for people with an intellectual disability. The work of the National Platform is led by a committee of 12 people with intellectual disabilities elected by the general membership to work on their behalf. There are currently over 350 members nationwide. The project helps members to become effective leaders and advocates, by connecting local and regional independent self-advocacy groups and support their participation in their communities across Ireland.</p>	Cash Award €135,000 Duration 2 years
Organisation Name LINC Project Name WorkLINC	<p>WorkLINC aims to address the barriers to employment faced by lesbian and bisexual women. The project does this by delivering education, training and support to lesbians and bisexual women in order to assist them in accessing and retaining employment. WorkLINC also delivers LGBTI+ Diversity Awareness Training to employers who wish to develop fair, tolerant and diverse workplaces. By providing community education and by delivering diversity and inclusion training for employers, the project endeavours to access and sustain employment for marginalised lesbian and bisexual women.</p>	Cash Award €150,000 Duration 3 years
Organisation Name The Great Care Co-op Project Name The Great Care Co-op	<p>The Great Care Co-Op (GCC) addresses the critical social problems of poor quality jobs and discrimination of migrant women in the home care sector and poor quality care for clients. This migrant-led, worker-owned cooperative invests heavily in migrant women and in frontline care workers to create a sustainable model of employment and care provision using a human rights and equality framework. The GCC 5-step approach works from the inside out empowering</p>	Cash Award €195,000 Duration 3 years

	the client and carer. Clients' benefits include keeping socially and physically active and linking to the community. Carers' benefits include improved employment conditions, pay, pensions and benefits, training and decision-making powers in how the cooperative is run.	
Organisation Name Tipperary Rural Traveller Project Project Name Empowering Traveller Women	Empowering Traveller Women is a Traveller led project which works directly with Traveller women to provide them with meaningful employment in their local area. The participants of this project deliver family learning classes focussed on literacy and traveller culture to a mix of young traveller and settled children in rural Tipperary. It will support women, with practical and emotional help, to engage and connect with the Programme and the world of work. They will be gaining experience at being employed; breaking barriers through participation in meaningful, paidwork; and exploring pathways to move away from the gravitational force field of poverty.	Cash Award €135,000 Duration 3 years
Organisation Name Migrant Rights Centre Ireland Project Name Building Resilient Communities for Change	BRCC will engage with migrant workers in unregulated and precarious employment. By investing in emerging leaders the community will be able to become resilient, organised and influential. Addressing inequalities of power and empowering communities will increase knowledge, skills and confidence of emerging leaders to become critical, creative and active. BRCC will pilot new digital processes for feedback and build in better two way communication to help understand the needs of group members and respond to feedback. The Fellowship programme has built in conscious reflective practice and provides one to one mentoring and coaching supports.	Cash Award €165,000 Duration 3 years
Organisation Name Pavee Point Project Name Transforming Traveller Education: From Access to Outcomes	This project aims to counteract education disadvantage at a local and a national level, through innovative practice and policy initiatives which use a community work approach to empower Traveller community engagement, inform policy and involve all relevant stakeholders. The project is grounded in a rights-based approach to education giving centrality to Travellers and building on Programme for Government commitments won by Pavee Point.	Cash Award €165,000 Duration 3 years
Organisation Name Uplift Project Name Far Right Observatory	The project builds community resilience in the face of increased activity from the far-right. It further coordinates and collates information and analysis on far-right extremism in Ireland. The Far-Right Observatory (FRO) will employ core staff to lead on the following activities over 3 years: 1) resource civil society to respond strategically to far-right extremism; 2) generate top class analysis and data that supports strategic analysis and decision making concerning regulation and equality and 3) develop and implement in-real-time responses and support the development of	Cash Award €225,000 Duration 3 years

	regulation in the space.	
Organisation Name Donegal Local Development CLG (DLDC) Project Name Think Equality	Think Equality addresses racism and discrimination and the absence of ethnic minority communities in regional decision making. It is an interagency project which brings together Donegal Local Development, Donegal Intercultural Project and Donegal Traveller Project. It supports regional decision making bodies to implement their equality mandates while building the capacity of people from ethnic minority communities to join such bodies and influence decision making. It does so in a context of rural isolation, in Donegal, where there is significant growth in anti-equality and far-right activity.	Cash Award €205,000 Duration 3 years
Organisation Name Irish Network Against Racism (INAR) Project Name STAND	Drawing on an extensive network and the organisation's well established iReport.ie system (which allows people to confidentially report racism) the Support Training Advocacy Network Development (STAND) deepens collaboration between organisations and develops leadership amongst minority communities. It is designed so that people affected by racism and discrimination speak and act for themselves. It does this by developing a Network of Advocates and Activists (NAA) which are embedded in member organisations and are led by minorities. This network will bring people together in community work processes to provide peer support, to develop collective responses and to inform the INAR networks work. The project will support minorities through complaints procedures and pathways to redress, develop resources and produce research which will help inform the national response to racism.	Cash Award €180,000 Duration 3 years
Organisation Name The Saol Project Project Name The DAVINA Project	The DAVINA Project is an education, employability and recovery programme from the long established SAOL Women's Project in Dublin's North Inner City. It is a partnership between professionals and peers. This programme empowers women who have experienced both addiction and Domestic, Sexual and Gender based Violence (DSGBV). The programme facilitates an education and recovery programme for survivors, including those currently in an abusive relationship. The progression to an employability focus is in-built through its peer training aspect, for women who are extraordinarily distant from the workplace.	Cash Award €180,000 Duration 3 years

Glas Communities Fund 2021

Organisation Name Green Sod Land Trust CLG Project Name Green Sod Ireland Environmental Education Project	Green Sod Ireland is a land trust that protects land and its biodiversity. They have three principal programmes: 1) Wild Acres, the protection and management of the biodiversity of 200 acres of gifted land in their care, 2) Ecological Education for children and adults in nine counties across Ireland, 3) Community Empowerment which builds communities around their wild acre sites.	Cash Award €15,000 Duration 1 year Non-financial Supports €5,000
Organisation Name Dublin City University Education Trust Project Name CENTENNIAL Citizen Science Source to Sea Monitoring	DCU's Water Institute aims to address water resource problems through excellence in research, education and innovation in water science, technology, management and governance. The Centennial project will engage with environmental community groups in Donegal, Mayo and Dublin over a 10 month period. Groups will be trained, equipped and supported to collect data on their local waterways using a water testing kit and an app. Through testing they will also enhance their engagement with and knowledge of water pollution.	Cash Award €35,000 Duration 1 year Non-financial Supports €5,000
Organisation Name Refill Ireland CLG Project Name Community Hydration Hub Network Expansion	Refill Ireland's mission is to work with communities to create a cleaner environment by providing complimentary drinking water and removing the need for single use plastic water bottles. They do this through a complimentary range of activities including a nationwide tap map showing refill locations, selling reusable water bottles, installing water dispensers and advocating for public drinking water facilities. In 2020 Refill Ireland launched their Community Hydration Hub Network project and by 2024 they aim to have installed at least 100 free to use dispensers in retail outlets in Ireland. The project aims to green existing businesses while raising awareness of the circular economy and is the first of its kind in Ireland.	Cash Award €28,500 Duration 1 year Non-financial Supports €5,000
Organisation Name Burrenbeo Trust Limited Project Name Exploring and Enhancing Place	Burrenbeo Trust is a landscape charity dedicated to connecting all of us to our places and our role in caring for them. They are pioneers of place-based learning in Ireland which is learning about place, in the place, for the place. This investment will support Burrenbeo to develop resources, pilot and evaluate the Exploring and Enhancing Place programme with communities outside the Burren.	Cash Award €15,000 Duration 1 year Non-financial Supports €5,000
Organisation Name Dublin Cycling Campaign Company Limited By Guarantee Project Name Rural Cycling Vision	Cyclist.ie, is the Irish Cycling Advocacy Network which promotes and advocates for cycling to be part of transport and everyday life in Ireland. Cyclist.ie comprises of 27 groups, with 20 based in rural Ireland. Their Rural Cycling Vision aims to make all rural areas bicycle friendly. Through this project they aim to encourage and assist local cycling advocacy groups to establish and grow. They will do this by facilitating the transfer of knowledge and expertise between	Cash Award €35,000 Duration 1 year Non-financial Supports €5,000

	cycling groups, empower rural groups to engage systematically with their local authorities and advance bespoke campaigns and events.	
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Growth Fund 2018-2022 – Education Strand

Organisation Name Trinity Development & Alumni Project Name Trinity Centre for People with Intellectual Disabilities (TCPID)	TCPID provides an advanced education programme for young people with Intellectual disabilities. This programme is designed to enable young people with intellectual disabilities to make the transition to employment and/or further education and to lead more independent adult lives.	Cash Award €705,000 Duration 1 year Non-financial Supports €85,000
Organisation Name Trinity Development & Alumni Project Name Trinity Access 21 (TA21)	Trinity Access 21 is an innovative university-led school outreach programme that empowers students, supports 21st century learning environments, and strengthens college going cultures in DEIS schools.	Cash Award €2,085,000 Duration 2 years Non-financial Supports €70,000

Growth Fund 2018-2022 – Social Enterprise Strand

Organisation Name FoodCloud Project Name FoodCloud	FoodCloud was the first organisation to receive investment from the Rethink Ireland Growth Fund. FoodCloud tackles the global problems of food waste and food insecurity by connecting food businesses with too much food directly with charities in their communities using technology. They also redistribute large volumes from the food industry to charities across Ireland through their warehouse and logistics hubs in Cork, Dublin and Galway.	Cash Award €2,250,000 Duration 3 years Non-financial Supports €330,000
Organisation Name Sensational Kids Project Name Sensational Kids	Sensational Kids provide nationwide subsidised early intervention services for children who have a special educational need. Sensational Kids helps children throughout Ireland to reach their full potential. Sensational Kids bridges the gap between public and private services by providing affordable and accessible early intervention services for children with additional needs, who cannot access or afford vital early intervention to help them reach their potential. Sensational Kids CLG will add to their existing Leinster services and open two additional Sensational Kids Centres in Munster and Connacht.	Cash Award €825,000 Duration 3 years Non-financial Supports €45,000
Organisation Name GIY Ireland Project Name GIY	Founded in 2008, GIY supports people around the world to live healthier, happier and more sustainable lives by growing some of their own food. Our mission is to educate and enable a global movement of food growers whose collective actions will help to rebuild a sustainable food system. In 2021, GIY will inspire over a million people to grow, cook and eat some of their own food at home, school, work and in the community	Cash Award €1,721,850 Duration 3 years Non-financial Supports 66,000

Ignite Midwest Fund 2021

Organisation Name National Concert Hall Project Name Health & Harmony	The National Concert Hall's Health & Harmony programme addresses the increased isolation and quality of life challenges that people living with dementia across Ireland experience. The Health & Harmony programme provides connectivity, creativity and stimulation to people living with dementia, their carers and families through live music performances. The highly trained musicians visit dementia day and respite care centres twice per month over a 10-month period to perform popular tunes and invite participants to sing along, dance or just sit back with a cup of tea and enjoy the music.	Cash Award €44,000 Duration 6 months Non-financial Supports €11,000
Organisation Name Obair Meals on Wheels Service Project Name Food4U	Obair Meals on Wheels Service (Food4U) addresses rural isolation experienced by older people through the means of technology. When Covid hit the country, Obair's service and volunteers could not access the elderly clients because they were cocooning. They had to find an alternative way to contact them and obtain their order details. In order to facilitate this virtual contact, Food4U have developed an app, empowering 180 elderly clients, aged between 65 and 95 to engage with Meal on Wheels digitally.	Cash Award €60,000 Duration 6 months Non-financial Supports €15,000
Organisation Name Bedford Row Family Project Project Name Bedford Row Clare	The Bedford Row Family Clare project addresses the issue of recidivism (repeat crime) and the wider impact of imprisonment for prisoners and their families in Clare. They do this by providing emotional or counselling supports. Other times more practical requirements exist such as help accessing services (accommodation, housing, social welfare). They also provide support to the families of offenders through play therapy for children and practical support for the whole family.	Cash Award €60,000 Duration 6 months Non-financial Supports €15,000
Organisation Name Cuimhneamh an Chláir Project Name The Clare Memories Project	Cuimhneamh an Chláir addresses the disempowerment and the marginalisation of older people in Co. Clare. They do this by gathering oral histories of older people, preserving them in a publicly accessible audio archive and presenting these stories to the broader community. Throughout the pandemic, older people have been seen as vulnerable and passive recipients of care. Cuimhneamh an Chláir oral histories counter that perception and give a true picture of older people as having agency in their lives by collecting and sharing their stories.	Cash Award €60,000 Duration 6 months Non-financial Supports €15,000
Organisation Name The Sanctuary Runners Project Name The Sanctuary Runners Project	The Sanctuary Runners was established in Cork in February 2018 by former feature writer and broadcaster Graham Clifford. This particular project uses running, jogging and walking to bring together asylum seekers and refugees with those in the local community in Tipperary, Clare and Limerick. The focus on solidarity and proactive communal	Cash Award €48,900 Duration 6 months Non-financial Supports €15,000

	activities helps to bridge the gaps which exist within communities, while promoting health and wellbeing. And all is done with the Sanctuary Runners' three guiding principles to the forefront - Solidarity, Friendship and Respect.	
Organisation Name Saoirse Addiction Treatment Centre Project Name Saoirse Addiction Treatment Centre	The Saoirse Addiction Treatment Centre addresses the issue of drug, alcohol and gambling addiction for adults 18 years and over in Limerick, Clare and North Tipperary. This is offered through an outpatient treatment model providing harm reduction and recovery programmes, family programmes and individualised addiction counselling in relation to drugs, alcohol and gambling addiction. This confidential service is provided free of charge. Saoirse also supports and advocates on behalf of clients through their engagements with other services and referral agencies.	Cash Award €60,000 Duration 6 months Non-financial Supports €15,000
Organisation Name COPD Support Ireland Project Name SingStrong: Singing for better health in chronic lung disease	In Ireland, it is estimated that approximately half a million people suffer from Chronic Obstructive Pulmonary Disease (COPD). The COPD Support Ireland SingStrong project improves physical and psychosocial health for communities with chronic respiratory diseases, including COPD, asthma, Pulmonary Fibrosis, lung cancer and Long-Covid across Ireland. They do this by providing group-based breathing and singing interventions as well as educational sessions and informal break-out rooms to improve members' respiratory health and address loneliness, anxiety and isolation. This project will facilitate the roll out of services across the Midwest region.	Cash Award €43,995 Duration 6 months Non-financial Supports €11,000

Innovate Together Fund

NON-FINANCIAL SUPPORT SPEND 2021: €116,150

Organisation Name National Maternity Hospital (NMH) Foundation Project Name Neonatal Virtual Classroom	The NMH solution is to develop an online resource/ portal to deliver a virtual tour of the neonatal unit to a mum who is about to deliver prematurely so that she does not have to physically visit the unit. It will cover information such as what an incubator/ heart monitor looks like, provide interviews with nurses/doctors and provide stories from other parents who went through the same experience. This project is informed by the success of the virtual classroom that has been set up on the NMH website for normal pregnancies. NMH is the centre for maternal health for patients across Ireland and when there is a complication, mothers are referred to NMH. It is therefore a national service and up to 20% of all pregnancies will require specialist care. The virtual classroom has been piloted (since Covid-19) for normal pregnancies; this project will apply similar platforms but with specialist content.	Cash Award €35,000 Duration 1 year
Organisation Name The Multiple Sclerosis Society of Ireland Project Name The Move Smart MS Project	The Move Smart MS Project will make specialised online physiotherapy and exercise programmes available to people with MS. MS Ireland want to make available health promoting exercise programmes that incorporate exercise and behaviour change techniques and optimise self management. They will use video conferencing to offer group and individual treatments that can be accessed at any time by participants. The classes offer an important opportunity to promote self management, timely access to specialised care and social and peer support, which is even more important now due to cocooning.	Cash Award €141,604 Duration 1 year
Organisation Name Community Law & Mediation Project Name Legal Empowerment Project	The Legal Empowerment Project addresses the huge need for free legal advice, advocacy and representation, in areas of law not catered for by state funded services, for communities experiencing disadvantage. CLM's core areas of work focus on housing, social welfare, employment, equality, debt and access to education/health services. Following the impact of Covid-19 on services, they have increased service provision and moved services online/phone. The advice is followed up with legal advocacy to ensure rights are vindicated. The innovations implemented by the current project have been successful in reaching a larger and more geographically diverse audience.	Cash Award €74,973 Duration 1 year

Organisation Name National Council for the Blind (NCBI) Project Name EyesOnline	<p>Eyesonline is a brand new information and referral service using smart home technologies and exceptional content to give blind and vision impaired people access to the health and rehabilitation solutions that will make a real difference in their lives. NCBI has started to pivot their service delivery to a virtual model and to enhance this they need to expand their online service provision through additional innovation. NCBI will expand Eyesonline and build a dedicated support hub utilising smart home assistants such as Alexa and Google. This new hub will be an innovative use of smart home technology to create a single point of entry to their online services.</p>	Cash Award €200,000 Duration 1 year
Organisation Name Free Legal Advice Centres - FLAC Project Name Access for All	<p>FLAC aims to develop an appropriate technological platform that facilitates a Volunteer/Remote Clinic Portal to improve and enhance the security and use of service users personal data required to provide free legal advice. This platform will host free legal advice consultations and will enable callers to share documents with volunteer advisers and offer information resources for volunteers. They also aim to adapt the phone clinic model to include other options including video clinics, increasing accessibility.</p>	Cash Award €65,000 Duration 1 year
Organisation Name Western Region Drug and Alcohol Task Force Project Name Planet Youth	<p>This project is the only primary public health prevention programme running in Ireland. The project works to divert young people away from substance use by enhancing their relationships, lifestyles, and social environment. They have held eight interactive online events on Parenting your child during Covid-19 and delivered two webinars. It is based on an evidence-based Icelandic Model.</p>	Cash Award €40,000 Duration 1 year
Organisation Name Helium Arts Project Name Remote Creative Health Hub	<p>Helium Arts provide creative projects that take place in hospital, health and community settings around Ireland, transforming the healthcare experience of young people and those who care for them through art, imagination and play. The Remote Creative Health Hub addresses social isolation experienced by children aged 6-18 years living with long-term health conditions and promotes wellbeing and creativity among them. It was established with the aim of exploring technology to deliver arts engagement to children living with health conditions who were isolated and not able to attend the programme in person for the following reasons; health, disability, geography. It was adopted rapidly following Covid -19 to provide wellbeing and support to those children.</p>	Cash Award €50,000 Duration 1 year
Organisation Name Cork International Film Festival CLG Project Name Intinn Youth Film and Mental Health Programme	<p>Cliff's unique three-part model is an online programme that consists of a film screening, post-screening filmmaker Q&A and interactive workshop with mental health professionals for delivery directly to schools and classroom digital whiteboards. This project is a unique combination of culture, digital and youth mental health which has long term</p>	Cash Award €20,000 Duration 1 year

	potential for a growing problem. UCC research confirms Intinn is unique internationally.	
Organisation Name CyberSafeIreland CLG (T/A CyberSafeKids) Project Name Promoting 21st Century Digital Citizenship	The project is an online cybersafety awareness course for teachers, complete with lesson plans, aimed at adults working in primary schools with children from 3rd - 6th class. The project equips them with the skills to more effectively engage with children on key topics like privacy, social media, cyberbullying and digital footprint.	Cash Award €35,000 Duration 1 year
Organisation Name Specialisterne Ireland Project Name Supporting Neurodiverse Employees and their Managers in Distance working through new Methods of Working and Partnering	Candidates meet weekly with staff regarding progress and on maintaining physical and mental wellness. The project communicates with their managers to discuss any challenges and then work on these with the candidate to ensure ongoing success. Specialisterne remotely works with employers seeking to expand their teams by facilitating Neurodiverse friendly hiring processes.	Cash Award €42,000 Duration 1 year
Organisation Name Threshold Project Name Resourcing Threshold with the innovative home-saving tools needed to stop homelessness in the Covid 19 Crisis.	This project is based on Threshold's unique model of stopping homelessness. Clients can no longer visit Threshold to avail of their specialised face-to-face support. Therefore, services are now testing an online video call facility on their website to provide remote one-to-one personalised support whereby an individual can book an online advice consultation via video call to speak directly with a housing advisor. It also includes the implementation of a cloud based system to enable the Freephone Helpline to operate as a new mobile solution.	Cash Award €29,232 Duration 1 year
Organisation Name Centre for Independent Living Project Name Strategies for Change	This project has developed innovative spaces such as online yoga, mindfulness, creative writing, peer support, painting, photography and a film club to connect disabled people and reduce social isolation. They have secured a range of national experts from academia, NGOs and IHREC to deliver inputs over the course of 20 workshops with disabled activists.	Cash Award €35,000 Duration 1 year
Organisation Name Peter McVerry Trust Project Name PMVT Housing First Virtual Support Programme	The innovative aspect of the project will be to make virtual supports an integrated element of Housing First services. This has not happened before and with PMVT currently delivering 61% of Housing First targets nationally, it provides an ideal opportunity for PMVT to mainstream the practice going forward.	Cash Award €198,413 Duration 1 year

