

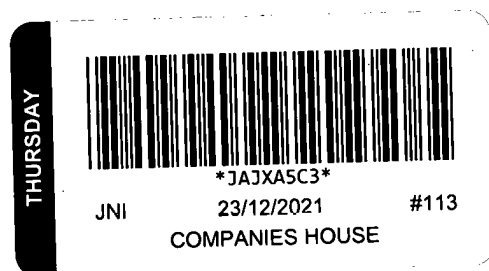
Company registered number: NI618886

Charity registered number: NIC104565

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021



Clarke&Co.
ACCOUNTANTS

GLOR NA MONA TEO

| CONTENTS | PAGE |
|--|-------------|
| Reference and administrative details of the charity, its trustees and advisers | 1 |
| Annual Report of the Trustees | 2-23 |
| Independent Examiner Report | 24-25 |
| Statement of Financial Activities | 26 |
| Balance Sheet | 27 |
| Notes to the Financial Statements | 28-34 |

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Trustees' Annual Report (Incorporating the Director's Report)

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, a Memorandum and Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The company was incorporated on 14 June 2013 and registered with the Charity Commission for Northern Ireland on 29 April 2016.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

NI618886

Registered Charity number

NI104565

Registered office

Glór Na Móna
4 Whiterock Close
Belfast
BT12 7RG

CHAIRPERSON

Ciarán Mac Giolla Bhéin

TRUSTEES / DIRECTORS

Niall Enright

Breanda UiChleirigh

Padraig MacCathail

Conchúr Ó Muadaigh

Ciarán Mac Giolla Bhéin

Sean O hEachain

Chair

Treasurer

INDEPENDENT EXAMINER

Tony Clarke

Clarke&Co. Accountants
53 Andersontown Road
Belfast
BT11 9AG

GLOR NA MONA TEO

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Trustees' Annual Report (Incorporating the Director's Report) Continued...

The Trustees present their annual report together with the financial statements of the company for the 01 April 2020 to 31 March 2021. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practices (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015)

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2016 (Strategic Report and Director's Report) Regulations 2013 is not required.

Structure, Governance and Trustees

Glór Na Móna TEO which is registered as a charity with the Charity Commission for Northern Ireland, was incorporated as a company limited by guarantee in Northern Ireland, registration number NI618886 with the objective of undertaking charitable activities for the benefit of the inhabitants of Northern Ireland.

Main activities to further Public Benefit

Glór na Móna was established to contribute to the social and cultural development of the Upper Springfield area. As an Irish language organisation, our business is conducted through the medium of Irish, however we do provide a number of services which caters for both Irish and English speakers. Glór na Móna has two main areas of work; Youth and Community. Our youth work has developed hugely in the period covered and we now deliver core youth services, through the medium of Irish to 400 number of young people across Belfast. We also recruit and train volunteers for the sector. We also do a number of activities aimed at older members of our community, including adult education classes, parent and toddler groups, coffee mornings for pensioners and family fun days, among other activities.

We provide an Irish medium youth service (club and activities) on 5 nights per week which caters for the young people of the Upper Springfield area. We also provide accredited training and personal development courses for these young people. In excess of 100 local adults also attend our nightly Irish language courses and we organise 4 intensive courses per year to compliment this work. We organise a community festival during the autumn which provides entertainment, social events and educational activities which cater for people of all age ranges. Glór na Móna organise three festivals throughout the operational year for the wider community.

Glór na Móna

Tuarisc Coimrithe an Stiúrthóra / Directors Summary Report, December 2021

Dr Feargal Mac Ionnrachtaigh

February-March

Covid Safety and Ongoing Programmes

Our building remained closed and all staff are working from home though the office has been used intermittently for access to files/ purchase orders and printing facilities.

All of our programme continued online and our Seachtain na Gaeilge /Spring programme has been a massive success. Our youth club launched a video with young women on international women's day and we had a range of new projects developed in the same period. Our new community writing programme funded by the Arts Council, Scríbhneoirí an tSléibhe (one course in Irish and another in English) has been going brilliantly with fantastic feedback. There is a reading event planned for Féile na gClóigíní Gorma in May and we were able to re-profile some covid funding to extend the programme by a further 6 weeks.

We also had 5 talks via zoom as part of our new talks series, Glórtha Ciotacha/Awkward voices and they have been a huge success with over 180 participating in the live discussions. We also held a successful online dianchursa/crash course and had string engagement with online family storytelling programmes.

We have received word from EA regarding youth services are to open again with small numbers from April 12th and our youth team are working on a plan befitting of our building space. We are also using covid funding to build a wooden outdoor covering for outside the building that can provide for safer, outdoor engagement with our young people.

We are also working with our Partners in the Upper Springfield Youth Team in this year's Bluebell festival on the 3rd week in May and we have an excellent draft festival programme.

Grants and Funding

March was challenging month as staff worked diligently as we endeavoured to spend and account for circa 90k in covid recovery funding from a variety of sources including Arts Council, Ciste, Conradh na Gaeilge, Community Foundation and BCC.

We have successfully spent the funding and managed to save circa 10k for reserves but because some of the funding is retrospective and other pots withhold 10% until after the funding has been spent, this has placed our accounts under duress over the past week as Conchur can account for.

Much of the project funding has been banked and includes extensive provision:

- To develop our classes with additional teaching, resource development and IT equipment;
- Provide accredited training for staff, young people and, residents for our youth project
- Expand, print and launch our specific research that expands on our model for Irish medium youth work
- Additional scoping research and programme costs for our 'Irish language in the family project
- Funding for further Strategic plan development and write up.

We believe that this funding made a huge difference in consolidating and expanding our work in the weeks and months ahead.

Unfortunately, our Empowering Youth pitch to Big Lottery just missed out at the beginning of the month but it was reviewed as excellent and our funding officer has encouraged us to re-submit for the June panel and suggested that we make no changes to the pitch as the panel were so impressed but only had sufficient funding to fund 2 of the 3 that made the panel on the day. We remain hopeful that this project has a strong chance of going through the second time.

In addition, our expression of interest to Esmee Fairbairn failed at the first hurdle and we weren't invited to apply. This was very disappointing as we thought we had made a compelling case.

EA Youth Applications and Advocacy work for IME youth sector

Glór na Móna received 88k funding to cover us from March 2021 to March 2022 and myself and Orliath agreed to re-profile some of this in order strategically reallocate much of this to salaries in order to save us additional expense from our reserves.

In addition, Fóram na nÓg have received EA letters of offer for three successful development specifications under the new funding scheme:

- (1) Regional development: one full-time post over 18 months
- (2) Irish Medium Model research: one full-time post over 6 Months
- (3) Training: one 16 hour post over 18 months.

We have advertised these three posts and will be shortlisting tomorrow and conducting interviews on Good Friday. We have yet to receive word from EA regarding our transitional funding for core support which will cover's Aoife's former role. Myself and Orliath have a draft plan for this and how it can overlap with the work of Glór na Móna but must await a letter of offer from EA before we can develop a coherent plan. See current breakdown of funding below and as we await word on Transition Funding:

Budget Proposal EA Youth Letters of Offer 2021-2022

Historical funding re profiled to below.

