

**Company registration number: 544851**

**Uplift - A People Powered Community CLG  
(A Company Limited by Guarantee and not having Share Capital)**

**Financial statements**

**for the financial year ended 31 December 2021**

**Uplift - A People Powered Community CLG**  
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**Uplift - A People Powered Community CLG**  
**Company limited by guarantee**

**Directors and other information**

<b>Directors / Trustees</b>	Bruce Clark Jonathon Lloyd Amel Yacef Bex Hay Nana Nubi Fatima Halawa Anna Nolan William Abom (appointed Sept 2021) Evgeny Shtorn (appointed Sept 2021) Rory Doherty (appointed Dec 2021) Marieanne McKeown (appointed Dec 2021) Anne Gibney (appointed Dec 2021) Edel McGinley (resigned Sept 2021) Cian O'Donovan (resigned Sept 2021) Hannah Jane Lownsborough (resigned Sept 2021) Liam Herrick (resigned Sept 2021)
<b>Secretary</b>	Bruce Clark
<b>Company number</b>	544851
<b>Registered office</b>	Uplift - A People Powered Community 13 Lower Dorset Street Dublin 1 D01 Y893
<b>Business address</b>	13 Lower Dorset Street Dublin 1 D01 Y893
<b>Auditor</b>	Gordon, Lane & Co. Hanover House 85-89 South Main Street Cork
<b>Bankers</b>	Allied Irish Bank Grafton Street Dublin 2

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**Directors / Trustees report**

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2021.

The financial statements have been prepared in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) as modified by the Statement of Recommended Practice “Accounting and Reporting by Charities” effective 1 January 2015. Previously the company applied FRS 102 but did not apply the Statement of Recommended Practice “Accounting and Reporting by Charities” (FRS 102 Charities SORP). The organisation has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland however it is considered best practice.

**Reference and Administrative Details**

The organisation is a non-profit company with a registered office at 13 Lower Dorset Street, Dublin 1 D01 Y893. The company trades under the name Uplift – A People Powered Community CLG. The companies registered number is 544851. The Company has a total of 12 voluntary directors.

**Structure and Governance and Management**

Uplift is a non-profit company limited by guarantee with a voluntary board of directors. Uplift does not hold charitable status but we are bound by company law and in line with our mission are dedicated to excellent governance and transparency. Therefore, we decided to apply SORP accounting standards from 2021 onwards to present our accounts using best practice for transparency in the non-profit and charity sector.

Our board of directors holds responsibility for overseeing the overall strategic direction of Uplift that is set out in the organisational strategy and mission. The names of the persons who at any time during the financial year (2021) were directors of the company are as follows:

Bruce Clark  
Jonathon Lloyd  
Amel Yacef  
Bex Hay  
Nana Nubi  
Fatima Halawa  
Anna Nolan  
William Abom (appointed Sept 2021)  
Evgeny Shtorn (appointed Sept 2021)  
Rory Doherty (appointed Dec 2021)  
Marieanne McKeown (appointed Dec 2021)  
Anne Gibney (appointed Dec 2021)  
Edel McGinley (resigned Sept 2021)  
Cian O'Donovan (resigned Sept 2021)  
Hannah Jane Lownsborough (resigned Sept 2021)  
Liam Herrick (resigned Sept 2021)

Please visit the ‘About Us’ section of our website for more information on Uplifts directors. [www.uplift.ie](http://www.uplift.ie)

During 2021 there were on average 12 people employed throughout the year [7.7 full-time equivalents]. The senior leadership team has responsibility for delivering Uplifts organisational strategy and for day to day management.

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**Directors / Trustees report (continued)**

There were a number of staff changes and reorganisation of roles in 2021. Julie Connelly was recruited as Operations Director, Niamh O'Connor was recruited as Communications Support Worker and Layla Wade as Campaigner. Michelle Byrne was appointed Community Campaigns Manager and Alex Barton as Fundraising and Member Support Lead. Emily Duffy resigned in Sept 2021. Founding Director Siobhán O'Donoghue continued in her role as did Nicola Browne as Coordinator of Act Now and Frances Mullen as Director of Technology. Niamh MacDonald and Mark Malone were recruited as the team to lead and manage the Far Right Observatory, an initiative supported by Uplift.