Organisation Name A Lust For Life Project Name Gone Past Talking	<p>Gone Past Talking looks at mental health in a holistic, intergenerational and intersectional way which has never been done before. Young people will choose an issue closest to their heart and lead on the change they want to see in the world; knowing this will impact their own mental health as well as creating positive changes in their communities and country. It is an innovative, transformative and boundary-breaking educational programme to create a generation of politically engaged young people through a unique series of workshops and facilitated, peer-led, intergenerational mentoring through the activism academy. The activism academy will equip young people with skills to be powerful change-makers through mentorship, working creatively to quickly collaborate and develop campaigns on issues they care about, test and scale different ideas and approaches quickly to see what works and what can be replicated and help create media to amplify their work. The programme will take a universal approach but will proactively engage with disadvantaged groups such as young LGBTQIA+ groups, Traveller youth, young people in direct provision, etc.</p>	Cash Award €20,000 Duration 1 year
Organisation Name Cloughjordan Community Farm CLG (CCF) Project Name Open Food Hub	<p>Open Food Hub addresses the difficulties that rural farmers and consumers have accessing markets due to community fragmentation. The programme gives access to community-supported, cooperative approaches to food sharing using user-owned open source digital tools. The project enables multiple stakeholders, businesses and entities in local areas to increase their impact by improving collaboration within the community, shortening supply chains and increasing food security for local residents.</p>	Cash Award €58,700 Duration 1 year
Organisation Name Barnardos Republic of Ireland CLG Project Name Digital Family Support Innovation	<p>Digital service delivery is particularly needed for those who have difficulties attending face-to-face, ensuring that a trusting relationship is not broken. This project will develop a service delivery framework and training programme to ensure that Barnardos services staff develop their skills in using digital-technology and to adapt delivery methods to maximise the impact of programmes in a digital environment. During the initial lockdown period, Barnardos tested online delivery and received positive results with staff reporting a marked increase in contact with young people who had previously been hard to engage with. As well as higher engagement from families who found it hard to attend services due to childcare issues or travel limitations.</p>	Cash Award €80,804 Duration 1 year

Organisation Name Burren Lowlands CLG Project Name Forge Works Enterprise Centre	The enterprise centre will operate as a coworking space during the day. In the evening and weekends, the centre will be used as a training centre for job seekers offering Remote Work Ready training and certification. This programme will consist of seven self-paced covering areas such as Workflow, Unexpectedly remote and Team compliance. The programme will also run 3 accredited TEFL courses which will help give job seekers the flexibility to work remotely. The project will build a remote working community by networking with the experienced remote workers and newly remote workers who use the centre during the day.	Cash Award €21,760 Duration 1 year
Organisation Name Centre for Climate Change, T/A Cool Planet Experience Project Name Digital Climate Action Programme	The digital action programme provides a blended educational programme with dynamic online and offline learning tools that challenge children to identify solutions and innovations as well as contribute their own ideas toward achieving a low carbon future. The programme encourages children to think critically, solve problems and activate their curiosity - all essential components of a modern education system.	Cash Award €83,368 Duration 1 year
Organisation Name Crann, Trees for Ireland Project Name Easy Treesie - Crann Trees for Ireland Project	This project is the Irish element of the UNEP Planet-for-the-Planet.org initiative alongside 70 other countries around the world. The project works with local children to improve their locality through climate conferences, workshops and tree-planting on local land. To date the project has also trained 150 children as certified Climate Justice Ambassadors, and has hosted 2 international climate events.	Cash Award €49,500 Duration 1 year
Organisation Name Inishowen Rivers Trust Project Name Inishowen River Guardians	The project provides innovative specialised certified training on river monitoring and restoration techniques. Educating people on how rivers work and how their functioning can be impacted helps to raise awareness of beneficial land use practices, it increases community engagement and involvement in protecting rivers as well as participants' employability. The skills gained from this project will be used to enhance the focus on nature- based solutions for flood projects. This project incorporates innovative online learning techniques to achieve its aims and to engage with more people. This is the first time a course of its kind has been run in Ireland.	Cash Award €59,491 Duration 1 year
Organisation Name Coolmine Therapeutic Community Project Name External Parents under Pressure Programme	The Parents under Pressure (PuP) programme has supported parents who are or have been drug or alcohol dependent living in a residential setting. This iteration of the programme will extend the service to offer unique support to high-risk community-based parents, who may be at different stages in their recovery. The programme is an evidence-based model from Griffith College in Australia, which has proven highly effective in reducing child abuse and improving parents	Cash Award €73,868 Duration 1 year

	emotional regulation. A 2018 evaluation found that 100% of parents remained drug and alcohol free upon completion.	
Organisation Name Down Syndrome Ireland Project Name Connected	This project is moving services such as personal interactions, self-advocacy and information sessions into an online setting. By tailoring the programme and changing the format these services will be much more accessible for people with Down syndrome and also their families. By using a more dispersed model this project will be able to reach more families and will also be able to connect members in the Louth and Meath region with similar issues, regardless of geographical distance.	Cash Award €27,500 Duration 1 year
Organisation Name National College of Ireland Project Name From Couch to Screen	Home visits support the educational needs of young children experiencing intergenerational educational poverty. The integrated supports from birth allow for multiple sustainable interventions in the same family, and this in turn provides a more supported and rich interactive learning environment for the family. By employing school-leavers/former programme parents and migrants as home visitors, the programme creates a skilled, cohesive and inclusive local community.	Cash Award €127,650 Duration 1 year
Organisation Name Headway Project Name Headway Online Learning Programme	The Headway online learning programme addresses the rehabilitation needs of clients with brain injury-induced disability who cannot access face-to-face learning opportunities. The programme uses a technological approach (mediated by staff support) to deliver rehabilitation to its clients in a tailored and user-friendly manner. The project uses audio, video and pictorial materials to help clients reach their rehabilitation goals.	Cash Award €26,526 Duration 1 year
Organisation Name Enactus Ireland Project Name Enactus Ireland: Future Skills Now	This programme supports third level students from underrepresented backgrounds to develop their skills, empowering them to increase their opportunities to access employment by engaging in social enterprise development. Their unique approach consists of combining experiential learning through social entrepreneurship development, working in partnership with business, communities and academia, and a personal growth journey for participants through charting their skills. Enactus Ireland has been running skills development programmes in the third level sector since 2012.	Cash Award €47,280 Duration 1 year
Organisation Name Family Carers Ireland Project Name The Family Carer Support Project	With this project, Family Carers Ireland (FCI) addresses the increasing need to assess and respond to the support needs of families caring for their elderly members throughout this crisis period. The programme provides access to a unique service partnership between voluntary (FCI) and statutory (HSE) systems to improve the targeting of resources, and	Cash Award €141,175 Duration 1 year

	offering family carers evidence-based assessments and supports to enable them to carry out their caring activities.	
Organisation Name Irish Theatre Institute Project Name Accelerate	The Accelerate programme addresses the information and skill deficits for freelance professional theatre artists. It aims to equip freelance theatre professionals with the skills necessary to proactively respond to the current climate by offering an online space in which members can upload relevant content. The project is free to all members providing autonomous information sharing and it provides a suite of professional development opportunities to deliver a well-rounded toolkit of skills.	Cash Award €23,590 Duration 1 year
Organisation Name Lámh Project Name Production of Online Lámh training	Lámh is a manual sign system used by individuals with intellectual disability and communication needs in Ireland. Facilitating Lámh training via an online platform will make the programme more accessible to those who need it despite restrictions. Moving Lámh courses to the online space will also allow administration to spend less time coordinating sessions and venues and more time delivering live signing sessions via video-conferencing.	Cash Award €40,000 Duration 1 year
Organisation Name Lismore Music Festival T/A Blackwater Valley Opera Festival Project Name Covid Care Concerts	At a time when art has been moved online, many elderly people are unable to access it. This is why Covid Care Concerts are bringing live music to vulnerable people, doing so in accordance with health guidelines by utilising, for example, outdoor concerts. The project is also innovative as the audience is asked to participate in the creation of the concerts, by being asked to write down a memory or create art they associate with the music. This element especially benefits audience members dealing with cognitive issues.	Cash Award €26,400 Duration 1 year
Organisation Name Mental Health Reform (MHR) Project Name Frontline Screener	Frontline Screener is a digital screening tool which will be made available for a wide range of voluntary organisations to help them identify symptoms of trauma in service users, enabling them to quickly assign targeted mental health interventions. The model is based on the Dutch SAM Screener tool, which will be translated into English and adapted to an Irish context. The tool can also be customisable to screen for other mental health issues that are common to this target group, such as anxiety, depression and suicidal ideation.	Cash Award €67,500 Duration 1 year
Organisation Name Migrant Rights Centre Ireland Project Name Harnessing Change	The Harnessing Change project will provide information and targeted support to vulnerable migrants on how to access their rights through its drop-in service and its helpline, providing guidance both online and in-person. It will also specifically target meat factory workers and agri-food workers, empowering them to resist exploitation and improve their working conditions. They will also focus on undocumented migrants, helping them to access the	Cash Award €137,327 Duration 1 year

	upcoming regularisation schemes. The MRCI will also continue to leverage their expertise and close contacts with migrants to develop and disseminate policy recommendations to influence decision-makers.	
Organisation Name Sex Workers Alliance Ireland Project Name Peer Led Sex Worker Outreach Programme	The sex worker outreach programme is a peer-led project that addresses the lack of information about Covid-19 and its risks for marginalised sex workers in Ireland. Sex Workers Alliance Ireland delivers a tailored harm reduction programme to minimise the Covid-19 exposure risk for this vulnerable group. The project is peer-led, allowing street workers themselves to engage with service providers and guide their interventions.	Cash Award €20,168 Duration 1 year
Organisation Name Lucena Child & Adolescent Mental Health Service (CAMHS) Project Name Accessible Assessment	'Accessible Assessment' will allow CAMHS to move part of their assessments online to provide reliable, standardised assessments in a safe face-to-face context where social distancing can be maintained and where assessment materials can be cleaned effectively in between clients.	Cash Award €30,000 Duration 1 year
Organisation Name Carmha Ireland Project Name Connection And Recovery in Mental Health & Addiction	CARMHA addresses complex needs of mental health and addiction together, whereas other healthcare providers tend to focus on one of them. Furthermore, providing both peer-support and professional care for this vulnerable and marginalised group in the same place within a community setting is unique, as well as training of peer-support workers and delivery of community-peer outreach.	Cash Award €50,713 Duration 1 year
Organisation Name Meath Travellers Workshop Project Name Meath Travellers Workshop (MTW) Covid 19 Fighting Back Project	MTW Traveller counselling service provides a culturally appropriate service, developed in conjunction with travellers to address the internal and external pressure of life. The project aims to increase self-esteem, coping skills, and improve mental and physical health thus preventing suicide. The Equine project works with vulnerable Travellers, with one-to-one or group support providing a safe environment or escape for Travellers in violent households.	Cash Award €33,690 Duration 1 year
Organisation Name Irish Advocacy Network CLG Project Name Remote Peer Advocacy in Mental Health	IAN offers a vital service to those voluntarily residing or detained in mental health acute units by providing peer-to-peer advocacy, information and confidential support. The Remote Peer Advocacy in Mental Health project will enable clients to use communications devices to speak to a peer advocate in a secure, confidential manner. In cooperation with the HSE and the mental health acute units, the device provides virtual face-to-face contact with patients detained under the Mental Health Act (2001) and voluntary patients.	Cash Award €63,982 Duration 1 year

Organisation Name Care After Prison CLG Project Name On Line Peer Mentor Training for prisoners	They have developed an online peer mentor training programme for prisoners, which will be the first of its kind in Ireland. This training is a City & Guilds accredited training programme for prisoners in mentoring skills based on research and best practice in other countries. It has been specially developed by those with lived experience of prison by their peers. Also, delivering online peer mentor training in a prison is completely innovative, peer mentoring is much needed in prisons.	Cash Award €20,000 Duration 1 year
Organisation Name CCG Aonad Slainte Do Mhic Leinn Teo Project Name NUIG WRAP & CREIDIM	Students are brought together in a supportive environment to avail of peer support in an evidence-based learning environment. WRAP explores key values of recovery, such as hope, personal responsibility, education, self-advocacy, and support, and provides a structured process for developing individualised plans. Creidim provides connection and peer support in an environment that is caring and supportive, this allows students to make connections and supports them to engage in the full college experience.	Cash Award €67,856 Duration 1 year
Organisation Name Foroige, the National Youth Development Organisation Project Name Ourspace, E-Mentoring platform and mobile app - Big Brother Big Sister (BBBS) Programme	The 'Ourspace' e-mentoring platform addresses the needs of young people by enabling mentors to continue to support their mentees during the Covid-19 crisis by leveraging digital technology to bridge geographical divides; building new positive relationships online for isolated young people; maintaining quality mentoring standards by providing professional support and maintaining a focus on safety for young people and mentors.	Cash Award €59,678 Duration 1 year
Organisation Name SpunOut.ie Project Name Dynamic Mental Health Signposting Tool	The Dynamic Mental Health Signposting tool will help SpunOut.ie's 150,000 month readers to explain what they are feeling or the situation they are in, and quickly refine a list of signposts and results personal to them. This will include signposting to a specific service, instant connection on Live Chat to a youth worker, instantly starting a conversation with a Crisis Volunteer, or providing a self-help factsheet or app referral.	Cash Award €148,000 Duration 1 year
Organisation Name Jigsaw, The National Centre for Youth Mental Health Project Name The Jigsaw Schools Hub	Jigsaw Schools Hub is an interactive, online support service, which will provide primary and post-primary schools with accessible, measurable, skills-based supports for promoting and supporting youth mental health. It will enable leadership, teachers, students and parents to better cope during these times of change and uncertainty. Jigsaw wants to see schools become much more empowered and enabled to support their staff and students when it comes to mental health.	Cash Award €100,000 Duration 1 year

Organisation Name Mary Immaculate College Project Name EDNIP (Embracing Diversity, Nurturing Integration, Learning for Life Project)	The EDNIP project supports integration in partnership with 5 DEIS Band 1 Primary Schools in Limerick City through: the provision of in-school, after-school, and holiday-time programmes for children and their families attending the 5 schools, the design and delivery of training and professional development opportunities for school staff to promote integration, the development and sourcing of resources and programmes to support schools to nurture integration, and the creation of school/organisation partnerships to access opportunities for integration and learning beyond the school gates.	Cash Award €45,000 Duration 1 year
Organisation Name Ard Aoibhinn Community Initiatives Project Name Raheen Wood ALFA (Active Learning For Adolescents)	The project provides an alternative schooling approach that stresses non-tech, more hands-on active learning approaches. The project uses G-Suite for Education which has enabled a continuation of project-based experiential learning to continue despite Covid-19 restrictions. The online project allows students registered for the EQF Level 2 Crossfields Diploma in Integrated Education to complete their qualification. The adaptation of the ALFA programme has sought to minimise screen time and online exercises, instead emphasising the importance of a balance between academic learning, physical activity, and artistic expression.	Cash Award €30,000 Duration 1 year
Organisation Name AslAm National Autism Charity Project Name The AslAm Autism Friendly Transition to Higher Education	The project will provide resources for autistic students who are preparing to transition into Higher Education. The resources will contain online learning tools on three main subjects: academic life, college life, and self-management. To accompany the information there will be training activities, 360 videos and personal testimonies which relate to each topic that will prepare students with the transition while having limited physical access to their chosen college. There are currently no online resources in one place that prepares autistic students for day to day HEI life. There is also no VR technology to help autistic students with preparing for the sensory environment of university.	Cash Award €50,000 Duration 1 year
Organisation Name LIFT Ireland Foundation Project Name LIFT Ireland	The "TY Bounce Back Package" and "Cocooning Package" were put together to give these two groups an outlet to reflect on themselves and how best to cope with the situations that they are in - both in a deep way. The TY package connects groups of young people with each other to reflect on 4 key themes (Resilience; Positivity; Adaptability; and Empathy) and on how they can each become stronger in those areas; and the Cocooning Package allows grandparents to connect with their teenage grandchildren to reflect together on similar issues.	Cash Award €50,000 Duration 1 year

Organisation Name Trinity Development & Alumni Project Name Tech2Students	The general public and businesses can donate devices by registering on the campaign website. The device goes through a certified process of erasure and installation of a new operating system. The link schools provide the contact details of priority students. Cash donations are used to purchase refurbished devices. This service is cost-free to schools and students and repurposes technology or uses repurposed technology, reducing cost and environmental impact.	Cash Award €130,000 Duration 1 year
Organisation Name National University of Ireland, Galway Project Name Schooling at Home - Bridging Worlds	The Schooling at Home - Bridging Worlds addresses the imperative need to establish a strong and sustainable interface for learning. The project has 5 work packages that interlink to ensure that the project is conceptualised from the outset as a wrap-around model supporting teachers, school leaders, and non-formal sector learning contexts with a shared focus on the quality of all children's learning with proactive targeted provision for marginalised groups.	Cash Award €200,000 Duration 1 year
Organisation Name Dublin Cycling Campaign Company Limited By Guarantee Project Name #ChangeOurStreets - Safer Streets for All	The project promotes and advocates for the health benefits and increased efficiency of commuting through the widening of footpaths and providing dedicated space for people cycling and walking. Cyclist.ie aims to engage with people by providing news, press releases and support through local groups and partnering with other organisations.	Cash Award €27,000 Duration 1 year
Organisation Name Irish Environmental Conservation Organisation For Youth - Unesco Clubs CLG Project Name Eco Week	The ECO-Week project is a week-long online programme that includes workshops, events and activities to inspire young people and get them involved in environmental protection. The programme will be delivered on a seasonal basis (x4), including seasonal challenges which people can take at home or outdoors during and after ECO-Week. The programme provides an opportunity for young people to virtually meet like-minded people to address the needs of young people and the environmental challenges we face.	Cash Award €20,000 Duration 1 year
Organisation Name Global Action Plan CLG Project Name Climate Action Now! Accelerator	The Climate Action Now Accelerator Project addresses access to quality climate action programmes for school learners and teachers across Ireland. The accelerator programme will adapt aspects of the delivery of the existing programme to online approaches that support achieving programme outcomes as well as expanded reach to schools that the face-to-face approaches struggle to serve. Global Action Plan works with three different groups in schools: learners, teachers and principals, each who require a bespoke approach to online delivery. This is achieved through using webinar platforms like Zoom, virtual classrooms such as Google Classrooms, Youtube and Google Drive as resource supports.	Cash Award €43,000 Duration 1 year