GLOR NA MONA TEO

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

| <u>Letter of Offer 1</u> | <u>Letter of Offer 2</u> | <u>Spend Proposal 1</u> | <u>Spend Proposal 2</u> |
|--|---|--|--|
| (Historical Funding) £73,395.00 <ul style="list-style-type: none"> £16,000 IM Outreach £850 Registration Grant £31,857 Outreach Salary £24,959 Extended Provision | £14,829.00 <ul style="list-style-type: none"> Historical Intervention costs | £37,104- Youth Coordinator £36850 (historically RVYO Staff) 25-hour post X2 15 hour posts | X 1 10 hour post to supplement COUC staff member post X 1 eight-hour worker Total £11,000 Over Heads & Rent £3,829.00 |
| | | | Total Budget £88,224 |

Foram na nÓg Letters of Offer 2021-2022/3

| <u>Regional Development Spec</u> | <u>Salary</u> | <u>Programme</u> | <u>Over heads</u> | | <u>Total</u> |
|----------------------------------|----------------------|-------------------------|--------------------------|--|--|
| | £37,104 | £15,096 | £7,200 | | £59,400 |
| | | | | | |
| | | | | | |
| IM Model Spec | £19,627 | £6,700 | £1,879 | | £28,206 |
| | | | | | |
| | | | | | |
| Training Spec | Salary Year 1 | Programme Year 1 | Over heads Year 1 | | |
| | £14,971 | £19,125 | £2,176 | | £36,272 |
| | Salary Year 2 | Programme Year 2 | Over heads Year 2 | | |
| | £7,486 | £9,865 | £1,083 | | £18,434 |
| | | | | | |
| | | | | | Total Budget £142,321 |

Strategic development

Work continued on our Capital Project and the Sector 3 feasibility study is currently surveying the local community to gauge support in relation to our capital proposals. They will also support us with an updated Strategic plan when work on the feasibility is complete.

April, May and June

Covid Safety and Reopening of Gaelionad Mhic Goill

Our building has reopened to facilitate our youth services which recommenced at the beginning of May in accordance with our Covid safety building regulations and best practice Covid guidance from EA. Staff are currently working in a hybrid capacity and working from home and at the office intermittently as dictated by practicality and circumstance.

Gaelionad Mhic Goill opened in a phased manner as directed by EA and our online youth programmes have now finished. Our youth autism programme, Sólas na nÓg and young women's programme group work, and our junior and senior youth projects returned on May 10th with young people divided into pods as per their school bubbles. We directed some of our covid support funding to build an outdoor wood conservatory which has allowed an additional room/safe space for our youth programmes thus allowing us to cater for 40 young people within covid restrictions over the 6 nights the Gaelionad is now being used for youth services. Our adult education classes remained online, however, and we are planning a 'fáinne presentation' ceremony as part of the August Féile.

Our 2021 Féile na gCloigíní Gorma (Bluebell festival) programme, which we partnered on with the Upper Springfield Youth Team, was a fantastic success with 10 days of excellent activities, both online and outdoor with excellent feedback from those local people who engaged and took part.

One of our pilot projects, the community writing project, Scríbhneoirí an tSléibhe, which was supported through Arts Council covid funding support, hosted an outdoor reading event at Féile na gCloigíní Gorm which was a fantastic success (see video: [Scríbhneoirí an tSléibhe 2021 < Meon Eile](#)) and we are now working on a pamphlet publication to be launched during the August Féile and planning to apply for sustainable funding support to embed the programme in our project output.

Our youth project developed another pilot project through our arts council support, in partnership, with Coláiste Feirste, named Scéim Eamonn Ó Faogáin which was directly towards at risk young people from Coláiste Feirste who are struggling to access the mainstream education curriculum and our IME youth clubs. Using a combination of outdoor nature-based activities and holistic yoga-breath-work/meditation based activities over a 6-week period, the school noted demonstrable improvements in the young people. Having presented the young people with certificates last week, they will take part in a summer residential in August and we hope to apply for funding resources to develop and sustain this project in the time ahead.

Having completed our successful participatory democracy talk series, Glórtha Ciotacha during Féile na gCloigíní Gorma, we have commenced a new grassroots education community education programme commencing tonight on the official centenary of the Northern Ireland State with current discussions around civic engagement on a new Ireland gathering urgent traction. As a community education project "Ag Samhlú Éire Nua – Liberty, Equality, Solidarity"

aims to facilitate grassroots discussion on the New Ireland to be struggled for in the time ahead and will involve lectures and panel discussions, film showings; reading circles; podcasts and community art projects which will operate as creative platforms for channelling the transformational energy of our new and emerging young leaders who have become active in recent years with An Dream Dearg campaign.

Our heritage project 'Faoi Scáth an tSléibhe- Connecting People and Place in the Upper Springfield Area' has also began its own oral history podcast which will launch at the end of the month as well as a number of documentary video launches during the August Féile as part of our Summer Programme which will be launched next week. We have also conducted a preliminary research-scoping study of our Irish language families project, 'Ag Tógáil Clainne le Gaeilge' (raising families through Irish) with covid support funding and we have this by the end of the month. Funding support for a residential camping weekend with a cohort of these families is also planned for August with huge potential to build on this project in the time ahead in line with our strategic language planning priorities.

EA FUNDING and Fóram na nÓg

Having presented on our new EA funding schemes and organisational chart in April, our Youth Programmes Manger Orliath Mhic Leannáin has overseen a very intensive 8 week development, training and research/youth audit that has propelled our regional youth project to the next level (See recent Meon Eile video on link: [Fóram na nÓg on Vimeo](#)). Myself and Orliath have also met formally with EA deputy head, Paul Deighan two weeks ago where EA committed to release a bespoke IME regional strategic specification at the beginning of July. They also committed to re-release the Upper Springfield A local specification for Glór na Móna at the end of the year.

Having agreed in April to re-establish Fóram na nÓg as a company limited by Guarantee with Charitable Status, myself and Donalmet with Consultant Janet Mullan who has drafted up legal documents to be discussed and agreed today.

FAR committee

This first formal meeting of the new FAR committee took place in May and a working best-practice methodology has been developed by Gearóidín and Harriett to oversee stringent financial operating systems for the organisations in the time ahead.

Croí an Carraige Capital Project

As discussed previously, since November of last year, we have been exploring the potential expansion and development of a new facility that can complement and enhance what we currently offer and provide a future proofing for the Irish language community in the years to come. Having secured modest covid recovery resources from the Department of Communities before Christmas, we then hosted then Minister Caral Ní Chuilín in December for an original scoping zoom meeting on the proposal and subsequently appointed our design team to carry out a feasibility study on the scheme and develop draft designs for a 'vibrant multi-purpose Irish Medium hub with families and young people at its heart, driving youth, community, heritage and Well-being in the Upper Springfield Area and across the city'. We then hosted Minister Deirdre Hargey and her team for a formal exploratory visit last week, and DFC have agreed to support

and drive the 'Croí na Carraige' project in the time ahead. I will give a brief overview of the Feasibility study findings; the draft drawings and the action plan for the time ahead.

In addition, Donall and Michael Donnelly, Development Co-ordinator for the Upper Springfield Whiterock Integrated Partnership, have written a formal proposal to BRO Neighbourhood Renewal regarding funding support for Glór na Móna. I mentioned this to Deirdre Hargey during her visit and she said she would follow it up from her end.