**Principal activities and objectives**

Uplift is a people powered community taking coordinated action for progressive change in Ireland. Our vision is to build a movement of people across Ireland and living abroad to become a powerful force for change in our politics, economy and society. Uplift is politically independent and is guided by our core values of equality, social justice, environmental sustainability and deepening democracy. We use digital technology to organise and mobilise our members on and off line.

**Introduction**

In the context of ongoing challenges associated with the Covid pandemic, biodiversity loss, and an accelerating climate crisis, our movement worked hard to raise up the voices of communities facing extreme injustice, connect members to take powerful action and grow our collective action in the pursuit of equality, justice, sustainability and deeper democracy.

**Achievements and performance**

The decisions and actions we take as a community are shaped by our commitment to justice, equality and compassion for all, no matter what community we belong to, or where we come from. We believe that everyone's voice should be heard and that the voices of all who live on the island of Ireland should be listened to.

By the spring of 2021 the Uplift community achieved the huge milestone of taking over 3 million actions together. In other words, that's 3 million petition signatures, emails to TDs, tweets, phone calls and donations pushing for an Ireland we can be proud of. This report sets out some of the highlights of our communities efforts during 2021.

**Ending the use of plastic in Barry's Tea Bags.**

Uplift members have worked since 2019 to persuade Barry's Tea to end the use of plastic in the lining of their tea bags. Thousands of people signed a petition that was delivered to Barry's headquarters in Cork with a giant red Barry's tea mug full of plastic. An online counter to keep track of the number of Barry's tea bags with plastic being used and members shared their feelings about Barry's on social media. During 2021 Barry's Tea confirmed that they had ceased using plastic lined teabags.

**Housing**

Safe and secure homes for everyone is a top priority for Uplift members and during 2021 was the top focus of our community's campaigning work.

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**Directors / Trustees report (continued)**

From campaigning to stop the new Land Development Agency which takes powers away from local councils to supporting families affected by mica, 2021 was a busy year.

Members campaigned to stop vulture funds buying up entire estates and apartment blocks, depriving people of homes, building and delivering a huge petition calling on the government to intervene.

Following our historic win for new public and affordable homes to be built at Oscar Traynor Road in 2019 Dublin City Council executives announced their intention to reverse this plan. Members mobilised to retain the plan for public homes but unfortunately we were unsuccessful in preventing a private developer being handed public land. Uplift members sent 8,897 emails, made 190 phone calls, and sent 1,271 messages to Councillors on social media in the last few months. We ran three opinion polls, all of which showed that people wanted public homes on the land. We are proud of our efforts and we will continue to fight hard for public homes.

The government's Housing For All plan was launched in 2021 - and Uplift members gave their views on how it stands up against our own Uplift community's 'Peoples Housing Plan'. This was one of the many member-led submissions to the government we completed in 2021.

**Covid 19 and Vaccine Hesitancy**

In 2021, we conducted and launched ground breaking research into vaccine hesitancy and how to have persuasive conversations with our loved ones on this contentious public health issue. The research involved documenting how Covid vaccines are framed in the media, by health professionals, decision makers and general advocates. Based on patterns identified, messages were designed targeting different groups of people. The most persuasive messaging was identified using an innovative technique called 'dial testing'.

The research was published and shared across civil society and reported in national media. Civil society organisations were trained and Uplift members supported to talk to people closest to them about vaccine hesitancy. We also shared the results of this work with partner organisations across the globe.

**Ending partner restrictions in maternity care:**

Living through this Covid-19 pandemic has been difficult for everyone, but for pregnant women and their partners, it's been particularly difficult as a result of restrictions on partners. From being told bad news alone, going through labour without support, cancelled antenatal classes - there are so many ways that pregnant people have been let down.

Pregnant people and parents that have had babies during Covid campaigned tirelessly to remove the cruel partner restrictions at Maternity Hospitals.

The #BetterMaternityCampaign grew from strength to strength during 2021. Uplift members sent hundreds of emails to our TDs and hospital CEOs. We met politicians and decision makers, sharing experiences and advocating for maternity care we all deserve.

An open letter to the Minister for Health and HSE chiefs was published in the Irish Examiner. Hundreds of us joined the #TheRealRotunda online event and heard the real stories of what giving birth was like during Covid-19, at the same time as 'The Rotunda' TV programme aired on RTE.

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**Directors / Trustees report (continued)**

The #BetterMaternityCare campaign culminated in a huge rally full of emotion outside Leinster House where a scroll of hundreds of personal stories from those who were affected by the restrictions was handed to politicians from every political party in the Dáil.