Organisation Name An Taisce - The National Trust for Ireland Project Name Green-Schools Food & Biodiversity	Green-Schools provides a structure for schools to implement a management system for the environmental issue of food. It is a whole school, student-led programme which empowers students to analyse and solve problems collectively. Schools create a food habitat map and find ways of growing their own food at school as well as harvest that food and learn how to prepare it. The project teaches key skills about food growing, climate change, globalisation and food security.	Cash Award €45,000 Duration 1 year
Organisation Name Burrenbeo Trust Limited Project Name Áitbheo - Place Based Learning Online	This project will look to develop an online version of their Áitbheo Place-Based Learning Programme which addresses the lack of community resilience and connection to place experienced by modern children in relation to their local heritage and environment. They will use a professional platform, presenting the opportunity to continue the impact and also roll out the programme on a wider basis. They work with a selection of schools every year at both the primary and secondary level. In 2018/2019 the organisation worked with 14 schools in Galway and Clare. This project aligns with the organisation's mission of working with local schools and communities to create a greater appreciation of the Burren region as a living landscape and to connect people with place.	Cash Award €20,000 Duration 1 year
Organisation Name Green Sod Land Trust CLG Project Name Green Sod Ireland (GSI)	The organisation has been working in this area for 14 years and addresses the fragmentation and degradation of habitats and ecosystems; tackling climate change and biodiversity loss by protecting land for the benefit of everyone and every species in Ireland. GSI's training and education on healthy biodiversity is vital for the health and well-being of the population (e.g. food security, clean air, fresh food and water, healthy soil etc). GSI has continued to expand, develop and innovatively respond to environmental challenges throughout the years whilst holding true to its ethos, vision and mission.	Cash Award €50,000 Duration 1 year
Organisation Name Raheen Community Development Group CLG Project Name Grow Together	Grow Together is an ethical initiative that aims to increase the numbers of community fruit and vegetable gardens in local areas. The project aims at the development and maintenance of community fruit and vegetable gardens and is running a successful pilot. The promotion of sustainable horticulture increases the accessibility of seasonal fresh food to people living in more rural areas and who have been impacted by limited availability. The gardens contribute to the confidence and mental well-being of participants. They also provide courses on the subject.	Cash Award €25,000 Duration 1 year

Organisation Name Irish Islands Marine Resource Organisation CoOperative Limited Project Name Irish Islands Marine Resource Organisation (IIMRO)-Abalobi	The project consists of the development of an innovative and integrated online and phone app system that will facilitate small-scale fishers to log their catch and direct sales to consumers of traceable fish and shellfish from the islands. The programme aims to promote traceable, storied seafood by empowered small-scale fishers from catch to customer, in a manner that is not only ecologically responsible, but also socially fair. This will ensure access to market and income generation for fishermen in the area. The IIMRO-Abalobi partnership will see the first rollout of the system in Europe and promises to make major changes to the way catches are documented and sold.	Cash Award €20,000 Duration 1 year
Organisation Name Irish Seed Savers Association CLG Project Name Saving Seeds for Ireland's Food Future	Saving Seeds for Ireland's Food Future, will provide training, mentoring, online resources and literature to community groups and individuals across the country, teaching and supporting them to grow and save food seed. Their aim is to train 1,000 people to grow and save their own seed; connect food growers, chefs and food suppliers to keep the full food cycle - from seed to plate - within the community. Training food growers (home growers, market gardeners, and growing communities) to grow and save their own seed helps develop seed collections, reducing Ireland's dependence on imported seed. Growing seed across the country will reduce the vulnerability of these collections; ensure the seed is adapted to an Irish climate; increase seed availability and foster a deeper connection to food.	Cash Award €50,000 Duration 1 year
Organisation Name GIY Ireland Project Name Recruit Inform Connect (RIC)	By working with business leaders, GIY will create a suite of online resources that will support the new wave of GIYers to grow food successfully, supporting their mental and physical health and enhancing their food resilience. Using digital technologies, GIY will create new and modified existing processes, culture and customer experiences to meet changing market requirements. Content will be made available through GIY's website, app and podcast. For example their How Food Grows 12 week web series reached 4,000 subscribers in the first week. GIY will recruit, inform and connect a broader audience and aim to reach 10,000 App users, 10,000 Web Series subscribers and 50,000 unique visitors per month to their website by the end of 2020.	Cash Award €196,000 Duration 1 year
Organisation Name Work Equal (Previously Dress for Success) Project Name CHALLENGES REIMAGINED	In partnership with EQUAL Ireland, they will develop a reimagined Community Innovation Space to build the online learning, training and working capacity of disadvantaged and vulnerable groups with a focus on three interconnected areas: online learning, training and working. The programme aims to equip participants with the skills required to seek work and gain employment with a focus on remote and	Cash Award €82,000 Duration 1 year

	flexible working with the final aim to support women in their goals to leave poverty and move towards equal access to economic opportunities. This programme will be one of the first to engage marginalised and excluded groups in adapting to remote working and learning.	
Organisation Name Cultúr, Celebrating Diversity CLG Project Name Cultúr UpSkilling Project	This project is tailored and targeted to provide training/supports to migrants/ethnic minorities who are marginalised. It will also support migrants' parents with language barriers while the online upskilling project will promote employability skills of migrants. This new project will complement our face-to-face interaction support services. The project will re-orientate participants from former employment roles to new employment opportunities by supporting migrants in starting online training. It will also deliver vocational bridging courses to develop specific skills. Furthermore the project will provide online community outreach that will support mental health and wellbeing of migrants.	Cash Award €53,600 Duration 1 year
Organisation Name Comhairle Ceantar na nOileán Cuideachta faoi Theorainn Ratháíochta Project Name Coláiste Gharumna	The project proposes to offer both online courses and courses with participation in class (when restrictions are lifted). In 2021, the project would be offering online courses for International students. A key element of the course would be participating students coming and staying in the Gaeltacht for 2 weeks and immersing themselves in the Irish language during the summer months thus adding revenue to the local economy. The online model of education and training will be unique as it will be done online with the interaction with mná tí and their families.	Cash Award €40,000 Duration 1 year
Organisation Name Uplift Project Name Get Ahead'	Uplift is a leading organisation in Ireland which uses digital tools and online engagement strategies to raise awareness of issues and to facilitate community activation. They also have unique capabilities in narrative and framing communications (working with world leaders) and undertaking work that has not been previously done in Ireland. They are uniquely placed to engage with far-reaching and diverse audiences.	Cash Award €20,000 Duration 1 year
Organisation Name Dublin AIDS Alliance CLG, trading as HIV Ireland Project Name Peer Support for People Living with HIV	Peer support is not a new concept, but this organisation's vision of having trained HIV peer support volunteers in every Irish county is unique. They envisage such a programme to be a model for other peer services since it will be developed by recipients, and potential recipients, of such a service.	Cash Award €35,000 Duration 1 year
Organisation Name Irish Refugee Council Project Name Digital Drop-In Centre	The project provides people in the international protection process with information, support and legal representation to overcome the challenges they face. The project addresses asylum-seekers' needs by providing accessible information	Cash Award €60,000 Duration 1 year

	and specialised support in a language and manner clients understand. The project achieves this through digital drop-in services including one to one phone and video consultations, online outreach information sessions, online FAQ, referral to other supports and phone-based legal consultations.	
Organisation Name Amal Women's Association CLG Project Name AMAL Community outreach to support vulnerable and marginalised groups	The project supports women in culturally appropriate ways to access the help they need while educating service-providers. Women and young people call the project's Helpline for assistance on different topics including getting a barring order, dealing with deportation issues and with food shortage due to a reduction of income in the family. The project links these people with the correct organisations to support them, while also providing food, clothes and anything else they may need.	Cash Award €20,000 Duration 1 year
Organisation Name Clare Immigrant Support Centre Project Name Clare Immigrant support Centre	The project provides a wide range of services and programmes to all immigrants. It includes advice and advocacy services through email, phone, Zoom meetings, and website updates.	Cash Award €38,040 Duration 1 year
Organisation Name Community Workers CLG Project Name Collective Action in an Era of Social Distancing: Community Work in the New Normal	This project proposes to develop new ways of practising community work in a new Covid-19 reality. It includes identifying new ways of practising community work; developing capacity building and upskilling programmes for community workers using online forums, and designing and providing training tools and templates to support the practice of community work.	Cash Award €22,375 Duration 1 year
Organisation Name National Lesbian and Gay Federation Ltd T/A GCN Project Name Gay Community News (GCN) Digital Series - Connecting during Covid-19	GCN is focusing on utilising all of their digital channels to communicate and connect with the LGBT+ community. They have pivoted from print publishing to becoming digital content curators overnight by quickly focusing on a series of themes (food, fitness, emotional well-being, history, community activism, music, etc) to produce a weekly schedule of online events which inform and entertain. The aim is to expand the scope of the series.	Cash Award €50,000 Duration 1 year
Organisation Name ActionAid Ireland Project Name Against FGM Through Empowerment and Rejection (AFTER)	The project prevents female genital mutilation through empowerment and awareness-raising activities targeting women and men from practicing countries. The project is innovative as it uses a successful methodology brought from Africa to Ireland. It recognises the importance of including men and boys if sustainable changes about women's issues are to occur.	Cash Award €20,000 Duration 1 year
Organisation Name Rape Crisis Network Ireland Project Name	The RCNI will develop a remote working Continuous Professional Development (CPD) training towards rape crisis accreditation. This will supplement, not replace, the standard RCNI Rape Crisis Centre training. The collaboration itself will	Cash Award €115,000 Duration 1 year

Clinical Innovation in specialist trauma work	be an upskilling and supportive process and RCNI will support the running of further CPD programmes.	
Organisation Name Safetynet Primary Care Project Name Mobile Covid-19 testing and tracing vulnerable groups	Safetynet aims to scale their reconfigured Covid-19 services in the form of a mobile consultation unit where on-site testing will be possible and patients will be triaged remotely providing additional support to Public Health requests related to Covid-19 outbreaks. Safetynet is also the only community service that will employ the rapid-testing device GeneXpert to immediately identify positive cases with the ability to then transport the patient off-site for treatment.	Cash Award €105,000 Duration 1 year
Organisation Name Dublin Neurological Institute Project Name Dublin Neurological Institute goes virtual	The aim of the project is to develop virtual clinics in neurology. There are two types of virtual clinics that will be set-up as part of this project. Firstly, virtual clinics that allow GPs to present complex neurology cases to consultant neurologists and come up with a consensus treatment plan. Secondly, virtual clinics with patients where clinical assessments could be carried out through a virtual platform. All virtual clinics will be carried out using the video conferencing software ZOOM and Webex.	Cash Award €75,000 Duration 1 year

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Organisation Name Equal Ireland Education and Related Services Company Ltd Project Name Amplifying Rural Women's Voices	Amplifying Rural Women's Voices provides blended learning to rural women, combining workshops, a co-operative learning environment, online and outreach delivery, in partnership with communities. Their recognition of prior learning allows women to use their home, work and life learnings and experience to achieve accreditation and progress to higher learning.	Cash Award €246,000 Duration 3 years Non-financial Supports €64,050
Organisation Name Irish Refugee Council Project Name Integration from Day One	Integration from Day One supports refugee women in Ireland from the earliest stages of the asylum process to build opportunities and skills to successfully integrate and find their place in the labour market. It is currently the only project that is open to and works with all women seeking asylum in Ireland, regardless of whether they have been granted refugee status or not. This methodology helps provide a foundation for more rapid and successful integration into Irish society and the employment market.	Cash Award €190,000 Duration 3 years Non-financial Supports €56,250
Organisation Name Westmeath Community Development Project Name Here Comes the Girls	Here Comes the Girls works by pre-empting potential skills demands of local employers and offering employers bespoke training and recruitment opportunities to meet their staffing needs, while also equipping local women with the skills required to perform these jobs and enter employment.	Cash Award €265,000 Duration 3 years Non-financial Supports €32,200
Organisation Name The Shanty Educational Project Ltd CLG/An Cosan Virtual Community College Project Name Women's Education Programme	The Women's Education Programme offers women, specifically lone parent women, a flexible part-time education through a blended learning model of online lectures and in-person workshops. The course is designed to meet the learning needs of each participant and creates an individual progression pathway for them towards employment.	Cash Award €195,000 Duration 3 years Non-financial Supports €53,200
Organisation Name Work Equal (Previously Dress for Success) Project Name Dress for Success Dublin	Dress for Success Dublin gives individuals ongoing access to skilled recruitment professionals and educational programmes to equip them with the skills and confidence to partake in the economic opportunities available to them. The project focuses on propelling women beyond securing work, to building a skill set that supports them to retain work and sustain their economic independence. This is unlike other alternative services.	Cash Award €260,000 Duration 3 years Non-financial Supports €66,050
Organisation Name Transgender Equality Network Ireland Project Name Superwomen: Empowering Trans Women into the Workplace	Super Women ⁹ is designed to address the inequality and inaccessibility of the labour market for trans-women. It will address employee needs by empowering trans-women themselves to gain confidence and skills. It will also work with employers to develop policies to make workplace processes more inclusive.	Cash Award €69,000 Duration 3 years Non-financial Supports €21,996

⁹ Teni exited Rethink Ireland funds in 2021.

Social Enterprise Development Fund 2020

Organisation Name Triest Press Project Name Triest Press	Triest Press provides meaningful employment and training opportunities to people with intellectual disabilities. Triest Press cultivates an atmosphere where happy employees understand their talents and approach life with confidence, wonder and a positive sense of self.	Cash Award €43,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Turn2me Project Name Turn2me	Turn2me provides a safe, anonymous and confidential space to anyone aged 12 plus in Ireland seeking support with their mental health and wellbeing 24/7. Turn2me breaks down the barriers to access by combining innovative, custom-built technology, superb clinical expertise and a deep understanding of the needs, online behaviours and health outcomes of those who are seeking support. During 2020, they provided over 5,000 hours of counselling to people across Ireland.	Cash Award €33,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Grow Remote Ireland CLG Project Name Grow Remote	Grow Remote's mission is to enable people to work, live and participate locally by making remote employment both visible and accessible in their communities. They provide resources to assist people in obtaining remote work with educational curricula for community leaders, leadership courses and training.	Cash Award €38,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Specialisterne Ireland Project Name Specialisterne	Candidates meet weekly with staff regarding progress and on maintaining physical and mental wellness. The project communicates with their managers to discuss any challenges and then work on these with the candidate to ensure ongoing success. Specialisterne remotely works with employers seeking to expand their teams by facilitating Neurodiverse friendly hiring processes.	Cash Award €38,000 Duration 1 years Non-financial Supports €7,000

Social Enterprise Development Fund 2021

Organisation Name Helplink Support Services CLG Project Name Helplink Mental Health	Helplink provides accessible online, free or low cost counselling, information provision and education, 7 days a week and out of hours. Their online counselling is available nationwide and includes a variety of services including couples counselling, youth counselling, bereavement therapy, employee counselling and gambling addiction counselling services. From their two offices in Galway and Mayo they offer the previously mentioned services as well as play and art therapy face-to-face. Additionally they run mental health workshops for students and employees and an e-learning platform (mindhacks.ie) which provides mental health and emotional wellbeing information and educational content, through a carefully curated video and podcast library.	Cash Award €50,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Parents Plus CLG Project Name Parents Plus CLG	Parents Plus, researches, develops and delivers affordable evidence-based parenting, mental health, and educational programmes to strengthen families, by training established services across the public and non-profit sectors to deliver their suite of programmes in their communities. The new Parents Plus Special Needs Programme (PPSN) is the first in the world, evidence-based programme to address the underserved needs of marginalised young people, 12-25 years, with intellectual disabilities and their families. The programme is designed to be delivered by disability services to parents, free of charge and early on in their journey, to empower parents with the proven tools to improve outcomes not just of their child, but all of their family, realise their full potential, belong to, and contribute to an inclusive society.	Cash Award €80,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Clondalkin Community Recycling Initiative CLG Project Name Recycle IT	Recycle IT is a community-based social enterprise specialising in recycling Waste Electrical and Electronic Equipment (WEEE) from plugs and batteries to dishwashers and fridges. They offer work placements in the provision of recycling services to assist unemployed people to enter/re-enter the workforce. Their goal is to create a history of skilled work activities for everyone working with them.	Cash Award €30,000 Duration 1 years Non-financial Supports €7,000
Organisation Name AwakenHub Ltd Project Name AwakenHub	AwakenHub investigates and challenges the societal issue of why too few women-led businesses reach the same economic scale as that achieved by male-led companies. Their mission is to address the gender funding & supports gap via an Island of Ireland community for women founders. In their first year over 1000 women have signed up to the AwakenHub community and they welcome any women founders or want to be founders to do the same via www.awakenhub.com	Cash Award €30,000 Duration 1 years Non-financial Supports €7,000

Organisation Name Liquid Therapy CLG Project Name Liquid Therapy	<p>Liquid Therapy is an award-winning surf therapy social enterprise based in Bundoran, County Donegal. They deliver ocean experiences, workshops and an evidence-based tool kit that significantly improve young people's mental health. Through their 11 programmes, Liquid Therapy supports children and young people to build resiliency, improve social cohesiveness and physical literacy, while also providing a welcoming experience and respite to primary carers.</p>	Cash Award €45,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Back To Work Connect CLG Project Name Back To Work Connect	<p>Back to Work Connect (BTWC) understands the unique challenges returners, predominantly women, face when re-entering the workforce after an extended period. They provide a dedicated returner support career hub; highlight employers open to returners; and identify educational opportunities to bridge skills shortages; as well as practical solutions such as flexible working environments, emotional support, upskilling and tangible career information. Their goal is to reduce the financial burden of re-training and to promote part-time/flexible and remote job opportunities.</p>	Cash Award €10,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Moy Innovations CLG Project Name Moy Innovations	<p>Moy Innovations is a work integration social enterprise, which combats the imbalance in employment opportunities for people with additional needs, such as mental health or physical/intellectual disabilities in their community of Ballina, which has a high rate of unemployment. They provide employment opportunities, work experience, training and supports and social inclusion to their employees and work experience participants.</p>	Cash Award €10,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Community Services Network CLG Project Name Property Marking	<p>Property Marking Ireland combats the high and increasing levels of property theft which have caused an increase in anxiety amongst victims and the wider community, particularly older and more vulnerable populations. Their community-led crime prevention program uses Eircodes to assist in combating rural and urban crime. An item is marked with a unique identifier in a discreet manner, which is difficult to remove and is less attractive to criminals. This crime prevention program will deter property theft and assist An Garda Síochána in detecting, identifying, and returning stolen or lost property to its rightful owner.</p>	Cash Award €10,000 Duration 1 years Non-financial Supports €7,000
Organisation Name The Employment Development and Information Centre (Longford) CLG Project Name REVAMP 3R Store	<p>REVAMP 3R STORE is a furniture recycling and reuse project operating in Longford. Established in 1998, through their training centre and furniture recycling project, they have been addressing the problems of unemployment, poverty, inequality and social exclusion through its own training premises, furniture showroom and transport for collecting furniture suitable for reuse. Their training courses provide training for long-term unemployed youth in carpentry, tiling and upholstery and additional soft skills.</p>	Cash Award €10,000 Duration 1 years Non-financial Supports €7,000