July, August and September

Having reopened our buildings and recommenced our youth projects at the beginning of May in accordance with our Covid safety building regulations and best practice Covid guidance from EA, our youth team organised our most successful ever summer programme. Over 180 young people took part in our summer programmes which took place over a 6-week period from the beginning of July to August and the feedback from parents and young people was fantastic. Two of our youth camps which were scheduled to take place over a 4-day period in Castlewellan Forest park with outdoor pursuits organisation Journey Free were subsequently cancelled because of positive covid tests in their previous camps. Funding has been kept in credit for a later date.

We also reorganised our immersive summer families programme, **Scéim Samhraidh na dTeaghlach**, which is directed at those raising children through Irish and the weeklong programme of activities were a massive success with excellent feedback. We have also commissioned a scoping study on this strand of our work under the strategic theme "**Saol Trí Ghaeilge'- Living a Life through Irish'** that advocates developing programme with proper resources that will facilitate its incremental growth.

Our regional youth project, **Fóram na nÓg** had a very intense and formative few months and put 69 young people through accredited OCN programmes in Youth work, Leadership and Peer Mentoring under the stewardship of our training officer; while our Research Co-ordinator and Regional Development officer oversaw a 6 county consultation as part of our comprehensive audit on youth services in the north involving 26 youth clubs and 108 young people while a youth conference was held in August in the Farset Hotel with over 50 young people in attendance under the theme 'Building an Irish Medium Youth Sector'.

We also organised a number of talks and panel discussions as part of our Ag Samhlú Eire Nua participatory democracy programme, and we launched a Publication and a public reading from our creative writing programme, *Scribhneoirí an tSléibhe* during Féile an Phobail (see: <https://www.glornamona.com/wp-content/uploads/2021/08/S%C3%B3l%C3%A1s-%C3%B3n-Sc%C3%A1th-Anthology.pdf> and video here <https://www.meoneile.ie/cultur-agus-ealain/scribhneoiri-an-tsleibhe>)

Autumn Programmes

Our classes have recommenced on zoom and our youth clubs are back with numbers higher than ever before. In the context of covid, it has made the urgency of our new capital build all the more apparent and we are currently on the very edge of what is legal and acceptable regarding

numbers thus highlighting a core inequality at the heart of youth provision. We have agreed to explore the potential of sourcing funding for a porter cabin on the adjacent site to help facilitate these increased numbers.

Our October Festival, Féile an Carraige, is at the advanced planning stage and will take place in a much more flexible this year and with less covid restrictions. We also aim to complete our Heritage lottery Project, 'Faoi Scáth an tSléibhe- Connecting People and Place in the Upper Springfield Area' during the Féile with a film and physical exhibition celebration closing event.

Funding applications and new projects

The funding for the Irish language in the community scheme (Scéim Phobal Gaeilge-SPG) for 2022-24 was released in July over a very tight and harsh timescale and we managed to get a decent application in. We hear official word in late October. This new scheme will include a 5-day salary for our development worker and modest programme costs, which is an improvement on the 2016-21 scheme. In addition, the funder Foras na Gaeilge, finally agreed, following a long national campaign, that funding for this scheme wouldn't incur cuts because of the progress of the Irish language network scheme (Scéim na Líonraí Gaeilge) which meant that this scheme could also go ahead.

Agreed back in 2015, this language planning scheme saw five areas in Ireland (Clondalkin in Dublin, Ennis in Co Clare, Loughrea in Co Galway, An Carn, in Maghera South Derry and West Belfast) received official recognition as Language Planning network areas and have their language plans (which received 15k research funding back in 2017-18) officially accepted (<https://www.forasnagaeilge.ie/ceim-stairiul-phobal-labhartha-na-gaeilge-taobh-amuigh-den-ghaeltacht/?lang=en>) This will see each area received funding of 72k per annum for 5-7 years to implement a language plan for their respective areas. In West Belfast, we have had a West Belfast Project Steering group since 2015. It was previously agreed, back in 2017, that Cultúrlann McAdam Ó Fiach would manage and administer the programme on behalf of the Steering group but they formally requested that this role be handed over to Glór na Móna, as our programme of work is more directly aligned to the language planning outputs of the 7 year programme. This will involve the appointment of Language Planning Co-ordinator who will co-ordinate the spend of circa 40k per annum on a programme of agreed language planning outputs. See cost breakdown below:

Líonra Pleanála Feirste Thiar- West Belfast Language Planning Network

| Tuarastal- Salary | Gross | ENIC | Pension | Total |
|--|-----------|---------------|----------------------|---------|
| | | | 5% | |
| Comhordaitheoir Pleanála Teanga/Language Planning Co- ordinator for West Belfast | £33,459 | £3,652 | £1,896 | £39,007 |
| Additional costs | Rent/Cíos | Running costs | Administration costs | Total |
| Rent; Running Costs (electric, heat, light); Project administration costs | 4000 | £1,500 | £2500 | £7000 |

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021**

| | | | | |
|--|--|--|--|----------|
| | | | | |
| Programme costs for West Belfast Language plan | | | | £33,693 |
| Funding per Annum | | | | £72,000 |
| Total over 3 years cycle | | | | £216,000 |

Glór na Móna will receive roughly 10% for our management of the project and the co-ordinator will be located in Gaelionad Mhic Goill. The post is to be advertised on Friday (we held ours back until after this board meeting) and the interviews are to take place in Early November. The funder Foras na Gaeilge wants all five networks to advertise and appoint in a co-ordinated fashion. Although an additional workload, this is an immensely strategic and prestigious project that can and will make a demonstrable difference to the language revival infrastructure in West Belfast.

CISTE funding

In addition, we were invited, along with 22 other Irish language organisations, to apply for a new funding scheme being co-ordinated by the Irish Language Investment Scheme (An Chiste Infheistíochta Gaeilge, who received funding under the New Decade, New Approaches political agreement to fund four Business Development Officers in four separate projects in order to help sustain the various projects and their capital buildings. We made a pitch, focusing primarily on our new Capital Project, Croí na Carraige, and were chosen as one of the four successful organisations (along with An Droichead in South Belfast, An Carn in Maghera and Gaeláras Mhic Argháil in Newry). We conducted a recruitment process in late August and appointed a new staff member Orla Nic Oirc to the 3-year business development post and she begins the post officially next week on the 4th October. This post will be of crucial strategic importance in helping myself as Director source funding streams to sustain and develop the project in the years ahead. See details below:

Funding for Glór na Móna Business Development Officer from An Chiste Infheistíochta Gaeilge

| Tuarastal- Salary | Gross | ENIC | Pension | Other costs(phone, heat-light, travel) | Total |
|--|---------|--------|---------|--|---------|
| | | | 5% | | |
| Oifigeach Forbartha Gnó/Business Development Officer | £25,800 | £3,096 | £774 | £1,890 | £31,560 |
| Total Funding for three year cycle | | | | | £94,650 |

Fóram na nÓg regional youth project

GLOR NA MONA TEO

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021**

As previously reported, we were successful in four regional development funding specifications and EA also funded us to employ an interim director to manage and co-ordinate these new funding specs (Orliath was seconded from Glor na Móna) and the three new staff members: a regional youth development officer, a research co-ordinator and a part-time training officer. The projects have been a huge success and EA have moderated the three projects in official EA verification visits and graded all three as 'outstanding' which is virtually unheard of in the sector. EA have been so impressed that they wish to make Fóram na nÓg into a successful case study for the EA's new funding scheme. Our researcher finishes officially tomorrow and her Research report into Irish Medium Youth Work is a substantial and ground-breaking piece of work which ends with a number of practical recommendations on how the EA can build and sustain the Irish medium youth sector in the north. The regional developments officers' comprehensive audit is also to be submitted and is the first attempt to properly conduct a detailed audit of IM youth services in the north and will also shape funding policy and strategic planning in the time ahead.