**Cannabis and community wealth**

Uplift members support the legalisation of cannabis use and in 2021 commissioned independent think tank TASC to conduct research on the benefits of legalising Cannabis use in Ireland. The report shows that if done right, it's possible to create community wealth, fund local services, create jobs, and improve our health. The research was launched with a members' event and members have committed to engaging with their politicians to demonstrate support for the recommendations of the research.

**Digital Democracy**

A strategic goal for Uplift in 2021 was to hold digital platforms accountable through stronger regulation and public pressure. The scale of influence digital and social media platforms have over people's daily lives is on the rise, alongside an inadequate state and institutional regulation of content, political advertising, platform monopolies. Uplift believes that this is a threat to democracy and is contributing to the rise of extremism.

Young Uplift members protested at EU Meta [Facebook] Headquarters in Dublin following the release of information that Meta owned Instagram has knowingly allowed young girls to be exposed to information that has a negative impact on their health. The young Uplifters also delivered a letter to politicians and met with the Minister for State responsible for digital regulation, Robert Troy.

**Energy and water guzzling Data Centres**

The rise of Data Centres being built in Ireland came to the fore in our communities work during 2021.

We believe that this government is enabling big tech corporations like Google, Facebook, Amazon and Microsoft to turn Ireland into the largest data hub in Europe, with a disproportionate impact on energy and water use.

In response to efforts to allow a data centre in Co Clare, Uplift members chipped in to buy a full page ad in the local paper The Clare Champion - sending a stark message about the power and water impact of the data centre in Ennis, and the pollution it will cause. We also launched a campaign for a moratorium on data centres and attended a National Data Centre Ireland conference to expose greenwashing and distribute leaflets showing the threat that data centres pose to our power supply & climate safety.

**Ending period poverty**

Everyone should have the right to manage their periods with dignity and good hygiene, but women and people with periods are still waiting for this government to act. In October, Uplift members chipped in for a billboard, paid for by Uplift members, which was placed close to Minister Stephen Donnelly's constituency office to raise the issue. Images of the billboard were shared widely across social media. Minister for Health Stephen Donnelly has committed to addressing the problem of period poverty and during 2021, many universities started to provide period products for students.

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**Directors / Trustees report (continued)**

**Super Trawlers catch will be monitored**

Super trawlers, with nets larger than huge sports stadiums are hoovering up fish stocks and killing dolphins and whales off the Irish coast. Of the 1.2 million tonnes of fish caught annually in Irish waters 80% is allocated to other countries. Under EU fishing policy each member state gets a share of the European wide fish quota.

These giant factory ships operate largely without scrutiny and monitoring and since 2015 Uplift has been working hard to raise awareness of this problem and campaigning for CCTV on board to help stop the illegal practice of 'discarding' i.e. throwing overboard catch they do not want .During 2021 we finally welcomed the news that the European Parliament voted to place CCTV on board large trawlers.

**Stopping toxic trade deals CETA and EU Mercosur**

The EU-Canadian trade deal CETA continued to be a big concern for Uplift members in 2021. After the vote to stop investor courts being allowed to bypass national courts (a critical unratified part of CETA), local CETA free zones were launched in many counties and cities. Our community also fundraised for a full page ad in the Farmers Journal to draw attention to the negative impact of CETA on small farmers.

The EU Mercosur Trade Deal is the largest deal ever proposed by the EU and was an important area of activity for Uplift members in 2021. We fundraised for and commissioned independent think tank TASC on the impact of the trade deal on climate change, health, human rights, workers, food and agriculture. The impact assessment was launched at a roundtable discussion with stakeholders from a wide cross section of society.

All during 2021 Uplift members kept the spotlight on Tanaiste Leo Varadkars refusal to publish the government's impact assessment through social media actions, emails to politicians and a large mobile bill.

**We stood with Student Nurses**

Student nurses have worked tirelessly during Covid 19 pandemic to provide the healthcare we all need. After his failure to fulfil his promise to pay increased allowances to student nurses, our community pressured Health Minister Stephen Donnelly. He again reiterated his commitment to paying them but ongoing issues remain on how student nurses and nurses in general are treated in the Irish health service.