Organisation Name The No Barriers Foundation CLG Project Name The No Barriers Foundation	At present in Donegal, those with varying levels of disability find it difficult to find appropriate post-care supports once discharged from the HSE. This is resulting in increased social marginalisation as well as physical and mental comorbidities increasing readmission rates. The No Barriers Foundation addresses this lack of accessible and affordable ongoing rehabilitation and health support for their target group, by providing ongoing specialist support services in an affordable manner in a socially inclusive gym environment.	Cash Award €10,000 Duration 1 years Non-financial Supports €7,000
Organisation Name The Walls Project CLG Project Name The Walls Project	The Walls Project tackles urban dereliction and social isolation for marginalised and diverse communities in Ireland, using large scale mural artwork to inspire people & build communities. Their outreach programmes are delivered in close collaboration with local community and educational networks, ensuring maximum engagement and a long reaching impact. They run the annual Waterford Walls festival to promote their urban regeneration work.	Cash Award €35,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Quality Matters CLG Project Name Trauma Informed Care in Ireland	Trauma Informed Care recognises that people with experiences of trauma who most need to engage with community, health and social services, are often those who feel least welcome, safe or able to engage in them. Well-intentioned services inadvertently create unsafe and triggering environments for people with traumatic experiences. Through staff training, service-user led assessment and guidance for improvement, Trauma Informed Care in Ireland supports services (clients include social care, health care, community, homeless and housing and others) to address this.	Cash Award €10,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Athchúrsáil Árann Cuideachta Ghníomhaíochta Ainmnithe Project Name Athchúrsáil Árann Cuideachta Ghníomhaíochta Ainmnithe	Athchúrsáil Árann governs all waste management systems for the three Aran Islands, impacting residents and tourists alike. They provide a comprehensive solution to all waste streams - including landfill, recycling and food waste. Being the only waste management service on the islands, they have over the years been recognized by the Pakman awards for their integral service to the islands.	Cash Award €20,000 Duration 1 years Non-financial Supports €7,000
Organisation Name Habitat for Humanity Ireland Project Name ReStore	ReStore empowers families by providing affordable products and services; enabling those with limited resources to make vital improvements to their homes. They serve low income families, divert tons of reusable materials from landfill and provide employability and training support including for vulnerable groups, delivering integrated social, societal and environmental impact.	Cash Award €10,000 Duration 1 years Non-financial Supports €7,000

Organisation Name Shuttle Knit CLG Project Name Shuttle Knit	Shuttle Knit empowers female Travellers by challenging social exclusion and creating employment opportunities and promoting Traveller heritage through the design and creation of knitwear to be sold online, at events and in stores. Shuttle Knit creates long-term, meaningful employment for this marginalised group and creates a safe and accepting workplace which contributes to the wellbeing of their staff.	Cash Award €15,000 Duration 1 years Non-financial Supports €7,000
Organisation Name KASI, CLG - Killarney Immigrant Support Centre Project Name Going Green	KASI has been providing support to new communities in the Killarney area since 2000. They work to overcome considerable employment barriers for vulnerable Migrants, especially women, by providing support for training, work placements and employment opportunities within their community. They also recognize the impacts of climate change on the local community as well as the communities of the people they support, so they are operating a zero-waste café and refill store which has minimal impact on the environment.	Cash Award €35,000 Duration 1 years Non-financial Supports €7,000

Social Enterprise Start-Up Fund 2021

Organisation Name Tralee International Resource Centre Project Name Tralee Intercultural Coffee	Tralee International Resource Centre's mission is to support and advocate for the international community in Tralee and the wider area and to facilitate inclusion and understanding between people. Established in 2010, the charity has a strong interagency approach and they operate a drop in centre which offers information and advice, signposting, advocacy support and a warm and safe place to come. A key component of TIRC's work is the provision of several free English classes per week, as language is a key part of integration. Social enterprise is a means for them to provide training and work experience opportunities to their service users, as well as further their inclusion mission.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,800
Organisation Name Common Knowledge Centre for Sustainable Living Company Limited By Guarantee Project Name Common Knowledge	Common Knowledge empowers people with the skills and solutions needed to address some of the most basic needs for a sustainable life: affordable, sustainable housing and greater self-sufficiency at home. They do this through hands-on learning programmes, research and community initiatives focused on areas like building, growing and making. Their founding team have taught 200+ people through the Build School since 2020, and in 2022 will expand their reach significantly.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,800
Organisation Name Siul Eile Project Name Siul Eile	Siul Eile helps communities come together to form walking programs and challenges using the under-utilised local environment in their own community. It is designed for local communities to live quality healthy lives, socialise together and combat isolation. So far there have been over 70 innovative walking programs and events organised by Siul Eile facilitating over 40,000 walks.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Ronah Corcoran CLG Project Name Carers Network Ireland	Carers Network Ireland (CNI) was founded in 2019 by Ronah Corcoran, a Social Care Worker, to address the escalation of mental distress amongst care professionals. It provides wellness programs, products and supports tailored to the social care sector. CNI pivoted its service from an in-person wellness solution to a digital one in 2020, due to Covid 19. It is currently developing an online wellbeing platform & app.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name What Matters Most CLG Project Name What Matters Most	What Matters Most CLG Child and Family Support Service was founded in 2020, bringing a personal approach to accessing professional supports for children and families. They specialise in Bereavement Care, Marte Meo Therapy, Family Mentoring and Anamcara Companionship. They deliver strengths-based supports creatively, compassionately and without delay.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,900

Organisation Name Cosain Company Limited By Guarantee Project Name An Ait Eile	Cosáin is a peer-led charity, assisting people with mental health challenges in their pathways to recovery through peer support. An Áit Eile is a Solidarity Cooperative of creatives and Experts-by-Experience. Our partnership is based on the transformative potential of lived experience, and our current collaboration, Community Coproduction Network West, aims to empower people to reimagine mental health care. An Ait Eile is an Experts-by-Experience Cooperative, providing consultancy services in coproduction. They are currently active in the field of mental health, but aspire to work on a cross-impairment basis, satisfying the needs of providers for patient insights, and the needs of their members for meaningful work.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Life Connections CLG Project Name Life Connections	Life Connections was founded in 2018, to provide vital services to parents and children to enable them to develop the skills to have healthy conversations about important topics such as relationships, sexuality, the body, feelings and consent. Children are the next generation of adults, and they need support and guidance, so they can grow into the best versions of themselves, and have happy, safe, fulfilling transitions from childhood to young adulthood. Jenny is an experienced and sought after trainer and educator with over twenty years' experience in supporting children, young people and families.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Lough Ree Access For All CLG Project Name Lough Ree Access for All	Lough Ree Access For All CLG is a start-up small tourism not-for-profit business based on Lough Ree in Ballyleague-Lanesborough, County Roscommon. The company is an award-winning social enterprise and a registered charity that is serving people with disabilities with daily sight-seeing and angling trips on Lough Ree on board a specially designed vessel licensed by the Department of Transport.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Leonard Cheshire International Project Name Change 100	Change 100 is the flagship employment Programme of Leonard Cheshire, an international pan-disability charity. The programme provides work placements, professional development and mentoring for talented university students and recent graduates with any disability or long-term condition. They match their candidates with progressive employers for a 100-day summer placement, during which time they support both employer and employee with mentoring and practical assistance to ensure a lasting legacy of disability aware workplaces.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name The Big Idea House Project Name The B!G Idea	They believe Creativity is the answer to B!G issues. Our young people have a tough future ahead of them, carrying some of the biggest problems our world has ever faced. They inspire our next generation to take on big challenges with confidence. With support from top creative professionals,	Cash Award €9,000 Duration 6 months Non-financial Supports

	students learn cutting-edge methodologies they can use practically on their own local and global projects. With BIG ideas come BIG solutions.	€3,000
Organisation Name Sonairte - the National Ecology Centre Project Name Open Food Network	Sonairte is an environmental charity set up in 1988. Their Vision is to be a community hub, enabling people to live more sustainably to address the climate crisis and the biodiversity crisis. Recently Sonairte set up an Open Food Network Hub, an alternative model which supports small producers, local food and chains, reduced carbon footprint, reduced food miles, and local food sovereignty. This project will support them to grow this enterprise.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name SiSi (Survivors Informing Services and Institutions CLG) Project Name Survivors Informing Services and Institutions	SiSi - a collective of women survivors of intimate abuse, trusting each other, to take a stand. Our vision is an Ireland where women are free from violence, sexual abuse and coercive control. Our mission is to support women out of isolation to become leaders, recognised as experts by experience. We take collective action to inform and influence the policy, legal, social and political reform required to eliminate intimate abuse.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name International Community Dynamics CLG Project Name Recruit Refugees	It is known and often written that employment is the best way to integration. Recruit Refugees Ireland is a social enterprise created by International Community Dynamics CLG, that aims to link job-seeking refugees and International Protection applicants to employers, helping them to find decent work. A specialised website, workshops in various languages for the candidates and advocacy to employers provide a unique approach to the recruitment process of this community in Ireland.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name DigitalHQ CLG Project Name DigitalHQ	DigitalHQ is a social enterprise that believes in the positive power of digital growth to help people from all backgrounds achieve a better way to live and work. Their training programmes take a place based approach to winning the battle for the hearts and minds of people to self-start and use digital growth to take control of their economic destiny for future prosperity. All that's needed is a smartphone and a commitment to doing what you can with what you've got!	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Accelerating Change Together (ACT Studio) Project Name Accelerating Change Together	Founded in 2021 Accelerating Change Together (ACT) is a social enterprise of architects, designers and policy specialists who believe that change to a more sustainable, inclusive and inspiring future is not only desirable but necessary. ACT creates digital tools like the SDG Tag Tool to accelerate change as well as design projects like Ballina's Greenest Town in Ireland that demonstrate change.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000

Organisation Name ChildVision Project Name CanDo - Soap & Skincare	CanDo Soap & Skincare is a social enterprise programme based in ChildVision, Dublin, tackling the lack of practical training and employment opportunities available to adults with visual impairment and additional disabilities. They make a range of products using only high-quality, 100% natural ingredients.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Buddy Bench Ireland Project Name Buddy Bench	Buddy Bench Ireland strengthens communities by educating primary school children on positive mental well-being with evidence-led lessons. They have developed an online age-appropriate Children's Mental Health Programme for teachers to gain the skills, design lesson plans, and deliver in the classroom. There are eight modules, Emotional intelligence, Dealing with Anger, Understanding Anxiety, Being Unique, Kindness, Independent Thinking, Resilience, and Fostering Friendship with 100+ downloadable resources. A physical Buddy Bench is placed in the schoolyard and made by the schools local Men's Shed.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Connections Art Centre Project Name Connection Arts Centre	Connections Arts Centre provides accessible online, and in-person Arts & Lifestyle programs, where the wider Disability Community can learn, grow and connect through the Arts. All programmes are designed and led based on the needs of the participants and are hosted by experienced facilitators. Their mission is to support and connect the wider Disability Community through the arts and to empower members of the community to develop their skills and share their experiences with others. Their online Gallery and Gift shop champions and supports Artists with Disabilities.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Sólta Chroí Project Name Sólta Chroí	Sólta Chroí is a non-for-profit co-operative based in Carrickmacross Monaghan. Their aim is to restore Ireland's ecosystems and communities. They do this through 1) education focused on regenerative cultures; 2) exploring resilient and regenerative food systems, and 3) carrying out ecosystem restoration work.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Probation and Linkage in Limerick Scheme CLG (Palls Ltd) Project Name Cairde Enterprises	Cairde Enterprises makes hand-crafted bespoke furniture and wood products while offering meaningful jobs to those who have come in contact with the criminal justice system, who are turning their lives around, but who often find it difficult to secure employment.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Culture Connect CLG Project Name Culture Connect	Culture Connect addresses the difficulties that new communities and the host community experience in working and living together; and providing socio-cultural services that facilitate intercultural communication, mutual understanding, cultural awareness and community cohesion.	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000

Organisation Name Edible Landscape Project Project Name Edible Landscape Project	<p>The Edible Landscape Project based in Westport Co Mayo has devised a novel and unique approach to encourage more people to grow and consume food in an environmentally sustainable, climate-smart way. Using a wide range of techniques, from the art of storytelling through podcasts and animated videos, to food forest planting, the Edible Landscape Project aims to mobilise consumers to transform the marketplace to a global, sustainable food system.</p>	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Amdalah Africa Foundation - AMDAF Project Name Galway Online Community (GOCOM) Radio	<p>Islammiyah Saudique-Kadejo is the CEO of GOCOM Radio; the premier ethnic minority interest and multilingual online community radio in Ireland, based in Galway. The station is a community development social enterprise of Amdalah Africa Foundation AMDAF, aimed at integrating ethnic minorities and marginalised groups into Irish media. GOCOM Radio ethos is for the community, by the community. The station is volunteer-powered for the ethnic minorities, community awareness and to inspire understanding on issues that affect them.</p>	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name hOur Timebank CLG Project Name Hour Timebank	<p>hOur Timebank advances the welfare of greater community participation and social inclusion. People provide services voluntarily, by giving their time. The time bank allows members to give and receive time, therein every person's time is equally valued. We provide a hub/exchange for trading time credits. No money is exchanged; all services are recognised. By both giving and receiving - exchanging, we appreciate the value of every member and also experience the benefit of our own contributions. Instead of separating our community into those who need and those who provide, we recognise that we all have needs as well as gifts to share.</p>	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000
Organisation Name Education for Sustainability CLG Project Name Education for Sustainability	<p>Susan Adams founded Education for Sustainability in 2017 as a reflection of the emerging decline of the natural world. It is her mission to ensure that the young people of today are educated about the climate crisis and that they have the knowledge, skills and tools to take action so they can be informed and empowered stakeholders for the future. With a background working and studying at Dublin Zoo, she was inspired to create interactive environmental programmes for schools that focus on improving climate literacy and fostering behavioural change through community action programmes.</p>	Cash Award €9,000 Duration 6 months Non-financial Supports €3,000

Sports to Impact Fund 2019

NON-FINANCIAL SUPPORTS SPEND¹⁰ 2021: €177,495

Organisation Name Special Olympics Project Name Project Reach Out	This project, as part of Special Olympics Ireland, aims to reduce the negative effects of living with an intellectual disability. Reach Out will provide access to a range of sports in communities, through a new membership model with mainstream National Governing Bodies of Sport and by building the capacity of affiliated groups. They will also implement their Young Athletes Programme and an integrated Healthy Athlete and Athlete Leadership programme across their 5 regions.	Cash Award €1,873,750 Duration 4 years
Organisation Name Exwell Medical CLG Project Name National Rollout	The National Platform of Self-Advocates gives a voice to people with intellectual disabilities on issues affecting their daily lives and engages with decision makers on disability issues. It is currently the only organisation in Ireland which is led by and for people with an intellectual disability. The work of the National Platform is led by a committee of 12 people with intellectual disabilities elected by the general membership to work on their behalf. There are currently over 350 members nationwide. The project helps members to become effective leaders and advocates, by connecting local and regional independent self-advocacy groups and support their participation in their communities across Ireland.	Cash Award €480,000 Duration 3 years
Organisation Name Sailing Into Wellness Project Name Sailing into Wellness project	Sailing into Wellness run educational and therapeutic programmes for at-risk youths and people affected by substance abuse or poor mental health to help them in their recovery. They use sailing and the natural environment to inspire and empower participants, giving them an opportunity to learn about themselves and their peers.	Cash Award €137,250 Duration 3 years

¹⁰ €177,495 is the NFS spend for both Arts to Impact and Sports Fund combined.

Sustainable Cork Fund

Organisation Name Nasc, the Migrant and Refugee Rights Centre Project Name Gateway to Inclusion	Gateway to Inclusion (Gateway) works with marginalised and socially isolated migrant and refugee women in Cork to achieve inclusion and economic empowerment. The service includes English language provision and practical transition to work supports. Individual needs are assessed and met to create a gateway to inclusion, education and employment.	Cash Award €40,000 Duration 1 year Non-financial Supports €10,000
Organisation Name NCE Outreach CLG Project Name Sustainable Futures	This project provides personal development and employment readiness training in the area of sustainability (food, waste, biodiversity and energy) for people going through addiction treatment and probation services. These actions will create employment, which helps in developing a Community based, living lab for sustainability in Cork City.	Cash Award €40,000 Duration 1 year Non-financial Supports €10,000
Organisation Name Refill Ireland CLG Project Name Refill Ireland Project	Refill Ireland addresses the environmental impact of single-use plastic water bottles. They support waste reduction and the development of access to healthy hydration.	Cash Award €40,000 Duration 1 year Non-financial Supports €10,000

Youth Education Fund 2019-2021

NON-FINANCIAL SUPPORTS SPEND 2021: €85,839.19

Organisation Name Irish Chamber Orchestra Project Name Sing out with Strings	Sing Out with Strings (SOWS) is a community music initiative, run by the Irish Chamber Orchestra (ICO), which brings music tuition into primary schools in Limerick city. They provide weekly lessons, group workshops, instrumental and choral ensemble classes for children across Limerick City. Established in 2008 by the ICO as a Community Engagement Programme, it facilitates music-making in Limerick city schools.	Cash Award €225,000 Duration 3 years
Organisation Name Foróige, the National Youth Development Organisation Project Name Foróige Leadership for Life	The Foróige Leadership for Life Programme enables young people affected by disadvantage to develop their character, networks and skills by engaging them in a formal education programme using non-formal methods, tailored to their needs and interests.	Cash Award €1,157,357 Duration 3 years
Organisation Name Foróige, the National Youth Development Organisation Project Name Foróige Futures, Longford & Leitrim	Foróige's experience has demonstrated that those who can best identify the needs of young people are those living in the same area. Through the use of their Foróige Clubs, which is often the only youth work intervention available to young people, Foróige will identify young people to participate in its programme and gain understanding of the circumstances and challenges of the young people in the area. Participants are those who may have: left education with no or low-level qualifications or who left the education system early; have concluded that education does not offer the skills and experiences they need; come from a difficult family background; have a mistrust of statutory institutions. They will be referred to professional youth workers who will identify their education needs and interests and then utilise local supports, transports links and networks to further the young person's progression in the NFQ.	Cash Award €1,351,260 Duration 3 years
Organisation Name Ard Aoibhinn Community Initiatives Project Name Raheen Wood ALFA	Raheen Wood ALFA, founded in 2001, combines an innovative, engaging approach to learning with a clear vision of adolescent development and a powerful positive social experience in order to address the needs of early school leavers and successfully bring them back into education. This is one of very few settings in the Republic to provide an alternative to the mainstream Junior Cycle.	Cash Award €90,000 Duration 3 years

Youth Mental Health Fund 2019-2021

NON-FINANCIAL SUPPORTS SPEND 2021: €112,592.81

Organisation Name Barnardos Republic of Ireland CLG Project Name Roots of Empathy	Roots of Empathy (RoE) is an evidence-based programme that has shown significant effect in reducing levels of aggression among school children by raising social/emotional competences and increasing empathy.	Cash Award €1,065,511 Duration 4 years
Organisation Name Narrative 4 Project Name The Empathy Project	In the Empathy Project the students craft and find meaning through their own stories and through student-led discussions and activities. Through storytelling and sharing the young people get an opportunity to experience a pivotal moment in someone else's life, and in turn they share an important life experience with another individual. This not only increases empathy for a peer as you spend time walking in their shoes, but it also increases feelings of self-worth as your story is shared with another who treats it with sensitivity and respect.	Cash Award €620,000 Duration 4 years
Organisation Name Beacon of Light Counselling Centre (BLCC) Project Name Breakthrough Programme	The Breakthrough Programme was developed to meet specific needs of at-risk young males from West Dublin. The programme uses one-to-one psychotherapy coupled with a martial arts class as a dual intervention model. It serves as an introduction to young men to addressing their mental and physical health.	Cash Award €96,964 Duration 3 years
Organisation Name Corpus Christi National School Project Name Moyross Education Support Programme	The Moyross Education Support Programme (MESP) aims to provide a range of interventions that complement classwork and contribute to the social, educational and emotional development of the pupils and their families.	Cash Award €514,000 Duration 4 years
Organisation Name Gaisce Project Name Like Minded	Like Minded is an adaptation of Gaisce President's Award (a self-directed, non-competitive personal development programme for young people) which has been specifically designed for the LGBTI+ community.	Cash Award €60,000 Duration 3 years
Organisation Name Irish Society for Prevention of Cruelty to Children Project Name Childline Digital Platform Expansion	Childline is a long-established organisation that provides confidential emotional support and information to children and young people on a daily basis. The ISPCC Digital Platform is an extension and refinement of this offering through their online service. The Platform will be a robust and reliable online messaging service. It will contain multimedia content and resources to build resilience and self-support and to encourage children and young people to seek support from Childline.	Cash Award €1,050,000 Duration 3 years

The following additional grants and awards were made to the organisations below:

Organisation Name & Project Name	Total Amount
Irish Council for Civil Liberties-Transforming Equality	€60,000
Irish Council for Civil Liberties-Protecting and Promoting Civil Society in Ireland	€60,000

Furthermore, Rethink Ireland made a donation to Philanthropy Ireland through Rethink Ireland core funding (€12,000).