The EA subsequently released a bespoke Irish Medium Regional Strategic funding specification and invited Fóram na nÓg to apply at the beginning of September. This application was successful and we received two-year core funding for a Director Post for Fóram na nÓg and an additional 25-hour post of a Membership support and Administration officer. See details below:

Regional Strategic Scheme Funding:**Salary costs:**

| Description / Details | Gross | ENIC | Pension | Total |
|---|----------------|------------------|------------------|----------------|
| | | | 5% | |
| Director of FNO (Senior Youth Worker II Pts24-27) | £36,000 | £3,420 | £1,800 | £41,220 |
| Membership Support & Development – Fundraising and policy Youth Worker Pts 22-25 Professional Range | £17,760 | £1,678.50 | £883.50 | £20,232 |
| Total: | £53,760 | £5,098.50 | £2,683.50 | £61,452 |

Programme Development

| Item | Cost Breakdown | Total |
|--------------|---|---------------|
| Equipment | IT equipment and resources | £1,200 |
| Travel | Staff travel | £1,020 |
| Printing | Reprographics, printing and design costs for reports, information services for membership | £1,200 |
| Media | Social media costs including website support | £1,252 |
| Total | | £4,672 |

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021**Overheads

| Item | Cost Breakdown | Total |
|---|--|---------------|
| Insurance | Office insurance, public and employers liability insurance | £1,200 |
| Stationery & Office Costs including postage | Photocopying & stationery costs | £450 |
| Professional Fees | Accountancy & payroll support | £1,200 |
| Rent | Including HLP, telephone and internet costs | £3,000 |
| Total | | £5,850 |

This new funding will supplement the existing Regional development funding which runs for another year before potentially opening again for further development funding next October. The breakdown of all Fóram na nÓg funding is as follows:

Fóram na nÓg -Letters of Offer**April 2021- March 2023**

| <u>Role</u> | <u>Director</u> <u>Full-time</u> | <u>Development</u> <u>Officer</u> <u>Full-time</u> | <u>Training</u> <u>Officer</u> <u>Part-time</u> <u>16 hours</u> | <u>Membership</u> <u>Support</u> <u>Officer</u> <u>Part time 25</u> <u>hours</u> |
|-----------------|---|--|--|--|
| | 18 months Year 1 £36,000 Year 2 £72,000 | 18 months Year 1 £59,400 Year 2 £29,700 <i>*6 Months in progress*</i> | 18 months Year 1 £35,821 Year £18,232 <i>*6 Months in progress*</i> | 18 months Year 1 £36,000 Year 2 £72,000 |
| Salaries | £20,230 £41,248 | £37,104 £18,552 | £14,327 £7,486 | £10,115 £20,624 |

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TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021**

| | | | | |
|-------------------|--------|---------|--------------|-----------------|
| Programme | £7,008 | £15,096 | £19,327 | £3,540 |
| Costs | | £7,548 | £9,663 | |
| Over Heads | £4,387 | £7,200 | £2,167 | £4,387 |
| | | £3,600 | £1,083 | |
| | | | Total | £251,153 |

Our interim Director/Youth Service manager Orliath Mhic Leannáin has worked with Gearóidín from our Finance team and they have broken down a proportionate allocation of yearly rent/overhead costs for Glór na Móna from this Fóram na nÓg funding. See below:

Fóram na nÓg- Glór na Móna- Yearly rent costs**April 2021-March 2023**

| Project | Quarterly amount | Annual amount |
|---|-------------------------|----------------------|
| Transition April-Oct' 2021 | £750 x 2 quarters | £1,500 |
| Regional Strategic Oct' 21-March'22 | £750 x 2 quarters | £1,500 |
| Regional Strategic April 2022- March 2023 | £750 x 4 quarters | £3,000 |
| Regional Development | | |
| April 2021-March 2022 | £1,175 x 4 quarters | £4,700 |
| April 2022- September 2023 | £1,174 x 2 quarters | £2,350 |
| Regional Project Irish Medium Research | | |
| April 2021- September 2021 | £640 x 2 quarters | £1,280 |
| Regional Project Training | | |
| April 2021- March 2022 | £175 x 4 quarters | £700 |
| April 2022- September 2022 | £175 x 2 quarters | £350 |
| | Total | £15,380 |

We were placed under pressure to recruit and appoint urgently for the new role of Membership Support Officer as EA want this commenced in October and any monies for October unspent will need to be returned to EA. Having done an excellent post as Interim Director/Co-Ordinator for Fóram na nÓg and having completing the regional strategic funding application for the posts and expressed an interest in continuing in the role, I propose that we expedite Orliath's permanent appointment into this role in the most practical way possible. We could do this through an internal trawl for the post within the organisation and thus appoint Orliath without engaging in a formal, time consuming and ultimately futile appointment process. Orliath would then oversee the recruitment process, with my support, for the Membership Support officer. A draft advert and job description for this post has been prepared and is ready to be released following today's board meeting.

To recap on all of the above, the total funding for **ALL** of these new funding schemes are:

| Maoiniú Nua- New Funding | Gross |
|---|--------------|
| Fóram na nÓg -Regional Youth Funding for 18 months (EA) | £251,153 |
| Líonra Feirste Thiar (Language Planning network)- Funding for 3 years (Foras na Gaeilge) | £216,000 |
| Business Development Officer for three years (CISTE) | £94,660 |
| FUNDING TOTAL | £561,803 |

This arguably leaves the board and the FAR committee with a greater workload and an urgent requirement for detailed financial planning but it also puts us in a more favourable position to make decisions regarding fair pay scales for staff members that is commensurate with their skills and responsibilities. These new posts will ultimately mean greater responsibilities for the Fóram na nÓg Co-ordinator/Director role and will necessitate the need to practical separate the Fóram na nÓg and Glór na Móna youth projects in operational terms, to allow for both to reach their respective potentials. However, both will remain under the strategic stewardship of the board and myself as Director. Formalising the new articles of association for Fóram na nÓg and progressing this will also open more doors to sustain, develop and future proof the project.

Croí na Carraige- Capital Funding

Having reported on a successful visit from DFC Minister Deirdre Hargey back in June, we have engaged with BCC in relation to the vacant land beside us. Myself and Local councillor Michael Donnelly met with Head of BCC Property and Projects Sinead Grimes in early August. They agreed to provide us with a formal letter affirming their intention to gift us the land on the condition that we receive the capital funds to develop the Croí an Carraige concept. Sector 3 are putting the final edits to the Feasibility study which I can send out next week. DFC have committed to bringing together a cross-departmental capital project team to look at how best

progress the scheme. In addition, their small capital scheme (5-30k) opens next week and they will allow us to fund an Economic Appraisal of the Feasibility from this which will significantly progress the scheme.

Additional Funding

Sourcing sustainable funding for the Executive Director role that I'm doing is a continuous and important part of our strategic agenda. We are currently working on a bid to the Dormant Accounts Fund for to help support this and Donall and Pat Sheehan as formally approached BRO regarding funding for Glór na Móna. More information on this potential of this funding will open in November.