**Solidarity with George Nkencho's family**

George Nkencho's murder January 2021, was a violent reminder of how much we need to fundamentally transform the way our communities are kept safe - through strong, local mental health services, accountable policing, proactive anti-racism measures and trusted community support networks. As a family grieved, thousands of Uplift members wrote messages of condolence and support that were delivered to George's family.

"In a time of darkness, this act of kindness has brought a little light to my family. Please extend my thanks to all those who wrote in the book." - Gloria Nkencho on behalf of the Nkencho family.



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**Directors / Trustees report (continued)**

**Supporting the people of Palestine**

In May 2021, the images of the violence engulfing Palestine proved deeply upsetting. People in Ireland, North and South, know only too well the trauma of war. That's why Uplift and Act Now members in Northern Ireland started an Open Letter to Irish Americans connected to President Joe Biden and US politicians. We called on them to support the ceasefire and show leadership to stop the state of Israel committing atrocities and breaking international law. Uplift members like Christy Moore, Bernadette McAliskey, Hozier and Mary Coughlan kicked off the open letter by signing it. We met with US political representative staff to press home the need for their support.

**Equality for Travellers**

Each and every one of us deserves what it takes to live a healthy life. But governments over the years have made decisions that caused skyrocketing poverty for Travellers, poor mental and physical health, and homelessness amongst this recognised ethnic minority community that should be thriving. Uplift members supported the Traveller Mental Health Network in delivering an Open Letter to the Dáil. Our staff team also provided strategic campaign and narrative supports to Traveller organisations during 2021.

**Sex Education Reform**

Over the past few years Uplift members have proactively sought to positively input into reform of our schools relationship and sex education curriculum. We've created submissions and encouraged our politicians to make the curriculum address consent and to reflect LGBTQ+ communities needs at every level of the curriculum.

In 2021 we got Education Minister Norma Foley's attention when we placed a people-powered ad in her local paper, The Kerryman. A meeting with Minister Foley allowed us to present our communities concerns and recommendations

**National Maternity Hospital (NMH)**

The campaign to make our National Maternity Hospital public and secular has been a long running one. In 2021, we worked to develop and promote the narrative for universal healthcare. Uplift members fundraised to commission an expert legal opinion demonstrating the feasibility of the State owning the land of the proposed site of the new National Maternity Hospital through a Compulsory Purchase Order. We launched a political pledge for TDs to show their support for public and secular ownership of the new National Maternity Hospital. Hundreds of members emailed and messaged politicians to call for a public and secular NMH.

**Act Now Northern Ireland**

Act Now is a partnership between Uplift (lead) and the UKs people-powered campaigning organisation 38 Degrees. In 2021, Act Now continued to grow its community in Northern Ireland under the stewardship of coordinator Nicola Browne.

Key campaigns during 2021 included the all-island fundraising for a billboard action providing information on where abortion services could be accessed in Northern Ireland. Following the worst outbreak of street violence in many years in March, Act Now members campaigned for a strong Integrated Education Bill. 1,500 Act Now members stood against paramilitary bullies in support for Naíscoil na Seolta - an Irish-language

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**Directors / Trustees report (continued)**

nursery school in East Belfast which was forced to move premises. Since Act Now founded the community has proactively campaigned to ban fracking in Northern Ireland and this year we demanded pro-fracking legislation to be vetoed at Stormont.

Act Now was also successful in being awarded grants from Community Foundation Ireland (with Uplift) and the Joseph Rowntree Charitable Trust.

**Collaborations and Partnerships**

Uplift works with many people-powered groups, communities and networks across Ireland and the wider world on campaigns to protect vulnerable communities and fight for justice, locally and globally.

During 2021 a major collaboration was with people powered organisations across Europe to deliver 98,000 signatures to the WTO, in support of changing the rules to make vaccine production cheaper and quicker.

In partnership with Jewish Voices for Peace and the Irish Palestinian Solidarity Campaign we delivered a petition to Facebook HQ in Dublin, calling for changes to hate speech rules. The petition was delivered in 16 other cities across the world on the same day.

We are proud to be a good ally with many groups working to overcome oppression and inequality, ranging from supporting survivors of intimate and domestic abuse to have their voices heard (SISI), disability rights activists, Traveller groups, people seeking asylum and ethnic minority communities, MRCI/ Justice For Undocumented and national NGO Mental Health Reform.

Collaboration with our sister organisations in OPEN (Online Progressive Engagement Network) continued with shared training, sharing of best practice, secondments and strategy work.