Summary of Financial Performance For Year Ended 31 December 2021

Social Innovation Growth Fund Ireland
Company Limited by Guarantee
t/a Rethink Ireland

Summary of 2021 Financial Performance

Financial Review

At Rethink Ireland, it is vital to us to be open and transparent about the sources of all our income, and how we have used these funds to support innovations developed by charities and social enterprises. We have provided big thinkers in the nonprofit sector with the resources they need to share and foster their ideas, so that what works in their local community has the potential to impact the entire country.

We invested in 225 projects in the areas of education, health, social enterprise, equity, and green transition. The Awardees come from all over Ireland and present the best social innovations targeted at sustainable and practical solutions to Ireland's most critical social issues, while sharing our experience on the journey to stimulate and build a culture of philanthropy in Ireland.

How we manage the funds you entrust to us

The Statement of financial activities, Balance sheet and Statement of cash flow for the year ending December 31, 2021 are shown from Pages 115 to 117.

Rethink Ireland's income is primarily derived from philanthropy, government funds, and, more recently, EU projects. Our 2021 total cash income was €13.8 million. This figure is made up of €6.9 million in philanthropic income, €5.5 million government matched funding, €1.1 million in other government income, €260k in EU projects and €83k in refunds/other revenue. Taking account of deferred income brought forward, income recognised in 2021 amounted to €15.6 million, while the deferred income at year end was €7.5 million.

We continued to grow and stabilise our income and impact in our targeted sectors and were able to open 7 new funds and contracted 89 new Awardees, with contracts worth €9.8 million.

Our total expenditure for the year was €15.5 million, resulting in an unrestricted income surplus of €164k. The restricted figure was nil. The Board approved the designation of unrestricted funds of €150k (2020: €600k) to designated reserve funds

Out of the above total expenditure, Expenditure on Charitable Activities accounted for 92% of total expenditure, of which Grants and Awards¹¹ accounted for 79% of total expenditure (or

¹¹ An Award is a cash grant plus a non-financial support budget and a place on a Rethink Ireland accelerator programme.

€12.2 million) in the year under review - see breakdown of Grants and Awards expenditure below:

Breakdown of Grants and Awards 2021		
Fund	# of Awardees in 2021	Cash grants & non financial support paid out
Ability to work	4	€186,192
Boost It 1	2	€357,202
Children and Youth Digital Solutions Fund	9	€260,862
Education Fund	1	€193,708
Education Innovation Fund 2021-2024	9	€899,598
Engage and Educate 2021	5	€150,000
Equality Fund	11	€759,932
EU Projects	9 *Partners	€255,290
Glas Communities Fund	5	€84,300
Growth Fund	5	€2,006,253
Ignite Fund	2	€28,448
Ignite MidWest	7	€285,035
Innovate Together (Covid Relief)	71	€1,103,016
Mna na hEireann Fund	6	€336,559
Social Enterprise Development Fund	20	€579,863
Social Enterprise Start Up Fund	25	€256,000
Sports & Arts Fund	10	€1,401,518
Sustainable Cork	3	€62,323
Youth & Children Fund	15	€1,926,237
Youth Fund One	11	€1,002,810
Grants supporting social innovation ecosystem	4	€26,760
TOTAL	225	€12,161,906

*Partners are a group of organisations we work with in order to achieve the objectives of the EU project.

We strive to bring civil society, government, and the private sector together under the banner of "stronger together," thus we collaborate with government, businesses, families, individuals, and foundations who recognise, as we do, that lasting change necessitates new thinking. We create Funds together to support innovations in meeting the challenges of our most critical social and environmental issues. We provide cash grants and business support through these Funds to enable successful social innovations to develop and maximise their impact. The business assistance motivates the cash grants to work harder. This is our model of venture philanthropy. The organisations we support and the donors who support us do not just think differently. They take decisive action on their ideas to create a more equal and just and sustainable society in Ireland.

INCOME – How we raised our income

While in the 2nd year of COVID -19 pandemic, our cash income raised in 2021 decreased, as planned, by 30% to €13.8 million (2020: €19.7M). We note the decrease was due to once off funding of €5.7 million we received from the Department of Rural and Community Development (DRCD) in 2020 to run the Innovate Together Fund in response to the Covid-19 crisis.

Our €6.9 million philanthropic income (2020: €8.3 million) came from a range of sources, including companies, individuals, and families. Rethink Ireland also received a total of €6.6 million in Dormant Accounts Fund grants from Department of Rural and Community Development, the Department of Employment Affairs and Social Protection, and the Department of Children, Equality, Disability, Integration and Youth, which is inclusive of a total of €5.5 million in matching funding (2020: €6.3 million).

For the year, €15.6 million was recognised income from cash income received in 2021 and earlier while the deferred income at year end was €7.5 million. Our cumulative income received to date stands at €64.6 million.

CHART 1: 2021 AND 2020 COMPARATIVE CASH INCOME RECEIVED

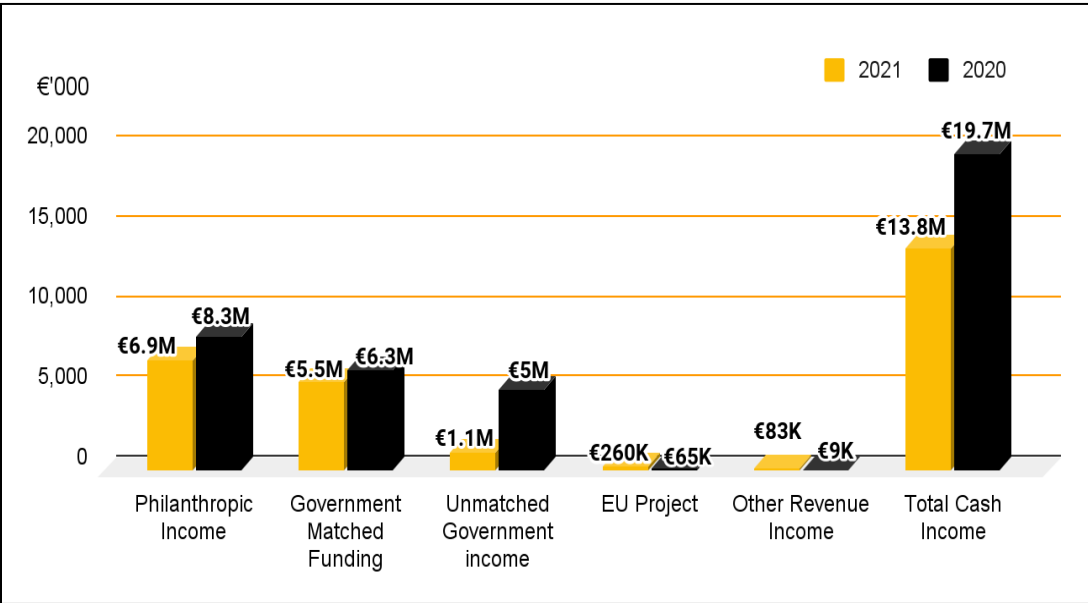


Chart 1: Compares the €13.8 million cash income received in 2021 with 2020: €19.7 million, a planned decrease of 30%, which was due to once off funding of €5.7 million received from the Department of Rural and Community Development (DRCD) in 2020 to run the Innovate Together Fund in response to the Covid-19 crisis. The total cash income was made up of the following: philanthropic income of €6.9 million (2020: €8.3 million) raised from a variety of philanthropic streams, €5.5 million (2020: €6.3 million) in matching funding and an additional €1.1 million (2020: €5 million) Government income from the Dormant Accounts Fund from the Department of Rural and Community Development, the Department of Employment Affairs and Social Protection and the Department of Children and Youth Affairs, €260,033 (2020: €65,483) for EU projects and a total of €83,312 (2020: €9,346) in other income.

CHART 2: CUMULATIVE CASH INCOME RECEIVED OVER THE YEARS

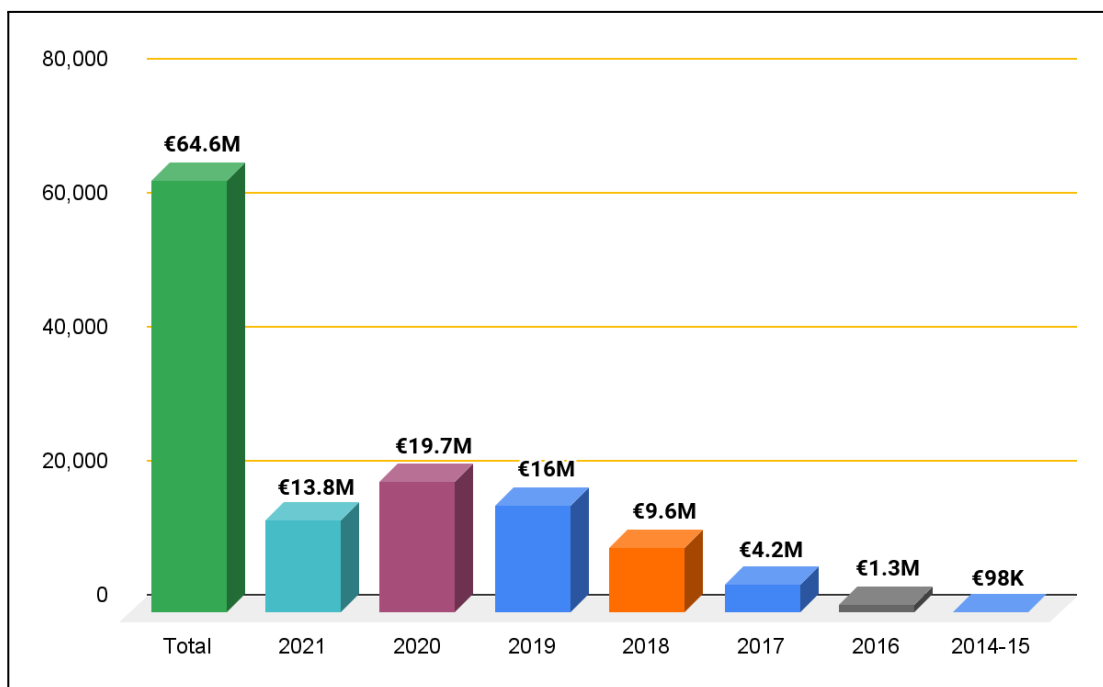


Chart 2: Provides an overview of Rethink Ireland's cash income received over years since its commencement up to 2021. This is a combination of income received from a variety of sources. Noting this graph reflects the €65 million received to date of the €85 million fund created as mentioned in the CEO statement on page 8.

EXPENDITURE – How we spent our money

Rethink Ireland expenditure is categorised into two main components: restricted and unrestricted expenditure. This is broken down into expenditure on raising funds, charitable activities, management and administration costs, and governance and support costs.

Total expenditure in 2021 was €15.5 million. This represents a 6% decrease over 2020 expenditure (2020: €16.4 million).

The graph below shows a breakdown of our expenditure. Expenditure on charitable activities accounted for €14.2 million (2020: €15.7 million) or 92% of our total expenditure. This expenditure is largely made up of grants and awards that directly advance the organisation's core objective. The other expenditure categories including fundraising cost, management and administration, governance and support costs amounted to €1.3 million or 8% (2020: €0.7 million) of the total expenditure in the year under review. This increase in expenditure when compared to the last year was in line with the budget and was brought about by decisions taken to support the Innovate Together Fund's operations in 2020.

CHART 3: YEAR-ON-YEAR COMPARATIVE ANALYSIS OF EXPENDITURE

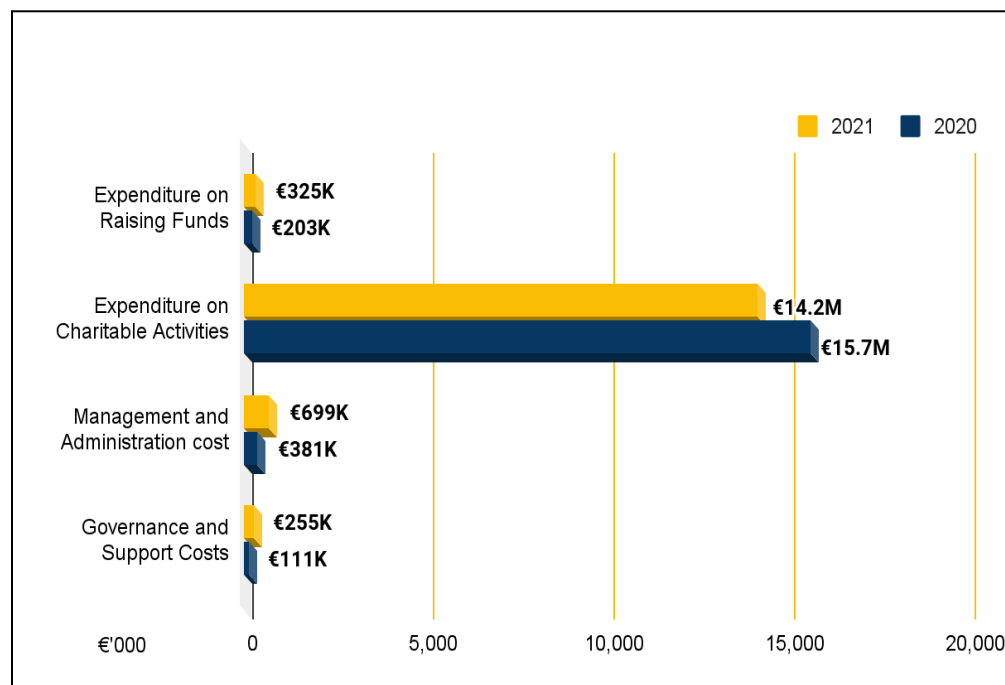


Chart 3: Highlights the breakdown of our various expenditure headings which comprise Rethink Ireland’s restricted and unrestricted expenditure, the breakdown being set out in the Statement of Financial Activities.

CHART 4: GRANTS AND AWARDS EXPENDED FROM 2016-2020

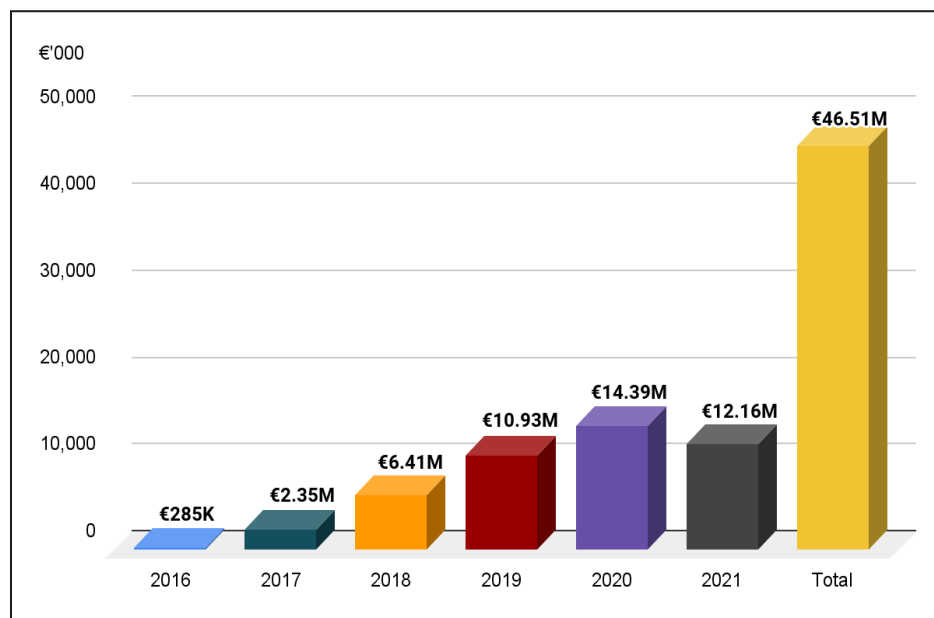


Chart 4: Reflects the expenditure trend in grants and awards distributed in previous years (first grant payout was made in 2016) providing a taste of what Rethink Ireland has invested in organisations that we believe are developing the most innovative solutions to Ireland's critical social issues. These organisations have found long-term and effective solutions to major social problems, primarily in health, education, equality, and green transition.

DEFERRED INCOME – Income that we brought forward into future years

In 2021, a total of €7.5 million in funds was deferred to future years. Restricted and unrestricted income received within the current year, and in advance of the start of a specific project, is deferred in full to the next accounting period when the expenditure will be incurred.

Deferred Income is divided into restricted income, amounting to €6.6 million, and unrestricted income, of €826k.

Rethink Ireland's Future Prospects

Rethink Ireland continued to steer through the challenges and opportunities that came with the second year of Covid-19 and wider global uncertainties. We continued to build on these opportunities and were able to support organisations to achieve groundbreaking impact across every county in Ireland. We look forward to another year of building and strengthening social innovation and maintaining a positive approach as we embark on further future-proofing activities for the organisation.

Midway through 2020, as stated in the CEO statement on page 8, we developed and published a strategic plan 2021–23, where we set the ambitious goal to create a €100 million social innovation fund for Ireland by 2023. Part of the commitment is to raise at least €12 million for our five main areas of concentration, which are education, equality, social enterprise, green transition, and health. We especially want to expand our work in the Green Transition to meet urgent needs since we are aware that environmental and climate change concerns may be transformed into opportunities, making the transition equitable and inclusive for all.