October

Autumn Programmes

Our classes continue on zoom and we aim to progressively bring classes back into the building from the January and perhaps trial this with the return of some of our morning classes before Christmas. Our youth clubs are back with numbers higher than ever before but Cumann Óige Uachtar Chluanaí, in our building, has been placed under considerable strain. In the context of covid, it has made the urgency of our new capital build all the more apparent and we are currently on the very edge of what is legal and acceptable regarding numbers thus highlighting a core inequality at the heart of youth provision. We also had to close the building and youth club in early October after one young person tested positive and the space limitations meant that the entire club had to close rather one specific age-range. Our youth development worker Padraigín has recently had to change the schedule and spread it over extra sessions with the young people to avoid the overcrowding issues we have been plagued with since September.

With the support of our new business Development Officer Orla Nic Oirc, who started at the beginning of October, we held meetings with DFC and our capital application to their new small capital scheme for indigenous languages and we have submitted a 30k application for a mobile to be placed on BCC ground beside our building. This requires planning permission and our architect has submitted this last week. Local councillor Michael Donnelly has agreed to prepare the ground with council for this. Another small capital scheme being administered by Foras na Gaeilge opened last week with a two-week turnaround for 30k and we will be applying to this also cover additional costs for tarmacking and ramp provision for the mobile and additional costs for maintenance and improvement of An Ghaelionad.

Glór na Móna youth funding

Myself and Orliath met with West Belfast Senior youth officer, Pauline Smart two weeks ago and she has agreed to begin work on the Upper Springfield A specification for Glór na Móna and specifications for all other IME units in Belfast in November for release in January. There are a range of options for defining these specs within the EA budget and we will be working through these options in the coming week or so.

Féile na Carraige

Our October Festival, Féile an Carraige, finished two weeks ago and was a massive success. Our development worker Gearóidín did fantastic work and led on a great programme of events, the majority of which happened in person and all were very well attended, culminating in a night of music in Gort na Móna CLG with local musicians which was a great night. See

(<https://www.glornamona.com/feile-na-carraige/?lang=en>) and

<https://www.meoneile.ie/pobal/seoladh-feile-na-carraige-2021>

Faoi Scáth an tSléibhe- Upper Springfield Heritage Project

We have undertaken an intense period of work to complete our Heritage lottery Project, 'Faoi Scáth an tSléibhe- Connecting People and Place in the Upper Springfield Area' by the 31st of October deadline and have a functioning interactive website with 18 oral history interviews and completed a documentary about the history of Newhill Youth and Community centre which was launched during Féile na Carraige. We will do our official end of project Celebration event and launch our final documentary, a physical exhibition and the interactive heritage website in the beginning of December as part of the Fléadh Feirste Gaeltacht Quarter Festival

Successful 'Scéim Forbartha Líonra' (SPG-local language community scheme)

We received official word last Friday that our July application to Foras na Gaeilge for the (Scéim Phobal Gaeilge-SPG) for 2022-24 was successful and this package involves 123,000 allocation of funding for three years and secures a 5-day salary for our development worker, Gearóidín and modest programme costs, which is an improvement on the 2016-21 scheme. In addition, the funder Foras na Gaeilge, finally agreed, following a long national campaign, that funding for this scheme wouldn't incur cuts because of the progress of the Irish language network scheme (Scéim na Líonraí Gaeilge) which meant that this scheme could also go ahead.

Líonra Feirste Thiar- West Belfast Planning network

The funder Foras na Gaeilge wants all five network to advertise and appoint in a co-ordinated fashion and we advertised our West Belfast post in the beginning of October. We were set to interview next Monday 8th November but received an email a fortnight ago, on the deadline for applications, from Foras na Gaeilge saying that the national recruitment process had to be put on hold because of an 'irregularity' in salary for the 3 groups in the South. This is a curveball that we weren't expecting and will hopefully be ironed out in the next fortnight. Foras has told us that our advertisement stands and that we will not need to re-advertise but merely to push interview date back a fortnight when we get official word.

Successful Big Lottery Application

We also received word from Big Lottery that our Empowering Young People application for our Sólás na nÓg youth project, which focuses on young people with additional learning needs, was successful. This funding amounts to 400,486 over 4 years and will fund a co-ordinator, part-time staff and extensive project funding. We have accepted the offer but confirmed

10:20 (0 minutes ago)

that we won't be in a position to start the project until April 2022, when we will hopefully more facility space and a clearer view of EA youth funding for Glór na Móna. In addition, we launched Orla Nic Oirc's research report on this project, which was a key aspect of our big lottery application, as part of Féile na Carriage. (see link:

<https://drive.google.com/file/d/1kWQTEt7HJ-nqmrCm2LKqkkM24jksFasT/view?usp=sharing>

Fóram na nÓg regional youth project

Our research report on Irish Medium Youth Work in the North and our comprehensive audit on youth services in the North (which I emailed to the bord last month) have been submitted to EA and we await feedback. We plan to officially launch both in partnership with EA, before the end of the year when we agree a date with them. This Research report into Irish Medium Youth Work is a substantial and ground-breaking piece of work which ends with a number of practical recommendations on how the EA can build and sustain the Irish medium youth sector in the north. The regional developments officers' comprehensive audit is also to be submitted and is the first attempt to properly conduct and detailed audit of IM youth services in the north and will also shape funding policy and strategic planning in the time ahead.

We conducted an internal trawl for the Director post in Fóram na nÓg within the organisation and have subsequently appointed Orlíath, who was the only team member to express an interest in the post.

We also appointed an additional 25-hour post of a Membership support and Administration officer, Conor Torbitt, who will Support Project Director Orlíath Mhic Leannáin and the rest of the Fóram na nÓg team in delivering the regional strategic specification. The team are currently travelling around the north meeting with local youth clubs in preparation for April 2022 when EA are to agree a funding model for IME youth clubs based on our research and audit.

Recap on new funding with additional pots included:

The total funding **for ALL** of these new funding schemes are:

| Maoiniú Nua- New Funding | Gross |
|--|----------|
| Fóram na nÓg -Regional Youth Funding for 18 months (EA) | £251,153 |
| Líonra Feirste Thiar (Language Planning network)- Funding for 3 years (Foras na Gaeilge) | £216,000 |
| Business Development Officer for three years (CISTE) | £94,660 |
| Scéim Phobal Gaeilge (Irish language in community scheme (Sceim Forbartha Líonra) for 3 years | £123,000 |

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

| | |
|--|------------|
| Empowering Young People- Big Lottery- Sólas na nÓg for 4 years | £400, 486 |
| TOTAL FUNDING | £1,085,229 |
| | |
| | |

This arguably leaves the board and the FAR committee with a greater workload and an urgent requirement for detailed financial planning but it also puts us in a more favourable position to make decisions regarding fair pay scales for staff members that is commensurate with their skills and responsibilities.