**Member Action Insights**

In 2021, our community's priorities were that members are visible, connected and feel powerful. By the end of 2021, we had 337,748 opted in supporters, making Uplift the largest people powered campaigning organisation in Ireland.

Our community petition site MyUplift is where members start and win their own campaigns. Petition starters can build a community of supporters, email supporters. They can organise events and spread the word on social media with eye catching content.

**The petitions on MyUplift that has the most signatures in 2021 were as follows:**

1. Save Merchants Arch (53k signatures)
2. Stop Investors Buying Our Homes (39k signatures)
3. Save the Cobblestone (34k signatures)
4. Birthcerts for Adoptees NOW (30k signatures)
5. Ban the practice of conversion therapy on the Island of Ireland (20k signatures)

Uplift members ran some very successful campaigns in 2021 including:

- Getting extensions for pedestrianisation on Parliament and Capel Street

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**Directors / Trustees report (continued)**

- Welcoming Afghan refugees
- Stopping Soup Runs from being shut down
- Saving a community market in Waterford from being closed.

Petitions are not the only form of action the Uplift community took in 2021. The table below shows a comparison of member actions over a three year period.

	<b>2019</b>	<b>2020</b>	<b>2021</b>
Signed a petition	457,478	893,770	595,411
Started a petition	425	625	517
Calls made to decision makers by members**			1513
Shared a petition on social media	13,958	158,800	183,644
Survey takers	24,736	30,977	29,016
Emailed a politician or policy maker	19,977	81,589	28,517
Tweeted a decision maker	1,603	2,088	3,087

\*\* data is not available for comparative periods 2019 & 2020 but will be recorded going forward

517 petitions were started by Uplift members in 2021. This was down from a historic high of 625 in 2020. There is no conclusive reason for drop but our best estimate is that a very large amount of Covid-19 related petitions were started towards the start of the pandemic - such as frustrations in provision of care and safety (ie. close the schools, introduce free masks etc) and this accounted for the higher than normal figure in 2020. Health (129), Environment (117) and Social Justice (153) were the three largest petition categories in 2021.

Member digests were sent in March, May, June, September and December of 2021 providing feedback on significant campaign actions supported by Uplift members.

Our strategic goals in relation to communications were that we increased member produced and member focused content on our social media channels and that members were given meaningful opportunities to take campaign actions through social media. In May 2021, for the first time, a Communications Worker joined the staff team at Uplift, in charge of managing social media channels, the website, press releases and visual content design. As part of their role they began recording communication metrics on a weekly and monthly basis to track growth and impact via non-email communication channels. We experienced growth across Twitter, Facebook and Instagram in 2021.

We published 25 blogs on our website in 2021.

### **Member Fundraising**

Uplift is a people powered organisation, therefore being member fundraising is vital to an organisation such as ours. We value our independence and as a result we do not accept donations from businesses or the government. We were 58% member-funded in 2021. Despite a drop in the number of subscribed members, the number of new one-off donors in 2021 increased by 4% and the total number of one-off donors increased by 8% on our 2020 figures. See the financial statements further down for more information on our funding and finances.

### **Upskill Academy**

Uplift is deeply committed to supporting members and communities facing injustice and inequality. During 2021 we designed and delivered a leadership and strategy programme with community leaders from a whole

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**Directors / Trustees report (continued)**

range of different communities and provided mentor and campaign support with leaders who are - Travellers, people of colour, people seeking asylum, disabled people, people with experience of institutionalised living, involved in rural and working class communities, youth workers, survivors of gender based violence, sex workers and more.

During 2021 we provided training on disinformation and misinformation and supported members to have persuadable conversations with loved ones on issues like vaccine hesitancy.

**Tackling extremism and hate**

The Far Right Observatory [FRO] is a politically independent civil society platform founded to monitor, analyse, inform and take action that counters far-right activity and hate in Ireland. The FRO works to inform, challenge, and undermine the activities of groups and networks involved in the politics of hate and extremism operating in Ireland. It works closely with impacted communities impacted by hate and the far-right, publish investigations and provide expert analysis to promote understanding about, and to inform action against, far-right organising in our communities.

During 2021 the Far Right Observatory for the first time employed a team to resource and grow the work to monitor and tackle far right extremism in Ireland. Uplift provides organisational, financial and strategic support and is the primary legal entity for FRO.