Furthermore, with support from Government and other stakeholders, we will be working to develop a joint-blueprint for a national Competence Centre on Social Innovation.

Finally, in order to offer a glimpse of Rethink Ireland's longer-term vision for Ireland we publish our 'Manifesto for Ireland 2030' with an open invitation to the Irish people who we believe want to choose human prosperity on a healthy and flourishing planet. You are welcome to sign up via <https://rethinkireland.ie/rethinking-our-future/>

Rethink Ireland Manifesto 2030

<p>Irish social innovation is flourishing</p> <p>Ireland will have a supportive and responsive ecosystem for social innovation and social enterprise by 2030, We will be part of a European network of ecosystems for social innovation. We will have a National Social Innovation Policy.</p>	<p>The radical Equality agenda has emerged</p> <p>Everyone in Ireland believed that equality benefits everyone. Philanthropy, led by next generation leaders, plays an important role in redistributing wealth to support a more equal society, alongside taxation. We believe that people in Ireland prefer human prosperity on a healthy and flourishing planet.</p>	<p>The Irish economy is a human economy</p> <p>Our love affair with GDP has come to an end because growth that leaves our people and planet behind is failure. We measure our economy's success based on the equality we achieve, the physical and mental health of our people and the environment in addition to GDP. We value inclusive and sustainable job creation.</p>
<p>Our rural economies are thriving</p> <p>Reginal towns and rural communities are re-energised and sustainable. The rise of remote work has given many the freedom to choose where and how we want to live. Fewer commuters mean fewer emissions and housing pressures are alleviated for our cities.</p>	<p>Ireland leads the green transition in Europe</p> <p>We are achieving our ambitious targets for a just and green transition. The private, public and civil societies work together to achieve these targets, as we all adapt how we live, work travel and consume. Ideas that help us embrace the transition are pioneered in Ireland and exported across Europe.</p>	<p>A bold generation takes charge</p> <p>Collaboration is the new competition. Creative, energetic and solution-focused, this new generation takes care of our people and planet. The wait for change to happen? No way. They make it happen. They work together to build an equal, sustainable and just future. This is our 2030 manifesto for Ireland.</p>

Structure, Governance and Management



Our People



Advancing our mission



Compliance, Accountability and Transparency



Risk Management

Our People

Our dynamic team of professionals is Rethink Ireland's most valuable asset. Staff numbers increased significantly in 2020-21 period, reaching a peak of 50 staff in mid 2021. This increase in headcount required us to create a new layer of management in parallel. The headcount increase was driven by 2 factors. First, as a result of the success in 2020 in securing funds for Innovate Together, the Covid-19 innovation fund, from mid 2020 we staffed up dramatically, but temporarily, to manage these funds over an 18 month period. Second, we continued to build our own organisational capacity, specifically strengthening Finance, IT and Human Resources capabilities. This resulted in a 50% increase in our staff personnel numbers over 18 months, including new senior roles, such as Finance Director.

In parallel, we endeavoured to support our new and existing staff by delivering innovative, flexible, and fulfilling work environments, as well as investing in their learning and career development possibilities.

CHART 5: AVERAGE STAFF COUNT 2014-2022

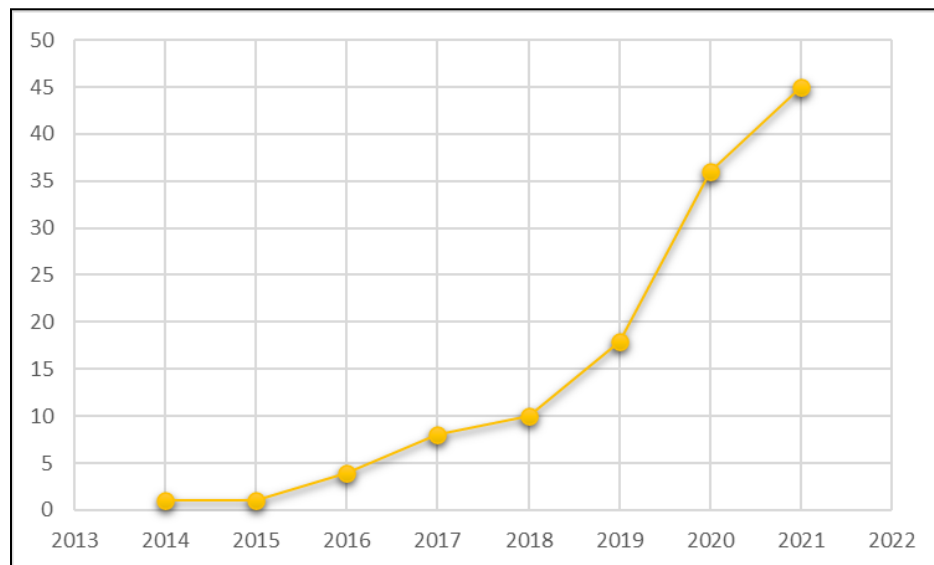


Chart 5: The above shows our staff numbers growing as the number and scale of awards grows. Our values state that we develop remarkable people, and with this in mind, we developed a Wellbeing Plan for staff during COVID 19, as well as implementing Wellbeing modules on our awardee accelerators.

Rethink Ireland Equality, Diversity, Inclusion and Belonging (EDIB)

Having started our EDIB journey in 2019 with internal conversations, we created a Rethink Ireland EDIB PlayBook, which was adopted by our Board in June 2020.

EDIB continues to be fundamental to Rethink Ireland, which is why our EDIB Playbook serves as a road map for establishing broad principles relating to what and how EDIB looks for us as an organisation - noting, this is not a set position, as it evolves as we do.

We have learnt to constantly improve in order to create an even more diverse and inclusive working environment, not only for our employees but also in our interactions with our Donors, Awardees, and the public.

With support from experts and allies in the field, in 2021 we undertook to measure Rethink Ireland's state of inclusion, by gathering baseline data via Staff and Board survey/interviews. The result not only highlighted some of our existing strengths, but also potential for improvement.

Our Journey so far - what we have achieved to date

We employed a two-pronged approach:

The **IN** - Rethink Ireland Staff and Board - Commitment to build an equitable and inclusive culture at Rethink Ireland

The **OUT** - Our Awardees and other Stakeholders - Be a role model in EDI within the sector by working with our awardees and other experts to build allyship.

Our achievements so far are:

The 'IN' Rethink Ireland Staff and Board	The 'OUT' Our Awardees
<p>Organisation-wide</p> <ul style="list-style-type: none"> ◆ Gather Baseline Data Report ◆ Staff and Board surveys - State of Inclusion ◆ Completion of roadmapping session to agree implementation plans and timelines <p>Staff</p> <ul style="list-style-type: none"> ◆ Anti bias training and anti racism training ◆ Employee Assistance Programme in place ◆ Carried out Courageous Conversations Training ◆ Ensured staff were clear that as an employer we view mental health as a core part of health ◆ Set recruitment targets, significantly increased diversity of staff during 2020 	<p>External Communication & Stakeholders</p> <ul style="list-style-type: none"> ◆ Called for Radical Equality in our Manifesto ◆ Joined Irish Network against Racism ◆ Reviewed & adjusted website for accessibility ◆ Built accessibility into event planning ◆ Undertook roadmapping session to agree implementation plans & timelines <p>Awardees & Programmes</p> <ul style="list-style-type: none"> ◆ Building capacity for EDI with awardees with focus on: <ul style="list-style-type: none"> a) The individual through immersive workshops b) the organisation, by highlighting how EDI promotes innovation & impact ◆ Added a module on EDI to Accelerator programme, starting this autumn. Awardees will participate in a first immersive EDI pilot workshop run by external facilitators

We are acutely aware of the important role of mental health in EDIB. We launched a variety of staff clubs/committees such as Well-being, Sustainability, Social committee as well as recent approval of culture activation lead, to implement our culture activation plan. Overall, all of the above is geared towards cultivating an inclusive culture that actively recognises and includes, and which include but are not limited to,

- Gender
- Civil status: single, married, divorced, etc.
- family status,
- sexual orientation,
- Religious belief
- Age
- Disability
- race (colour, nationality, ethnic or national origin)
- Membership of the Traveller community
- Disadvantaged socio-economic status

While we are not forgetting how pandemic and lockdowns wreaked havoc in 2021, how we had to rapidly adapt to what the new normal looked like. We knew that prioritising staff wellbeing was key and so we ensured that staff got the support they needed from the organisation which included wellbeing days, professional support for mental health, flexible working hours (recognising the double burden on staff with caring responsibilities), and other bespoke support. New staff were given access to accessible, open communication within the working environment through the “buddy system”.

The below graphs provide a profile of staff team and Board with a diverse range of talent from various backgrounds situated across Ireland - comparing where we are against baseline data for 2019 and 2020.

CHART 6.1: Staff Gender Diversity

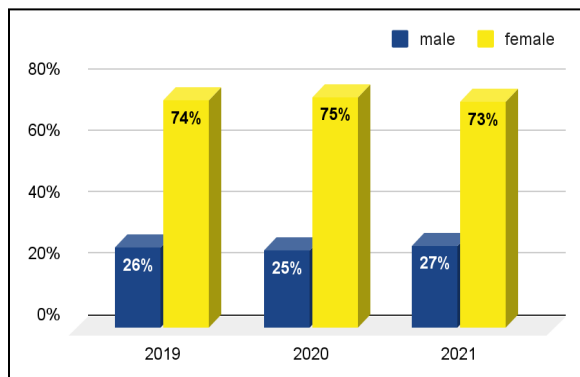


CHART 6.2: Board Gender Diversity

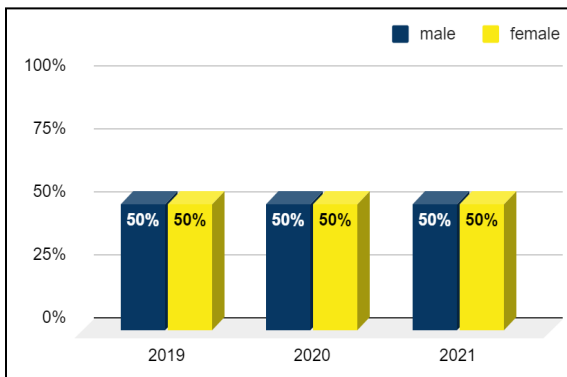
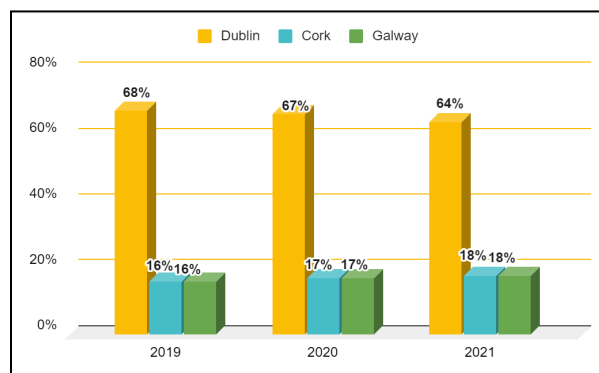


CHART 6.3 : Staff Location Spread



The above charts reflect the diversity at Rethink Ireland under various headings. We are committed to creating a workplace environment that promotes not only diversity and inclusion, but also a sense of belonging. We aim to create an open and inclusive culture where everyone feels valued and comfortable. This way, regardless of differences, experience, or education, our employees can thrive and reach their full potential.

What lies ahead

Finally, the State of Inclusion Report, which provided a wealth of information, was a vital piece of work completed in 2021 that assured we had adequate baseline data, a representation of the voice of staff and the board, and an action plan to work with.

We are now working our way through a 3 year implementation plan which was designed to align with our organisation's strategic goals with clarity on how to measure and track progress.

Advancing Our Mission

Social Innovation Growth Fund Ireland trading as Rethink Ireland is a non-profit organisation and a company limited by guarantee not having a share capital. It is registered in Dublin, Ireland with a registered office at 10 Earlsfort Terrace, Dublin 2, D02 T380.

Rethink Ireland is governed under a constitution and is a registered charity (CHY No.: 21092), Registered Charity No.: 20108014).

Our mission, vision, goals and approaches are guided by our charitable objectives as laid out on these pages. We support the most innovative non-profit organisations working in communities across the country.

The Members of the organisation are named on page 129, while the Board of Directors (the Board) are listed on page 3. In the event of Rethink Ireland being wound up, the liability in respect of the guarantee of members is limited to €1 per Member of Rethink Ireland. The strategic oversight of Rethink Ireland is the responsibility of the Board, who are elected and co-opted under the terms of the Constitution. The Board has overall responsibility for the strategic development of the organisation in close liaison with the CEO and the Senior Management Team.

Dalton Philips was Chair of the Board . The Company Secretary is Bradwell Limited, and the CEO is Deirdre Mortell.

The Board acts in a voluntary capacity and receives no remuneration or fees for their services to Rethink Ireland.

Compliance with sector-wide legislation and standards

We have grown over the past six years and achieved some significant impact by joining forces with the Government, companies, families, individuals and foundations to create Funds as a way to help innovations rise to the challenges of our most pressing social and environmental issues. We have approached 2022 challenges and opportunities confidently with support from all our stakeholders.

Rethink Ireland is compliant with sector-wide legislation and standards; we engage proactively with legislation, standards and codes which are developed for the sector. We subscribe to and are compliant with The Companies Act 2014 and The Charities SORP (FRS 102). We publish information, including short biographies, on all current Board Members on our website.

We are dedicated to ensuring that the Charities Governance Code is rigorously adhered to. We have been fully compliant and that our compliance database (Charities Governance Code) for 2021 is complete.

We also ensure that we operate in high standards of good governance, accountability and transparency to maintain a trusting relationship with all stakeholders.

Participation and inclusion are key to our operation and we want to encourage all our stakeholders, including our supporters, potential supporters and the public, to ask questions about Rethink Ireland and our operations.

The Board, Governance and Structure

Decision making Structures and Communications Channels

The Board is committed to successfully delivering its mission, setting its strategic direction and upholding its core values through leadership and financial oversight and retains control of all major decision-making under a formal schedule of matters reserved to it for decision. This includes recommendations of proposed changes to the constitution, which are approved by the members at an Annual General meeting (AGM) or Extraordinary General (EGM). It also includes the appointment and remuneration of the CEO, approval of strategic plans, the appointment of the Company Secretary, governance policy, annual report and financial statements, risk policy and register, reserves policy and the determination of an adequate level of reserves, and all other policies related to good governance.

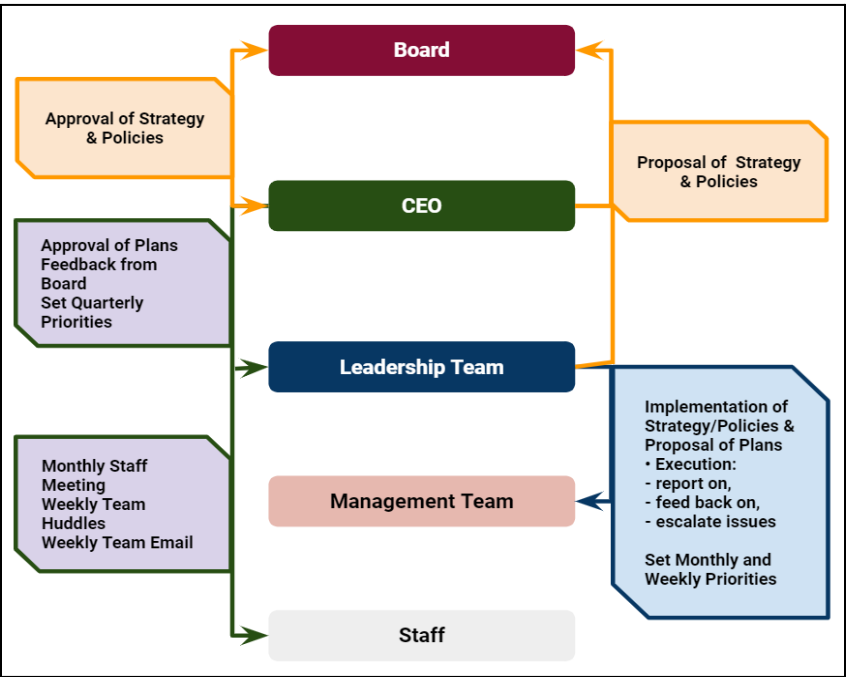
The CEO is responsible for implementing strategy and policy within the authority assigned by the Board, and she is accountable to the Board for her use of that authority.

The operational management of Rethink Ireland is delegated to the CEO, supported by the Leadership Team and then by the Management Team.

The Leadership Team leads on strategy, sets quarterly priorities based on strategic and implementation plans and approves plans prepared by the Management Team to be ready for execution.

The Management Team leads on execution, and as the engine of the organisation is action-oriented, implementation focused and problem solving. The team creates and reviews plans, makes recommendations to the Leadership Team for approval, and is empowered to collaborate in order to meet the milestones and priorities outlined in Rethink Ireland's execution plans. The Management Team escalates any issues that it is not authorised to resolve to the Leadership Team, reviews quarterly priorities, and assesses the organisation's progress in relation to its goals.

The staff of Rethink Ireland are responsible for executing the organisation’s set strategic goals and priorities. Achieving social change is a true team effort and the staff therefore influence, encourage and collaborate with each other to build trusted relationships. The staff team is responsible for carrying through the plans developed in project teams across the various functions of Rethink Ireland. They take action to achieve set priorities, or escalate any issue they are not empowered to resolve to the Management Team.



Board Composition and Profile

The Rethink Ireland Board currently comprises 8 members, four female and four male. They were intentionally chosen from a variety of areas and come from varied walks of life. They have held leadership positions and directorships in industries connected to Rethink Ireland's work and ensure that Rethink Ireland stays connected to our stakeholders.

Board of Directors at the date of approval of financial statements were as follows:

Dalton Philips	Dalton is the Chief Executive of Dublin Airport
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(Board Chair, Remuneration committee)	Authority. He has held a number of senior leadership roles in retail and related industries, and has worked in 14 countries.
John Higgins (Board Member, Grant-Making Committee)	John is former CEO of the Retirement Planning Council of Ireland, former Secretary General of the Progressive Democrats and former CEO of the Western Development Commission. He now runs Retirement Life as well as JH Public Affairs, specialising in community tourism projects.
Shane Deasy (Board member, Finance Committee, Nominations Committee, Remuneration Committee)	Shane is the CEO of Connect2fi. Prior to this, he was the founder and Managing Director of Irish Wi-Fi business Bitbuzz, which was sold to Virgin Media in 2014.
Professor Alf Smiddy (Board Member, Audit & Risk Committee)	He was on the board of Scottish & Newcastle (UK) Ltd, the parent company of Beamish & Crawford Plc, and served as its chairman and managing director for 12 years. He is also the director of Oxfam Ireland, the Chairman of the Cork Local Government Committee, and has served on the Board of Cork Airport Authority. He is a member of the National Executive Council of IBEC, serves on the Board of the Electricity Supply Board (ESB), and is the Director of the Cork Chamber of Commerce. Since 2008, he has headed leadership roles including working as a Director, Business Advisor and Consultant in both the private and public sectors.
Barbara McCarthy (Board Member, Grant-Making Committee, Nominations Committee, Remunerations Committee)	Barbara has worked in the tech industry for over 20 years in various different industries for both start-ups and large companies. She has a history of growing large tech teams, having held positions such as VP of Software Development for Houghton Mifflin Harcourt and Software Development Director for Inspired Gaming Group. She is currently Chief Technical Officer with Ding.
Niamh O'Donoghue (Board Member, Audit & Risk Committee, Remuneration Committee)	Niamh served as Secretary-General of the Department of Social Protection from July 2010 to July 2017. She joined the Civil Service in 1979 and served in a number of departments and offices, including the Department of Agriculture, the Department of Health, the Office of the Civil Service

	and Local Appointments Commissioners (now the Public Appointments Service) and the Office of the Revenue Commissioners.
Ailbhe Keane (Board Member, Grant-Making Committee, Nominations Committee)	Ailbhe is the Founder and Creative Director of the multi-award-winning brand Izzy Wheels. She was named on Forbes 30 Under 30 List in 2018. Izzy Wheels began as a college project for Ailbhe in 2016. Overnight, what started as a 'kitchen' company went viral on Instagram and business exploded. Today Izzy Wheels sells to over 35 countries.
Caroline O'Driscoll (Board Member, Finance Committee)	Caroline is a Corporate and International Tax Partner with Deloitte, specialising in the technology sector. She has over 20 years' experience within the Big 4 environment, providing tax advice to multinational companies. She also advises a number of high growth tech companies. Caroline has led a number of high profile exits of Irish entrepreneurs. Caroline is also a co-founder of IWish, a STEM education programme for girls.