Croí na Carraige- Capital Funding

We met with DFC officials on the small capital scheme and they committed to pull together a cross-departmental working group this side of Christmas to progress the Croí na Carraige concept. We will need to source 10k to cover the costs of an economic appraisal as the covering the costs of the mobile had great urgency from the DFC small scheme and covers the entire 30k budget

November and December

Our classes have continued on zoom and we aim to progressively bring classes back into the building from January and perhaps trial this with the return of some of our morning classes. We are currently undertaking a review of the classes amongst teachers and staff to plot a way forward in 2022 without a space to hold the classes

Our youth clubs have been plagued by covid related issues this past six weeks with young people and staff testing positive leaving us no choice but to close the clubs due to lack of space. In the context of covid, it has made the urgency of our new capital build all the more apparent and we are currently on the very edge of what is legal and acceptable regarding numbers thus highlighting a core inequality in relation to the facilities we currently use for our youth provision. With staff shortages due to positive covid cases and more positive cases amongst our young people, we decided to follow the example of Bunscoil an tSléibhe Dhuibh and close a week early for Christmas. We felt that our kids Christmas discos planned for the week weren't viable and that we were better protecting young people and staff over the Christmas period

Croí na Carraige capital concept

With issues of space constraints becoming more prevalent in recent months, we decided in October to pursue a temporary solution to support our short term space crisis by submitting a 30k application to DFC for a mobile to be placed on BCC ground beside our building. Our newly appointed Business officer Orla Nic Oirc completed this application and we received news last week that the application was successful, subject to us providing costs and quotes for the work. We also submitted a planning application which is being processed by Council at the minute. Orla also applied for another small capital scheme being administered by Foras na Gaeilge in which we were also successful and have received 20, 500 which will cover costs for

tarmacking and ramp provision for the mobile and additional costs for maintenance and improvement of An Ghaelionad.

DFC Minister Deirdre Hargey has committed to organising a cross-departmental meeting in January to pull potential funders around the table with the view to realising the vision of Croí na Carraige. Her tenure ends in March officially as assembly election season kicks in and we are under pressure to get a concrete commitment in DFC capital plans before she leaves. Our strategy is to break the development up in 3 stages to allow for a more realistic capital funding target in phase 1. In the meantime, we are currently trying to get the funding to pay for an economic appraisal of our feasibility study which will cost circa 10k. A new covid recovery scheme for Irish language organisations is to launch this week for early January submission based on Covid losses and we feel this will may be an opportunity to recover funds that could go towards the costs of economic appraisal and time is not on our side. We also had a visit two weeks ago from former SF president Gerry Adams and new MLA Aisling Reilly who wanted to hear about the Croí na Carraige concept. Both promised to support and further publicise the project in the time ahead.

Glór na Móna youth funding

Following engagement with West Belfast Senior youth officer, Pauline Smart, she agreed to develop a draft specification for a West Belfast IME youth programme under the stewardship of Glór na Móna which will be up to 130k per annum and involve 3 local units: Cumann Óige Uachtar Chluanaí in Upper Springfield, Club Óige na bhFál in An Chultúrlann on the Falls Road and Cumann Óige Ghlór an Ghleanna in Lenadoon. She forwarded this proposal to senior EA officials and we await word. Similarly, Orliath met with groups across the north, on behalf of Fóram na nÓg and provided EA with detailed draft specifications for every area in the North. We were expecting word on all of these before Christmas but heard no word. Fóram na nÓg have been asked to meet EA on January 10th to discuss 'local youth specifications' across the north so we expect an answer then with new arrangements (or perhaps the maintenance of current 'historic' arrangement from 1 April 2022)

Faoi Scáth an tSléibhe- Upper Springfield Heritage Project

Having undertaken an intense period of work to complete our Heritage lottery Project, 'Faoi Scáth an tSléibhe- Connecting People and Place in the Upper Springfield Area', we held our official end of project Celebration event and launched our final documentary, a physical exhibition and the interactive heritage website in the on 4 December as part of the Fléadh Feirste Gaeltacht Quarter Festival. It was huge success and received great media coverage in the Irish News and TG4 news. The Director of Heritage Lottery, Paul Mullan spoke at the event and expressed an interest in supporting the project for the next stage of development. I have since met with him for an initial scoping meeting and we have agreed provisionally to submit a development application in the New Year for circa 100k for a 2-year full-time post to expand the archive and build on community engagement with a view to developing a comprehensive heritage exhibition in our new Croí na Carraige heritage café. I will be meeting one of his

funding officers in January. See Irish news coverage of celebration launch event:

<https://www.irishnews.com/news/northernirelandnews/2021/12/06/news/new-west-belfast-exhibition-aims-to-make-local-history-vibrant-and-accessible--2527403/>

And TG: NuachtTG4 on Twitter: "FÍSEÁN Faoi Scáth an tSléibhe: taispeántas faoi shaol mhuintir Uachtar Chluanaí in iarthar Bhéal Feirste i gcaitheamh 70 bliain ar fáil ar líne anois <https://t.co/4ozsZZdEG0>" / Twitter)

Líonra Feirste Thiar- West Belfast Planning network

We have received the first 50k allocation of the 72k annual funding allocation but no word as yet regarding a solution on the recruitment process. The 3 language planning networks on the South have asked for a meeting with the Minister of Gaeltacht Affairs to sort this issue.

Fóram na nÓg regional youth project

We have yet to receive written feedback from EA on our research report on Irish Medium Youth Work in the North and our comprehensive audit on youth services in the North. We plan to officially launch both in partnership with EA in the New Year but have yet to agree any dates.

Our Fóram na nÓg team, supplemented by newly appointed Membership Support Officer Conor Torbitt, have visited every area in the north meeting groups about the potentially new specifications to be launched in January by the EA and are currently carrying out a Training Needs Analysis and a Workforce Development Strategy consultation to inform the future growth of the sector. We have also been working with Harry Murphy from Artillery who has been supporting us with the development of a 3- year strategy for Fóram na nÓg that is helping to inform the regional workload in the time ahead.

Successful Big Lottery Application

We also received word from Big Lottery that our Empowering Young People application for our Sólás na nÓg youth project, which focuses on young people with additional learning needs, was successful. This funding amounts to 400,486 over 4 years and will fund a co-ordinator, part-time staff and extensive project funding. We have accepted the offer but confirmed that we won't be in a position to start the project until April 2022, when we will hopefully more facility space and a clearer view of EA youth funding for Glór na Móna.

Additional Funding applications

We submitted an application to Dormant Accounts for up to 98k over three years for a Strategic Sustainability officer and currently await preliminary feedback. We are also working on a similar

draft to the Paul Hamlyn Foundation and aim to submit in early January. We have yet to hear any word back re the potential of BRO funding for Glór na Móna.

Salary reviews and remuneration

Following a recommendation at our September board meeting, members of the FAR committee have conducted a comprehensive review of salaries, with the support of expert external advice, and in the context of increased funding, increased responsibilities and staff salary changes. It has been agreed to increase the salaries for the Executive Director and Community Development Officer in proportion with increased duties and increases in staff salaries throughout the team through additional funding schemes. We are now beginning to move towards equitable pay scales for staff members that is commensurate with their skills and responsibilities.

Overview of 2021

On the whole, the Glór na Móna and Fóram na nÓg teams are delighted and inspired at a fantastic year of progress, growth and renewal. We have come out the back end of a very difficult and traumatic year in 2020 where our resolve, capacity and very organisation in was tested to its limit. Many projects that have formed part of our long-term strategic vision for youth and community development have begun to reach fruition in recent months. Although the workload has been intense and overwhelming at times, we have stuck to an integrity based growth process throughout and this made all the difference in fostering a collective sense of ownership amongst the team. In many ways, the real challenges lie ahead in 2022 as new staff and new projects commence with office space at an absolute premium. Our hybrid covid working arrangements will facilitate this growth in staff numbers but project output will be greatly constrained by lack of space. We have developed a robust operational reporting system and management/planning structure in recent weeks. We have a detailed calendar of work and clear work plans for 2022. We look forward to the exciting challenges of the year and would like to thank the board for their ongoing support and patience.