**Future Developments - Strategic Planning**

During 2021 our community designed and launched our strategy for 2022 - 2024. Members contributed to the process through a detailed survey and from an in depth analysis of member engagement and interests. The process was led by Uplifts Board of Directors.

**'Powering Up: Uplifts Strategic Plan 2022-2024'**

**Our Vision:** A just & equal Ireland where all people, communities, environment & democracy thrive.

**Our Purpose:** To drive strategic & impactful campaigns through member-led action, organising & innovative technology

**Our Impact Goals 2022-2024**

- Ireland environment and people are healthier because corporations are producing emissions and less pollution
- People have great public healthcare without worry of costs and when and where they need it most.
- People and communities facing oppression live free from violence and hate
- Everyone in Ireland has a safe, secure affordable home
- Democracy and political structures are shaped by the common good and not profit or by the influence of elites

**Business Review and Financial Results**

The Income & Expenditure Account and Balance Sheet are set out on pages 18 and 20. The total Income from all sources increased from €343,378 in the financial year ended 31 December 2020 to €542,292 in 2021.

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**Directors / Trustees report (continued)**

At the end of the financial year the company had assets of €290,141 (2020: €187,222) comprising of tangible assets and cash reserves. Liabilities at year-end totalled €236,934 (2020: €165,616) comprising of deferred income amounts of €205,351 and other liabilities of €31,583. The net funds of the company have increased by €31,601 to €53,207 in Reserves.

The Directors are satisfied with the level of Reserves retained at the year end. Of the net funds as at 31<sup>st</sup> December 2021 the Reserves are deemed to be unrestricted funds and are therefore available for unrestricted operating activities.

*Reserves policy*

Aside from retaining a prudent amount as an operational reserve most of the organisations funds will be spent in the short term. The Directors have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets of the organisation or for repair work should be 3 months of organisational expenditure which equates to €107,531. Our long term objective is to build our reserves to this amount.

**Risk management**

The Board of Directors is responsible for governance, developing and approving policies and strategy of the company along with responsibility for and are aware of the risks associated with the operating activities of the company. The key risks include the ability of the company to generate sufficient funding to maintain its activities, general economic factors, legal matters and changes in government legislation. The Board are satisfied that adequate systems of governance, supervision and internal controls are in place and that these controls provide reasonable assurance against such risks.

*Operational / Internal Risk*

Attracting and retaining appropriately qualified and experienced staff. Risks include employees being unavailable or employees that are only trained for one role and are unable to cover for another employee in the event of an absence. Further risk is associated with loss of institutional memory due to a long serving or key senior member of staff resigning their role. The ongoing disruption to service delivery due to the Covid 19 environment is also a risk.

*Reputational Risk*

The company relies heavily on their reputation. The company considers the actual and perceived impact of the decisions it takes, ensuring that all decisions are taken in line with the best interests and charitable purpose of the company.

**Going Concern**

The company meets its day-to-day working capital requirements through its grant income, member's donations and cash reserves. The current economic conditions caused by the impact of Covid 19 continue to create uncertainty over the ability of the company to achieve and maintain its level of service.

The directors expect the company will be in a position to meet its obligations as they fall due for the foreseeable future. The directors have considered the company's forecasts and projections for the next 12 months, which have been revised in light of the possible impacts of the ongoing Covid 19 pandemic, and the possible sensitivities. In arriving at its conclusion, the directors have taken account of the level of cash resources which the company maintains to enable it to meet its working capital requirements. It holds no external bank debt.

In assessing whether the going concern assumption is appropriate, the directors have taken into account all the available information up to the period of 12 months from this report date and approval of the financial statements. After making all necessary enquiries, the directors have a reasonable expectation the company

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**Directors / Trustees report (continued)**

has adequate resources and continuing grant income to continue in operational existence for the foreseeable future. Therefore these financial statements have been prepared on a going concern basis.

**Accounting records**

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at 13 Lower Dorset Street, Dublin 1.

**Relevant audit information**

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

- so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

**Auditors**

In accordance with Section 383 (2) of the Companies Act 2014, the auditors, Gordon, Lane & Co. Statutory Audit Firm, Hanover House, 85-89 South Main Street, Cork, T12 E39F have indicated their willingness to continue in office.