Board Recruitment and Development

The Board meets regularly, as required, and met eight times in 2021. It comprised 11 (2020:10) non-executive directors, who each contribute their own unique background, skills and experience.

The Board conducts an annual self-evaluation process in accordance with good governance practice, which is aimed to review the Board's effectiveness, functioning, and performance over the past 12 months. Structure and strategy, roles and responsibilities, decision-making, boardroom dynamics, and feedback to the Chair of the Board are all included in this process.

A framework is in place to ensure the needs of Rethink Ireland are appropriately addressed through the diversity of the collective skillset of the Directors. In the event of skills being lost due to retirements, the Nominations Committee deliberates on a set of selection criteria (which includes skills, industry insights, networks, stakeholder relationships, geographic location gender balance, and (in 2022) lived experience of the issues we aim to impact) and recommends suitable candidates. Due diligence is carried out and candidates are approached by the Board.

Directors are given a formal induction program and comprehensive briefing documents upon their appointment to familiarise them with Rethink Ireland's operations, management, and governance

structures. All Directors are appointed for a maximum three-year term, renewable at the end of each. Directors may be appointed for no more than three consecutive terms.

Board Attendance 2021

The 2021 Board met eight times, meetings being held both virtually and in person. During the year, the Board had three resignations.

Board Member	Appointed/Retirement/Resignation	2021 Board meeting attendance
John Higgins		7/8
Dalton Philips (Chair)		8/8
Shane Deasy		7/8
Caitriona Fottrell	Resigned November 24th 2021	5/8
Professor Alf Smiddy		8/8
Barbara McCarthy		8/8
Niamh O'Donoghue		6/8
Ailbhe Keane		5/8
Caroline O'Driscoll		7/8
Peter Kinney	Resigned September 15th 2021	4/8
Terence O'Rourke	Retired July 30th 2021	4/8

Board Committees

Board committees are established in accordance with standards of good practice to support the work of the Board of Directors. Each sub-committee deals with specific aspects of the organisation and is set up with specific terms of reference with a detailed reporting mechanism to the Board.

- The **Grant-Making Committee** reviews grant proposals and makes recommendations on the size of grants, the nature of non-financial supports, and any grant conditions. The Grant-Making Committee is designed to ensure that Rethink Ireland meets the highest standards of grant-making.
Committee Members: , Barbara McCarthy (Chair), John Higgins, Ailbhe Keane, Peter Kinney, (resigned September 15th 2021), Caitriona Fottrell (Resigned November 24th 2021) , Professor Alf Smiddy, Deirdre Mortell
- The **Finance Committee** maintains an overview of, and provides advice regarding, the financial and administrative affairs of Rethink Ireland.
Committee Members: Caroline O'Driscoll (Chair) Shane Deasy, Deirdre Mortell

- The **Audit and Risk Committee** reviews the adequacy, scope and effectiveness of accounting and internal control systems of all activities carried out by Rethink Ireland.
Committee Members: Professor Alf Smiddy (Chair), Niamh O'Donoghue, Deirdre Mortell
- The **Nominations Committee** monitors, reviews and evaluates the structure, size and composition of the Board.
Committee Members: Shane Deasy (Chair), Barbara McCarthy, Ailbhe Keane, Deirdre Mortell
- The **Remuneration Committee** maintains an overview of, and provides advice on, policy matters regarding the remuneration of the Chief Executive and other members of the management as it is designated to consider.
Committee Members: Niamh O'Donoghue (Chair), Shane Deasy, Barbara McCarthy, Dalton Philips, Deirdre Mortell.

Conflicts of Interest and Loyalty

The Board maintains a Conflict of Interest agenda item for all meetings.

The Chair of the meeting shall determine if any issue declared amounts to a conflict of interest, a conflict of loyalty, or a perceived conflict of interest (or loyalty). Once declared, and if in doubt, the Chair of the meeting will adjudicate as required.

Management ensures that a conflict of interest agenda item is implemented at all levels of awardee selection processes (review, interview and advisory group membership). Exclusions from application to Rethink Ireland due to conflict of interest are listed in the terms and conditions of our application forms.

To ensure there is no conflict of interest, the Board or staff members who have an interest in, or who are connected to, an organisation applying for Rethink Ireland support must first inform the Chair and the CEO and must absent themselves during the decision-making process. On appointment, a Director is required to declare any interests that may be material or relevant to the business of Rethink Ireland, including a conflict of loyalty.

Risk Management and Internal Control

Risk Management

Rethink Ireland applies a comprehensive risk-based approach to managing our programmes, this, along with our long-standing relationships with Donors, Government, Awardee, staff and other stakeholders allowed us to adapt quickly to the challenges and opportunities presented by current economic uncertainty and rapidly changing needs presented by the pandemic.

The Board maintains an established process for identifying, evaluating and managing major risks to which Rethink Ireland is exposed, and remains committed to having appropriate systems and controls in place to ensure that the assets are safeguarded and that compliance is regularly reviewed.

The Audit and Risk Committee, which oversees the assessment of the major risks during the fiscal year under review, was delegated oversight of this function by the Board. The Board is responsible for monitoring the risk management framework and receiving reports summarising the status of initiatives and compliance issues.

Rethink Ireland's risk management process is aimed at providing a coherent approach that firstly anticipates risks and then, in the case of negative risks, aims to eliminate or to minimise their impact should they arise. In the case of positive risks, it aims to capitalise on opportunities that present themselves.

The Rethink Ireland risk register identifies risk under the themes of Governance, Operational, Financial, External and Compliance (legal & regulatory)

Principal Risks

As we moved into the second year of Covid-19, the Board monitored developments around the Covid-19 pandemic, its impact and recovery. The Board complied with guidance issued by the Government, health and safety of all employees, stakeholders and the public was kept at top priority. As the economy emerges from the pandemic, the Board is confident that Rethink Ireland remains in a strong position, also that the healthy reserves of the Company are sufficient to ensure its ability to continue as a going concern. The Board members are satisfied that policies and procedures are in place to mitigate exposure to major risks in the year under review.

Risk Management Statement

The Rethink Ireland Leadership Team constructs the Risk Management Statement, which is then reviewed by the Audit and Risk Committee before being presented to the Board of Directors for approval. The outcome of the Rethink Ireland risk assessment/management process is captured in the Risk Management Register. During the period under review, the risk register was reviewed regularly, overall 14 risks were originally identified, 7 are now ranged as low risk while the 7 top risks are summarised below.

Likelihood Scale of 1 – 5	Impact Scale of 1 – 5	Controls Scale of 1 – 3
1 = Rarely, if ever	1 = No significant impact	1 = Controls highly effective
2 = Possible	2 = Minor impact	2 = Controls effective, but could be improved
3 = Likely	3 = Significant but containable impact	3 = No controls/controls are ineffective
4 = Very Likely	4 = High impact	
5 = Unavoidable/already occurring	5 = Extremely detrimental impact	

Risk Register

The Risk Register was developed using the above matrix scale taking consideration of occurrence possibility, impact and control.

During the period under review, the risk register was reviewed regularly, overall 14 risks were originally identified, 7 are now ranged as low risk, while the 7 top risks are ranked by numbers from 1-7, with 1 being the highest-ranked risk are summarised below.

RANK	POTENTIAL RISK	RISK MITIGATION MEASURES
1	Economic risk and impact of Pandemic	Keeping a close watching brief on the potential ongoing COVID-19 impact on our 2021 financial results and cash flow, prepare a detailed risk assessment and constantly monitor our projections. Also keep track of the potential effect of the shift in socio-economic conditions and the impact of war in Ukraine on our awardees, who use our grants to increase their reach and impact. Prioritise the safety, health and wellbeing of our staff and other stakeholders, including remote working.
2	Information and Communications Technology (ICT) Risk / Security Breach	Fully Implement cybersecurity plan Assign responsibility of formal data backup, enforcing system policies and procedures to relevant staff members.

3	Media Risk	This is higher as our profile grows
4	Philanthropic Fundraising Risk	Diversify income sources to lessen the impact if one of them diminishes. Pro-active donor care and donor management Consider alternative income streams and business models. Consider long-term contingency planning for the loss of specific funding i.e. develop a reserves plan.
5	Execution Risk	We have added considerable capacity reducing the risk, but the high level of change & new staff keeps this medium e.g. digitisation, re-organisation etc
6	Restriction on Matched Funding	Show how Rethink Ireland's approach to social innovation is relevant to a wide range of government departments and the broader business community.
7	Competitive Advantage Risk	This is always under review.

Internal Control

The Board acknowledges their overall responsibility for Rethink Ireland's systems of internal control and for reviewing its effectiveness. Rethink Ireland operates in a wide variety of environments, hence we are vigilant in having appropriate systems and controls in place to ensure that our assets are safeguarded and applied only for the purposes intended. Clear policies and procedures are in place and compliance is regularly reviewed. Measures taken during the year included:

- There is a formal organisational structure in place with clearly defined lines of responsibility, division of duties and delegation of authority;
- A detailed budget is prepared annually which is in line with the Strategic Plan and approved by the Board. Actual results and outcomes are compared regularly against budget and prior year to ensure alignment with budget, tight administration control, and value for money;
- The Finance Committee, Audit and Risk Committee and other designated sub-committees report independently to the Board on all aspects of controls and risks; and
- The Board maintains a reserve policy to mitigate the increasing risks of the uncertain economy and to ensure sustainability of our programmes
- An annual audit that examines the existence and effectiveness of essential controls, supplemented by periodic external reviews

- We also have an effective and comprehensive complaints and feedback policy in place for individuals, and a facility to provide feedback on our website. We welcome complaints, as they help us to improve what we do and how we do it. The organisation is committed to learn from the information we receive and to use the learning to inform continuous quality improvements in our services.

Transparency and Accountability

Reserves position

Rethink Ireland has developed and implemented a reserves policy, in accordance with the recommended best practice. We have defined reserves as unrestricted designated funds. Reserves are the resources of the organisation available to spend when other income and resources are depleted. They serve as the line of defence to meet both capital and recurrent expenditure. The funds are used to ensure the sustainability of the mission, stability of services, employment and ongoing operations of the Company.

The Board maintains an overall level of unrestricted general and designated reserve amounts as a line of defence for future activities/ uncertainty thus ensuring the continuity of operations.

The Board aims to maintain its total designated reserves level at six months of Rethink Ireland operational costs. During the year, the Board approved a €150k transfer within unrestricted funds from general funds to designated funds, which brought our designated reserve to €1.35 million. With general reserves of €817k, this brings total funds to €2.17 million, safeguarding the continuity of operations.

Our Investments

There are no financial investments held by Rethink Ireland. Any funding surplus to current requirements is held in Irish bank accounts and is readily accessible. Funds may be held in Irish deposit accounts and in current accounts in line with policies and procedures approved by the Board. We consider investing funds in deposit accounts a low risk investment. Given the increased level of risk with speculative investments, it is not proposed to consider other investment options at this time.

Events Post-Year End

Rethink Ireland has grown from strength to strength over the last six years to become a leading non-profit organisation. We've constantly developed and improved, stayed focused on creating value, and persevered in the face of adversity and change.

The Board approved a 10 week unpaid sabbatical by the CEO during Q1 2022.

The Board approved that the prepayment to Equality Fund 3.0, valued €1.5M (less €60K), be refunded to the donor, due to some irreconcilable differences with the Equality Fund. This resulted in the accrual of €1.44M in 2021, (which was subsequently transferred to the donor's bank account in 2022).

Operationally, the Board continues to keep a watching brief on the current fundraising landscape challenges posed by the war in Ukraine and post COVID pandemic with a mitigation plan in place.

As part of the ongoing future-proofing of our organisation, which included stabilising and diversifying our revenue streams, reviewing our business model, and digitising Rethink Ireland to make it more efficient and effective, the Board commissioned an External Review of the Governance of Donor Funds - as part of best governance practice.

With all of the aforementioned in place, the Board believes the Company has sufficient resources to continue operations for the foreseeable future.

Relevant audit information

The Board believes that they have taken all steps necessary to make themselves aware of any relevant audit information and have established that the organisation's statutory auditors are aware of that information. As far as the Board are aware, there is no relevant audit information of which the organisation's statutory auditors are unaware.

Going concern

The Board has considered the going concern basis of preparation, including the potential impact COVID-19 could have on the Company's financial position. Having reviewed its cash flows, prepared a detailed risk assessment and financial stress test, under different scenarios, and ensured a tightly controlled cost base for the organisation, the Board has a reasonable expectation that the Company has adequate resources and financial stability available to ensure continuity in operation for the foreseeable future. For this reason, the Board continues to adopt the going concern basis in preparing the financial statements.

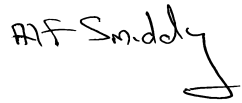
Accounting records

The Directors believe that they have complied with the requirements of Section 281-285 of the Companies Act 2014, with regard to maintaining adequate accounting records by employing accounting personnel with appropriate expertise and by providing adequate resources to the financial function. The accounting records are maintained at Unit 16, Trinity Technology & Enterprise Centre, Pearse Street, Dublin 2.

Auditor

In accordance with Section 383(2) of the Companies Act 2014, the auditor, KPMG Chartered Accountants, will continue in office.

On behalf of the Board



Professor Alf Smiddy
Director



Dalton Philips
Director

15th August 2022

Financial Statements

Statement of Directors' Responsibilities

Rethink Ireland Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

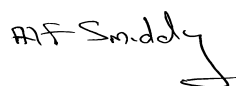
Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company, and of its profit or loss for that year. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Assess the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- Use the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations or have no realistic alternative but to do so.

The Directors are responsible for keeping adequate accounting records, which disclose with reasonable accuracy at any time, the assets, liabilities, financial position and profit or loss of the Company, and enable them to ensure that the financial statements comply with the Companies Act 2014. They are responsible for such internal controls as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps, as are reasonably open to them to safeguard the assets of the Company and to prevent and detect fraud and other irregularities. The Directors are also responsible for preparing a Directors' Report that complies with the requirements of the Companies Act 2014.

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

On behalf of the Board



Professor Alf Smiddy
Director

15th August 2022



Dalton Philips
Director

Independent Auditors Report to the members of Social innovation Growth Fund Ireland Company Limited by guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Social Innovation Growth Fund Ireland Company Limited by Guarantee ('the Company') trading as Rethink Ireland for the year ended 31 December 2021 set out on pages 116 to 129, which comprise the Statement of Financial Activity, the Balance Sheet, the Statement of Cash Flows and related notes, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council.

In our opinion, the accompanying financial statements:

- The financial statements give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2021 and of its net income for the year then ended;
- The financial statements have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- The financial statements have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other information

The directors are responsible for the other information presented in the Annual Report together with the financial statements. The other information comprises the information included in the directors' report. The financial statements and our auditor's report thereon do not comprise part of the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work we have not identified material misstatements in the other information.

Based solely on our work on the other information undertaken during the course of the audit, we report that:

- we have not identified material misstatements in the directors' report;
- in our opinion, the information given in the directors' report is consistent with the financial statements;
- in our opinion, the directors' report has been prepared in accordance with the Companies Act 2014.

Opinions on other matters prescribed by the Companies Act 2014

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

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

Matters on which we are required to report by exception

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

Respective responsibilities and restrictions on use

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 112, the directors are responsible for: the preparation of the financial statements including being satisfied

that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

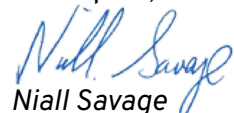
Auditor's responsibilities for the audit of the financial statements

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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A fuller description of our responsibilities is provided on IAASA's website at
[IAASA - Description of the auditor's responsibilities for the audit of the financial statements](#)

The purpose of our audit work and to whom we owe our responsibilities

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



Niall Savage

16 August 2022

for and on behalf of

KPMG

Chartered Accountants, Statutory Audit Firm

1 Stokes Place

St. Stephen's Green

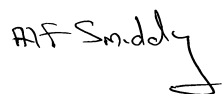
Dublin

Statement of Financial Activities

(Incorporating an Income and Expenditure Account) for the year ended 31 December 2021

	Note	Restricted Income €	Unrestricted Income €	Total €	Restricted Income €	Unrestricted Income €	Total €
		2021			2020		
Incoming Resources:							
Income from Charitable Activities							
Total Philanthropic Income	4	5,936,641	965,347	6,901,988	6,758,882	742,103	7,500,985
EU Project	4	256,936	3,097	260,033	65,483	-	65,483
Other Income	4	67,392	15,921	83,313	-	9,346	9,346
Government Matching fund	4	5,375,428	670,555	6,045,983	5,480,578	736,205	6,216,783
Government Income (Innovate Together Fund)	4	2,051,543	282,750	2,334,293	3,082,441	250,000	3,332,441
Total Income	4	13,687,940	1,937,670	15,625,610	15,387,384	1,737,654	17,125,038
Resources Expended:							
Expenditure on Raising Funds	5	-	324,851	324,851	8,440	194,587	203,027
Expenditure on Charitable Activities	5	13,841,788	340,384	14,182,172	15,378,944	303,220	15,682,164
Management and Administration Costs	5	-	699,442	699,442	-	380,676	380,676
Governance and Support Costs	5	-	254,929	254,929	-	111,387	111,387
Total Resources Expended		13,841,788	1,619,606	15,461,394	15,387,384	989,870	16,377,254
Net Income/(Expense)		(153,848)	318,064	164,216	-	747,784	747,784
Transfer between Funds	12	153,848	(153,848)	-	-	-	-
Surplus/(Deficit) for the Year	13	-	164,216	164,216	-	747,784	747,784
Reconciliation of Funds							
Total Income Brought Forward	13	-	2,003,039	2,003,039	-	1,255,255	1,255,255
Total Income Carried Forward		-	2,167,255	2,167,255	-	2,003,039	2,003,039

On behalf of the Board



Professor Alf Smiddy
Director



Dalton Philips
Director

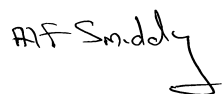
15th August 2022

Balance Sheet

as at 31 December 2021

	Note	2021	2020
		€	€
Fixed Assets			
Tangible Assets	8	23,631	21,454
		<hr/>	<hr/>
Current Assets			
Debtors	9	1,886	816
Cash and Cash Equivalents	10	11,338,219	11,400,719
		<hr/>	<hr/>
Total Current Assets		11,340,105	11,401,535
Creditors: amounts falling due within one year	11	(9,196,481)	(9,419,950)
		<hr/>	<hr/>
Net Current Assets		2,143,624	1,981,585
		<hr/>	<hr/>
Total Net Assets		2,167,255	2,003,039
		<hr/>	<hr/>
Funds			
Restricted funds		-	-
Unrestricted funds:			
• General funds	13	817,255	803,039
• Designated funds	13	1,350,000	1,200,000
		<hr/>	<hr/>
Total funds		2,167,255	2,003,039
		<hr/>	<hr/>

On behalf of the Board



Professor Alf Smiddy
Director

15th August 2022



Dalton Philips
Director

Statement of Cashflow

for the year ended 31 December 2021

	Note	2021	2020
		€	€
<u>Cashflow from operating activities</u>			
Operating Surplus/(Deficit)		164,216	747,785
Depreciation Charge		11,813	10,726
Increase /(Decrease) in Debtors		(1,070)	2,913
Increase/(Decrease) in Other Creditors		(223,469)	2,191,792
Net Cashflow from Operating Activities		(48,510)	2,953,216
<u>Cashflow from Investing Activities</u>			
Purchases of Tangible Assets	10	(13,990)	(19,652)
Net Cashflow from Investing Activities		(13,990)	(19,652)
Net Increase/(Decrease) in Cash and Cash Equivalents		(62,500)	2,933,564
Cash and Cash Equivalent at the Beginning of Year		11,400,719	8,467,155
Cash and Cash Equivalent at the End of Year	10	11,338,219	11,400,719

Notes Forming Part of the Financial Statements

1. General Information

Social Innovation Growth Fund Ireland Company Limited by Guarantee (the “Company”) is a company limited by guarantee and incorporated and domiciled in Ireland, trading as Rethink Ireland. Until June 2020, the company traded as Social Innovation Fund Ireland.