Trustees' Annual Report (Incorporating the Director's Report) Continued...

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the

Financial Review

The results for the year ended 31 March 2021 are set out on pages 8 and 9 of the financial statements.

The total income for the year ended 31 March 2021 amounted to £291,329 (2020:£239,598).

The total expenditure was £299,032 (2020:£229,810)

The Trustees consider that the unrestricted funds of the charity is sufficient and adequate to fulfil their obligations. The charity held £69,589 in reserves at the year end (2020:£77,293).

Reserves Policy

The income of the Company is considered adequate and the risks associated with any significant reduction in income is regarded as unlikely. The Trustees are satisfied with the current level of reserves at the present time.

The Trustees (who are also directors of Glór na Móna TEO for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standard (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the income resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP;
- Make judgments and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

Trustees' Annual Report (Incorporating the Director's Report) Continued...

Trustees' responsibilities statement

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transaction and disclose with reasonable accuracy at any time the financial position of the charitable company and the enable them to ensure that the financial statements comply with the Companies Act 2016. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the

This report was approved by the Trustees, on 22/12/2021 and signed on behalf by:



Conchúr Ó Muadaigh
Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF GLOR NA MONA TEO

I report on the financial statements of the company for the year ended 31 March 2021 which are set out on pages 26 and 27.

This report is made solely to the company's Trustees, as a body in accordance with section 65(3)(a) of the Charities Act Northern Ireland 2008 and regulations made under section 66 of the Act. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work of this report.

Respective responsibilities of trustees and examiner

As the company's Trustees (and also the directors of the company for the purpose of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006. Having satisfied myself that the company is not subject to audit under company law, and is eligible for Independent examination.

It is my responsibility to:

- examine the accounts under section 65 of the Charities Act
- follow the procedures laid down in the general Directions given by the Commission under section 65(9)(b) of the Charities Act
- state whether particular matters have come to my attention.

Basis of Independent Examiner's report

I have examined your charity accounts as required under section 65 of the Charities Act and my examination was carried out in accordance with the general Directions given by the Charity Commission for Northern Ireland under section 65(9)(b) of the Charities Act.

My examination included a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It was also included consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as charity trustees concerning any such matters.

Independent examiner's statement

My role is to state whether any material matters have come to my attention giving me cause to believe:

- 1 That accounting records were not kept in accordance with section 63 of the Charities Act
- 2 That the accounts do not accord with those accounting records
- 3 That the accounts do not comply with the accounting requirements of the Charities Act
- 4 That there is further information needed for a proper understanding of the accounts to be reached.

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF GLOR NA MONA TEO CONTINUED...

I have completed my examination and have no concerns in respect of the matters (1) to (4) listed above and, in connection with following the directions of the Charity Commission for Northern Ireland, I have found no matters that require drawing to your attention.



Tony Clarke
Clarke&Co. Accountants
53 Andersonstown Road
Belfast
BT11 9AG

23.12.21

Date

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021****STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT**

| | | Unrestricted Funds | Restricted Funds | Year to 31-Mar-21 TOTAL | Year to 31-Mar-20 TOTAL |
|---------------------------------------|------|-----------------------|---------------------|-------------------------------|-------------------------------|
| | Note | £ | £ | £ | £ |
| Income from: | | | | | |
| Donations and Legacies | 2 | 40,960 | - | 40,960 | 40,668 |
| Charitable Activities | 3 | - | 232,194 | 232,194 | 250,661 |
| Total Income | | 40,960 | 232,194 | 273,154 | 291,329 |
| Expenditure on: | | | | | |
| Charitable Activities | 5 | 68,586 | 211,140 | 279,725 | 303,769 |
| Total Expenditure: | | 68,586 | 211,140 | 279,725 | 303,769 |
| Net income/(Expenditure) | | (27,626) | 21,055 | (6,571) | (12,440) |
| Transfers between funds | | - | - | - | - |
| Net movement in funds | | (27,626) | 21,055 | (6,571) | (12,440) |
| <u>Reconciliation of Funds</u> | | | | | |
| Total funds brought forward | | 64,853 | - | 64,853 | 77,293 |
| Total Funds carried forward | | 37,227 | 21,055 | 58,282 | 64,853 |

The statement of financial activities includes all gains and losses recognised in the year.

All incoming resources and resources expended derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on page 28 to 34 form and integral part of these accounts

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021****BALANCE SHEET**
As at 31 March 2021

| | Note | 2021 £ | 2020 £ |
|--|-------------|-------------------------|-------------------------|
| Fixed Assets | | | |
| Tangible Assets | 9 | <u>168,654</u> | <u>165,229</u> |
| | | 168,654 | 170,385 |
| Current Assets | | | |
| Debtors | 7 | 3,534 | 1,114 |
| Cash at bank | | <u>39,446</u> | <u>64,666</u> |
| | | 42,980 | 65,780 |
| Liabilities | | | |
| Creditors: amounts falling due within one year | 8 | <u>(1,200)</u> | <u>(10,546)</u> |
| Net Current Assets | | <u>41,780</u> | <u>55,234</u> |
| Long Term Liabilities | 8b | <u>(152,152)</u> | <u>(155,610)</u> |
| Net assets | | <u>58,283</u> | <u>64,854</u> |
| Funds | | | |
| Restricted | | 21,055 | - |
| Unrestricted | | 37,229 | 67,506 |
| TOTAL FUNDS | 12 | <u>58,283</u> | <u>67,506</u> |

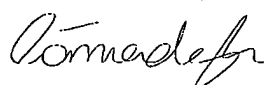
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the board directors on 22/12/2021 and were signed on their behalf by:



Conchúr Ó Muadaigh

Chair

The notes on page 28 to 34 form and integral part of these accounts

NOTES TO THE ACCOUNTS

1 Accounting policies

Charity information

Glór Na Móna TEO is a private company limited by guarantee incorporated in Northern Ireland. The registered office is: principal place of business is 195 Whiterock Road, Belfast, BT12 7FW.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

NOTES TO THE ACCOUNTS (continued)**1.4 Incoming resources (continued)**

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measure reliably.

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

The charity is below the charity audit threshold and therefore is exempt from reporting expenditure on an activity basis. The charity has opted to report by the nature of expenditure rather than on an activity basis.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

| | |
|-----------------------|-------------|
| Fixtures and Fittings | 15% on cost |
| Computers | 20% on cost |

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously

NOTES TO THE ACCOUNTS (continued)

1.9 Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1.10 Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.11 Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021****NOTES TO THE ACCOUNTS (continued)****2 Income from Donations and Legacies**

| | 2021 | | | 2020 |
|--------------------|---------------------------|-------------------------|---------------|---------------|
| | Unrestricted Funds | Restricted Funds | TOTAL | TOTAL |
| | £ | £ | £ | £ |
| General | 40,960 | - | 40,960 | 40,668 |
| Totals 2021 | 40,960 | - | 40,960 | 40,668 |
| Totals 2020 | 40,668 | - | 77,197 | |

3 Income from Charitable Activities

| | 2021 | | | 2020 |
|-----------------------|---------------------------|-------------------------|----------------|----------------|
| | Unrestricted Funds | Restricted Funds | TOTAL | TOTAL |
| | £ | £ | £ | £ |
| Arts Council | - | 8,200 | 8,200 | - |
| Awards for All | - | - | - | 10,000 |
| Belfast City Council | - | 24,471 | 24,471 | 21,300 |
| Comhaire Ciste | - | 33,896 | 33,896 | - |
| Conradh na Gaeilge | - | 25,476 | 25,476 | - |
| DFC | - | 9,500 | 9,500 | - |
| Education Authority | - | 84,412 | 84,412 | 123,207 |
| Foras na Gaeilge | - | 33,982 | 33,982 | 45,836 |
| Grant Release | - | 3,458 | 3,458 | 3,458 |
| Halifax | - | 3,000 | 3,000 | 9,000 |
| Heritage Lottery Fund | - | 5,800 | 5,800 | 31,900 |
| TEO | - | - | - | 5,960 |
| Totals 2021 | - | 232,194 | 232,194 | 250,661 |
| Totals 2020 | - | 250,661 | 250,661 | |

4 Staff Costs and Numbers

| | 2021 | 2020 |
|--------------------------|----------------|----------------|
| | £ | £ |
| Gross Wages and Salaries | 146,954 | 175,381 |
| | 146,954 | 175,381 |

No employee received emoluments of more than £60,000 (2020: None)

The average monthly number of employees during the year, calculated on the basis of full time equivalents, was as follows:

| 2021 | 2020 |
|-------------|-------------|
| Number | Number |
| 8 | 11 |

GLOR NA MONA TEO*(Private company limited by guarantee without share capital)***TRUSTEES' REPORT AND FINANCIAL STATEMENTS****FOR THE YEAR ENDED 31 MARCH 2021****NOTES TO THE ACCOUNTS (CONTINUED)****5 Expenditure**

| | 2021 | | 2020 |
|-------------------------------|---------------------|-------------------|----------------|
| Charitable Activities | Unrestricted | Restricted | |
| | Funds | Funds | TOTAL |
| | £ | £ | £ |
| Bank Fees | 506 | 101 | 607 |
| Catering | - | - | - |
| Cleaning/ Maintenance | - | 16,124 | 16,124 |
| Depreciation | 5,914 | 3,458 | 9,372 |
| Finance and Accountancy Costs | 2,824 | - | 2,824 |
| Insurance | - | 1,539 | 1,539 |
| Office Costs | 3,621 | 12,511 | 16,132 |
| Professional Fee | - | 5,940 | 5,940 |
| Programme Costs | - | 62,536 | 62,536 |
| Rent/Heat/Light/Utilities | 1,068 | 16,629 | 17,697 |
| Sponsorship | - | - | - |
| Teaching | - | - | - |
| Travel & Subsistence | - | - | - |
| Volunteer Expenses | - | - | - |
| Wages and Salaries | 54,652 | 92,301 | 146,954 |
| Total 2021 | 68,586 | 211,140 | 279,725 |
| Total 2020 | 53,108 | 250,661 | 303,769 |

6 Trustees remuneration & expenses

During the year, no Trustees received any remuneration (2020 - £NIL).

During the year, no Trustees received any benefits in kind (2020 - £NIL).

During the year, no Trustees received any reimbursement of expenses (2020 - £NIL).

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021****NOTES TO THE ACCOUNTS (CONTINUED)****7 Debtors**

| | <u>2021</u> | <u>2020</u> |
|-------------------|--------------|--------------|
| | £ | £ |
| Staff overpayment | 1,114 | 1,114 |
| Other Debtors | 2,420 | - |
| Prepayments | - | - |
| | <u>3,534</u> | <u>1,114</u> |

8 Creditors: amounts falling due within one year

| | <u>2021</u> | <u>2020</u> |
|----------------------------|--------------|--------------|
| | £ | £ |
| Accruals & Deferred Income | 1,200 | 1,200 |
| Government Pension | - | - |
| Other Creditors | - | 2,475 |
| | <u>1,200</u> | <u>3,675</u> |

8b Long Term Liabilities

| | <u>2021</u> | <u>2020</u> |
|--------------------------------|----------------|----------------|
| | £ | £ |
| Government Grant for New Build | 155,610 | 162,526 |
| Grant Released | (3,458) | (3,458) |
| Balance c/f | <u>152,152</u> | <u>159,068</u> |

9 Tangible Fixed Assets

| | <u>New Build</u> | <u>Equipment</u> | <u>Total</u> |
|-------------------------|------------------|------------------|----------------|
| | £ | £ | £ |
| COST | | | |
| At 1 April 2020 | 172,900 | 18,428 | 191,328 |
| Additions | 2,980 | 6,359 | 9,339 |
| Disposals | - | - | - |
| At 31 March 2021 | <u>175,880</u> | <u>24,787</u> | <u>200,667</u> |
| DEPRECIATION | | | |
| At 1 April 2020 | 17,290 | 8,809 | 26,099 |
| Charge for the year | 3,518 | 2,397 | 5,914 |
| Eliminated on disposal | - | - | - |
| At 31 March 2021 | <u>20,808</u> | <u>11,205</u> | <u>32,013</u> |
| NET BOOK VALUE | | | |
| At beginning of period | 155,610 | 9,619 | 165,229 |
| At 31 March 2021 | <u>155,072</u> | <u>13,582</u> | <u>168,654</u> |

GLOR NA MONA TEO

(Private company limited by guarantee without share capital)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2021****NOTES TO THE ACCOUNTS (continued)****10 Independent examiner's remuneration**

The independent Examiner's remuneration amounts to an Independent Examination fee of £1,200 (2020 - £1,200)

11 Related party transactions

There were no related party transactions during the year.

12 Statement of funds - current year

| | Balance at 1 April 2020 | Income | Expenditure | Transfer in/out | Balance at 31 March 2021 |
|--------------------------------------|-------------------------------|----------------|------------------|--------------------|--------------------------------|
| | £ | £ | £ | £ | £ |
| <u>Restricted funds</u> | | | | | |
| Arts Council | - | 8,200 | (8,200) | - | - |
| Belfast City Council | - | 24,471 | (18,450) | - | 6,021 |
| Comhaire Ciste | - | 33,896 | (28,008) | - | 5,888 |
| Conradh na Gaeilge | - | 25,476 | (25,223) | - | 253 |
| DFC | - | 9,500 | (6,496) | - | 3,004 |
| Education Authority | - | 84,412 | (83,989) | - | 423 |
| Foras na Gaeilge | - | 33,982 | (33,982) | - | - |
| Grant Release | - | 3,458 | (3,458) | - | - |
| Halifax | - | 3,000 | - | - | 3,000 |
| Heritage Lottery Fund | - | 5,800 | (3,334) | - | 2,466 |
| Total restricted funds | - | 232,194 | (211,140) | - | 21,055 |
| <u>Unrestricted funds</u> | | | | | |
| General funds | 64,853 | 40,960 | (68,586) | - | 37,228 |
| Other Income | - | - | - | - | - |
| Total Unrestricted funds | 64,853 | 40,960 | (68,586) | - | 37,228 |
| Total of funds - current year | 64,853 | 273,154 | (279,725) | - | 58,283 |

13 Statement of fund - prior year

| | Balance at 31 May 2019 | Income | Expenditure | Transfer in/out | Balance at 31 March 2020 |
|------------------------------------|------------------------------|----------------|------------------|--------------------|--------------------------------|
| Total unrestricted funds | 77,293 | 40,668 | (53,108) | - | 64,853 |
| Total restricted funds | - | 250,661 | (250,661) | - | - |
| Total of funds - prior year | 77,293 | 291,329 | (303,769) | - | 64,853 |