The financial statements comprise the statement of financial activities (SoFA), the balance sheet, statement of cashflow and related notes of Social Innovation Growth Fund Ireland CLG trading as Rethink Ireland for the financial year ended 31 December 2021.

The registered number of the Company is 529841. The Registered Office is 10 Earlsfort Terrace, Dublin 2, D02T380. The nature of the Company’s operations and its principal activities are set out in the Directors’ Report.

Currency

The financial statements have been presented in euro (€) which is also the functional currency of the Company.

2. Accounting Policies

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements. Judgements made by the Board in the application of these accounting policies, that have significant effect on the financial statements and estimates with a significant risk of material adjustments in the next year, are outlined below under accounting estimates and judgements.

In these financial statements the Company has not changed its accounting policies.

Basis of preparation

The Board confirms that the annual report and financial statements have been prepared on a going concern basis and in accordance with Irish GAAP, The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2014.

Although not obliged to comply with the Statement of Recommended Practice Charities SORP (effective January 2019) in accordance with FRS 102, the Company continues to adopt its recommendations where relevant in these Financial Statements.

Measurement basis

The financial statements are prepared on the historical cost basis.

Going concern

Based on the results of the year, the year-end financial position and the approved 2022 budget, the Board believes that the company has adequate resources to continue in operational existence for the foreseeable future. The Board has considered management's assessment of the effects of the Covid-19 pandemic on the company's ongoing operations and believes that the company has sufficient resources to continue operations while dealing with this pandemic's impact and other foreseeable risks.

The Board believes that there are therefore no material uncertainties that call into doubt Rethink Ireland's ability to continue in operation. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Basic financial instruments

Other debtors/creditors

Other debtors are recognised initially at transaction price less attributable transaction costs. Other creditors are recognised initially at transaction price plus attributable transaction costs. Subsequent to initial recognition they are measured at amortised cost using the effective interest method, less any impairment losses in the case of trade debtors. If the arrangement constitutes a financing transaction; for example, if payment is deferred beyond normal business terms, then it is measured at the present value of future payments discounted at a market rate of interest for a similar debt instrument

Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and demand deposits.

Income resources

All income resources are recognised in the Statement of Financial Activities (SoFA), when the Company is legally entitled to the income and the amount can be quantified with reasonable accuracy. The company defers Income received within the current year, in advance of the start of a specific project, or part of a project, to the next accounting period when the expenditure on that project, or part of the project, will be incurred.

Incoming resources from charitable activities include Philanthropic income (corporate and individual), Innovator's Circle donations and general donations. Government Matching Funds represents matching funds received from the Department of Rural and Community Development, the Department of Employment Affairs and Social Protection and the Department of Children and Youth Affairs. Other Income consists of income from consultancy services rendered and interest earned on demand deposits.

Grant income relating to the general activities of the Company are included within the SoFA on a cash receipts basis.

Conditional grant and other income is included in deferred income in the balance sheet and only credited to the profit and loss account in the period in which the related costs are incurred.

Donation of Services and Services in Kind

The Company receives donations in kind in relation to the services provided by the Company. These amounts are not included as income in the financial statements. The Company also receives donations in the form of provision of office facilities which are not included in the SoFA.

Expenditure

Expenditure is recorded in the financial statements in the period in which it is incurred and is inclusive of VAT.

All costs are allocated between the expenditure categories in the statement of financial activities on a basis designed to reflect how resources are used. Charitable activities include all restricted expenditure activities such as grants, awards, project management, communications and events. Costs also include unrestricted expenditures made up of core salaries and operational cost of running the Company.

Funds

The Company maintains various types of funds as follows.

Restricted funds

Restricted funds represent philanthropic funds (from both corporate and private donors) raised plus Government matched funding for specific projects after a contribution is allocated to Core costs of Rethink Ireland's mission.

Restricted funds can only be used for the particular restricted purpose within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for a particular restricted purpose. Restricted funds received within a current period, in advance of the start of the specific project, or part of a project, are deferred to the next accounting period when the related expenditure will be incurred.

Unrestricted funds

Unrestricted 'Core' funds represent general donations and income from fundraising activities plus a contribution to Core funds from both philanthropic income and Government matched funding. Income related to this contribution to Core costs, which is received in advance of commencement of related projects, or parts of projects, is deferred to the next accounting period when the expenditure on those projects, or parts of projects, will be incurred. The income is then released to income on the basis of percentage completion of the project.

Unrestricted funds consist of general funds and designated funds:

- General funds represent amounts which are expendable at the discretion of the Company in furtherance of the objectives of the Company.
- Designated funds represent amounts that the Company has at its discretion set aside for specific purposes. These funds would otherwise form part of the general funds of the Company.

Accounting Estimates and Judgements

In the application of the Company's accounting policies, which are described in this note 2, the Board is required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Key Source of Estimation Uncertainty

Unrestricted Income – Recognition and Deferral

The Company allocates a contribution to Core costs from both philanthropic income and government matched funding, which is treated as unrestricted funds in the Statement of Financial Activities. Income related to this contribution to Core costs, which is received in advance of commencement of related projects, or parts of projects, is deferred to the next accounting period when the expenditure on those projects, or parts of projects, will be incurred. The deferred income is then released to the Statement of Financial Activities on the basis of percentage completion of the project. Total unrestricted income deferred at year end amounted to €826,451 (2020: €1,191,171).

Restricted Income – Recognition and Deferral

The Company receives both philanthropic income and government matched funding to fund social innovation projects in Ireland. Once an appropriate project has been identified, the Company expends the funds received for the needs of the relevant project. As the income received is to fund specific projects, the income is only included in the Statement of Financial Activities once the funds have been paid out or related expenditure has been incurred. Income received but not yet expended for the projects at the year-end date is treated as deferred income in the balance sheet. Total restricted income deferred at year end amounted to €6,662,674 (2020: €8,125,405).

Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates to write off the cost of each asset over its expected useful life as follows:

- Computer equipment, three years

Staff costs

Stacosts are divided into Designated Stacosts and Core Stacosts. Designated stacosts are direct project management costs attributed to the various projects as part of restricted expenditure. Core stacosts are costs directly linked to Rethink Ireland's core operations and are included in unrestricted expenditure. See further information on 2021 staff costs on page 94 under our people.

Taxation

Social Innovation Growth Fund Ireland Company Limited by Guarantee, trading as Rethink Ireland, has been granted charitable tax exemption under Section 207, Taxes Consolidation Act, 1997 and operates under charity number CHY 21092. The Charities Regulatory Authority number of Social Innovation Growth Fund Ireland Company Limited by Guarantee is CRA 20108014.

Pensions

A defined contribution plan is a post-employment benefit plan under which the Company pays fixed contributions into a separate entity and has no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognised as an expense in the profit and loss account in the periods during which services are rendered by employees.

3. Impact of Implementation of SORP on the Statement of Financial Activity and Balance Sheet

The Company continues to voluntarily implement the recommendations of the Statement of Recommended Practice Charities SORP (effective January 2019) in accordance with FRS 102 during the year.

4. Analysis of incoming resources

4.1 Philanthropic Income	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Donations and Innovators' Circle contributions	-	132,440	132,440	-	89,171	89,171
Philanthropic income						
Gross income for the yr	6,067,247	668,126	6,735,373	7,445,058	797,989	8,243,047
Add: deferred from prior Yr	4,122,766	604,784	4,727,550	3,436,590	459,727	3,896,317
Less: deferred to future Yr	(4,253,372)	(440,003)	(4,693,375)	(4,122,766)	(604,784)	(4,727,550)
Total	5,936,641	965,347	6,901,988	6,758,882	742,103	7,500,985

4.2 EU Project

	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
EU Project	256,936	3,097	260,033	65,483	-	65,483
Total	256,936	3,097	260,033	65,483	-	65,483

4.3 Other Income

	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Consultancy and others	67,392	15,769	83,161	-	8,531	8,531
Deposit Interest	-	152	152	-	815	815
Total	67,392	15,921	83,313	-	9,346	9,346

4.4 Government Matched Funding

	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Gross income for the yr	4,779,384	720,616	5,500,000	5,618,008	646,992	6,265,000
ADD: deferred from prior Yr	2,585,080	336,387	2,921,467	2,447,649	425,600	2,873,249
LESS: deferred to future yr	(1,989,035)	(386,449)	(2,375,484)	(2,585,079)	(336,387)	(2,921,466)
Total	5,375,429	670,554	6,045,983	5,480,578	736,205	6,216,783

4.5 GOVERNMENT INCOME

	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Gross income for the yr	1,054,250	32,750	1,087,000	4,500,000	500,000	5,000,000
ADD: deferred from prior Yr	1,417,560	250,000	1,667,560	-	-	-
LESS: deferred to future yr	(420,267)	-	(420,267)	(1,417,559)	(250,000)	(1,667,559)
Total	2,051,543	282,750	2,334,293	3,082,441	250,000	3,332,441

4.6 Analysis of Gross Income	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Gross receipts during year	12,225,209	1,572,950	13,798,159	17,628,550	2,043,498	19,672,048
ADD: Deferred from prior year	8,125,405	1,191,171	9,316,576	5,884,239	885,327	6,769,566
LESS: Deferred to future year	(6,662,674)	(826,451)	(7,489,125)	(8,125,405)	(1,191,171)	(9,316,576)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	13,687,940	1,937,670	15,625,610	15,387,384	1,737,654	17,125,038
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

5. Analysis of resources expended

5.1 Raising Funds	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Fundraising Expenses	-	34,069	34,069	8,440	9,474	17,914
Core Staff Costs	-	290,782	290,782	-	185,113	185,113
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	-	324,851	324,851	8,440	194,587	203,027
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

5.2 Charitable Activities	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Grants and Awards	12,135,146	26,760	12,161,906	14,356,944	12,000	14,368,944
Designated Staff Cost	1,349,175	-	1,349,175	838,673	-	838,673
Core Staff Cost	-	273,703	273,703	-	248,841	248,841
Communications and Events	357,467	39,921	397,388	183,327	42,379	225,706
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	13,841,788	340,384	14,182,172	15,378,944	303,220	15,682,164
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

5.3 Management and Administration (Unrestricted Cost)

	2021	2020
	€	€
Insurance	4,588	2,367
Office Expenses	25,506	14,424
Rent, Rates and Utilities	1,978	1,677
Telephone and Internet	6,599	3,209
HR, Training and Recruitment	42,754	23,683
Bank Charges and Interest	56,210	10,975
Travel Expenses	4,171	8,288
Volunteer Expenses	-	2,970
Systems and IT	72,701	45,275
Subscriptions and Membership Fees	11,430	7,851
Depreciation	11,813	10,726
People, Infrastructure & Ecosystem	93,723	68,246
Core Staff Costs	367,969	180,985
Total	699,442	380,676

5.4 Governance and Support Cost (Unrestricted Cost)

	2021	2020
	€	€
Professional and Legal Fees	26,062	1,720
Audit Fee	20,295	20,910
Core Staff Cost	208,572	88,757
Total	254,929	111,387

6. Staff Numbers and Costs

Average number of employees

2021	2020
45	36

Staff Costs were as follows:

	Restricted €	Unrestricted €	Total €	Restricted €	Unrestricted €	Total €
	2021			2020		
Salaries and Wages	1,193,998	899,706	2,093,704	755,223	546,327	1,301,550
Social Welfare Costs	133,239	97,734	230,973	83,450	59,456	142,906
Pension Costs	-	143,587	143,587	-	97,912	97,912
Other Cost	21,938	-	21,938	-	-	-
Total	1,349,175	1,141,027	2,490,202	838,673	703,695	1,542,368

We note that as a result of our success in 2020 in securing Funds for Innovate Together Covid-19 Relief Funds, our staheadcount increased significantly but temporarily to manage the funds over an 18 month period. See further information on page 94 under our people. It also includes payments to temporary workers on external contracts of €21,938 (2020: €Nil) to cover short term capacity gaps.

Salaries exceeding €70,000	2021	2020
€70,000 - €80,000	6	3
€80,001 - €90,000	1	0
€90,001 - €100,000	0	1
€100,001 - €110,000	0	0
€110,001 - €120,000	2	1
€120,001 - €140,000	1	0
	<hr/>	<hr/>

The CEO was paid €140,400 in 2021 of which €10,400 is the employer's pension contribution of 8% of salary.

No member of the Board received any remuneration for services provided during the year (2020: €Nil).

No Directors requested any reimbursements for expenses incurred for services provided during the year (2020: €Nil).

7. Tax on Surplus on Ordinary Activities

The Company is not subject to Irish tax in respect of its Irish grant income and donations as it has obtained charitable status.

8. Tangible Assets

	Computer equipment €	Total €
Cost		
At beginning of year	44,946	44,946
Additions	13,990	13,990
At end of year	<hr/> 58,936 <hr/>	<hr/> 58,936 <hr/>
Depreciation		
At beginning of year	23,492	23,492
Charge for year	11,813	11,813
At end of year	<hr/> 35,305 <hr/>	<hr/> 35,305 <hr/>
Net book value		
At 31 December 2021	<hr/> 23,631 <hr/>	<hr/> 23,631 <hr/>
At 31 December 2020	<hr/> 21,454 <hr/>	<hr/> 21,454 <hr/>

9 Debtors

	2021	2020
	€	€
Prepayments	1,886	816
	<u> </u>	<u> </u>

10 Cash and Cash Equivalents

	2021	2020
	€	€
Cash at bank and in hand	11,338,219	11,400,719
	<u> </u>	<u> </u>

11 Creditors: amounts falling due within one year

	2021	2020
	€	€
Other Creditors	40,250	-
Accruals	1,477,508	36,635
PAYE/PRSI	186,274	63,409
Deferred Income (Note 12)	7,489,125	9,316,576
Credit card	3,324	3,330
	<u>9,196,481</u>	<u>9,419,950</u>

12. Deferred Income**12.1 Deferred Income - Restricted Income**

	2021	2020
	€	€
Deferred Income from Prior Year	8,125,405	5,884,239
Gross Receipts during Year	12,225,209	17,628,549
Expenditure	(13,841,788)	(15,387,383)
Deficit on Funds Accumulated in Restricted Funds	153,848	-
	<u> </u>	<u> </u>
Income Deferred to Future Year	6,662,674	8,125,405
	<u> </u>	<u> </u>

*Restricted deficit for the year was €153,847 (2020: NIL)

12.2 Deferred Income - Unrestricted Income

	2021	2020
	€	€
Deferred Income from Prior Year	1,191,171	885,327
Gross Receipts during Year	1,572,950	2,043,498
Expenditure	(1,619,606)	(989,869)
Surplus on Funds Accumulated in Unrestricted Funds	(164,216)	(747,785)
Released to Restricted Funds	(153,848)	-
	<u> </u>	<u> </u>
Income Deferred to Future Year	826,451	1,191,171
	<u> </u>	<u> </u>

13 Funds

13.1 Analysis of Movement on Funds	Opening Balance €	Income €	Expenditure €	Transfer In/Out €	Carried Forward €
Restricted Funds	-	13,687,940	(13,841,788)	153,848	-
Unrestricted Funds:					
• General Fund	803,039	1,937,670	(1,619,606)	(303,848)	817,255
• Designated Fund	1,200,000	-		150,000	1,350,000
Total	2,003,039	15,625,610	(15,461,394)	-	2,167,255

During the year the Board approved a €150,000 transfer within unrestricted funds from general funds to designated funds to safeguard the continuity of its operations (2020: €600,000).

The total designated reserve of €1,350,000 (2020: €1,200,000) has been reviewed and approved by the board. The board, having considered Rethink Ireland's reserve policy, believe it is prudent to hold a designated and general reserve in the event of any unforeseen circumstances, particularly in relation to the economic uncertainty as a result of Covid-19 and the uncertainty in both the fundraising and philanthropic landscape.

13.2 Analysis of Net Assets by Funds	Fixed assets €	Current assets €	Current liabilities €	Total €
Restricted Funds	-	8,370,029	(8,370,029)	-
Unrestricted Funds	23,631	2,970,076	(826,452)	2,167,255
Total	23,631	11,340,105	(9,196,481)	2,167,255

14 Contingency

The Company received donations from various organisations. Under the terms of the related donation agreements, the organisations may require the return of the donations if the funds are not used in accordance with the terms of the agreements.

15 Commitments to Awardees

The Company had financial commitments to grantees of €5,466,208 at 31 December 2021 (2020: €8,568,957).

16 Legal Status of Company

Social Innovation Growth Fund Ireland Company Limited by Guarantee is a company limited by guarantee and does not have a share capital. At 31 December 2021 there were 14 members whose guarantee is limited to €1 each, and are as follows:

- Caroline O'Driscoll
- Barbara McCarthy
- Ailbhe Keane
- Dalton Philips
- Terence O'Rourke
- John Higgins
- Caitriona Fottrell
- Shane Deasy
- Niamh O'Donoghue
- Professor Alf Smiddy
- Gareth Morgan
- Rosheen McGuckian
- Nigel Heneghan
- Frank Flannery

17 Events after the reporting period

Refer to details on Event post year on pages 109.

18 Donation of Services and Services in Kind

The Company receives donations in kind in relation to the services provided to the Company. These amounts are not included as income in the financial statements. The Company also receives donations in the form of the provision of office facilities which are not included in the Statement of Financial Activities (SoFA).

19 Approval of Financial Statements

The financial statements were approved by the Directors on 15th August 2022.