This report was approved by the board of directors on 9<sup>th</sup> June 2022 and signed on behalf of the board by:

Anna Nolan  
Director

Bruce Clark  
Director

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**Directors / Trustees responsibilities statement**

The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. 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 as at the financial year end date and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

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

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

**Independent auditor's report to the members of  
Uplift - A People Powered Community CLG**

**Report on the audit of the financial statements**

***Opinion***

We have audited the financial statements of Uplift - A People Powered Community CLG (the 'company') for the financial year ended 31 December 2021 which comprise the profit and loss account, statement of income and retained earnings, balance sheet and notes to the financial statements, including a summary of significant accounting policies set out in note 3. 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.

In our opinion, 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 profit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

***Basis for opinion***

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the 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***

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

***Other Information***

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

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

We have nothing to report in this regard.



**Independent auditor's report to the members of  
Uplift - A People Powered Community CLG (continued)**

***Opinions on other matters prescribed by the Companies Act 2014***

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

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

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

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

***Matters on which we are required to report by exception***

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

**Respective responsibilities**

***Responsibilities of directors for the financial statements***

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

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

***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.

**Independent auditor's report to the members of  
Uplift - A People Powered Community CLG (continued)**

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

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

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

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

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an 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.

**Independent auditor's report to the members of  
Uplift - A People Powered Community CLG (continued)**

Gary Buchan (Senior Statutory Auditor)

For and on behalf of  
Gordon, Lane & Co.  
Certified Public Accountants and Statutory Auditors  
Hanover House  
85-89 South Main Street  
Cork

9 June 2022

## Uplift – A People Powered Community CLG

### Statement of Financial Activities (including the Income and Expenditure Account) For the Year ended 31 December 2021

	Restricted Funds	Unrestricted Funds	2021 €	2020 €
<b>Income from</b>				
FRO – Rethink Ireland	48,525	-	48,525	-
Act Now – Joseph Rowntree Trust + CFI	30,788	-	30,788	-
Luminate Projects	29,353	-	29,353	
Donations & fundraising	-	294,885	294,885	203,782
Other Income	-	138,741	138,741	139,596
<b>Total Income</b>	<b>108,666</b>	<b>433,626</b>	<b>542,292</b>	<b>343,378</b>
<b>Expenditure on</b>				
Operational costs	108,666	400,770	509,436	342,140
Depreciation	-	1,255	1,255	560
<b>Total Expenditure</b>	<b>108,666</b>	<b>402,025</b>	<b>510,691</b>	<b>342,700</b>
<b>Net Income</b>	<b>-</b>	<b>31,601</b>	<b>31,601</b>	<b>678</b>
<b>Other recognised gains / losses:</b>	-	-	-	-
<b>Net movement in funds</b>	<b>-</b>	<b>31,601</b>	<b>31,601</b>	<b>678</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward	-	21,606	21,606	20,928
<b>Total funds carried forward</b>	<b>-</b>	<b>53,207</b>	<b>53,207</b>	<b>21,606</b>

For the current period Financial Statements to year-ended 31<sup>st</sup> December 2021 the Directors have, on a voluntary basis, opted to present the Financial Statements using FRS 102 SORP for Charities. The comparative figures have not be restated using the SORP presentation.

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Statement of income and retained earnings**  
**Financial year ended 31 December 2021**

	<b>2021</b>	2020
	€	€
Surplus/(deficit) for the financial year	31,601	678
<b>Operational reserve at the start of the financial year</b>	<u>21,606</u>	<u>20,928</u>
<b>Operational reserve at the end of the financial year</b>	<u><u>53,207</u></u>	<u><u>21,606</u></u>

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Balance sheet**  
**As at 31 December 2021**

	Note	2021		2020	
		€	€	€	€
<b>Fixed assets</b>					
Tangible assets	7	4,177		1,958	
			4,177		1,958
<b>Current assets</b>					
Debtors	8	3,690		-	
Cash at bank and in hand		282,274		185,264	
		285,964		185,264	
<b>Creditors: amounts falling due within one year</b>	9	(236,934)		(165,616)	
<b>Net current assets</b>			49,030		19,648
<b>Total assets less current liabilities</b>			53,207		21,606
<b>Net assets</b>			53,207		21,606
<b>Capital and reserves</b>					
Operational surplus			53,207		21,606
<b>Operational reserve</b>			53,207		21,606

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with Section 1A of FRS 102 Financial Reporting Standard applicable in the UK and Republic of Ireland'.

These financial statements were approved by the board of directors on 9 June 2022 and signed on behalf of the board by:

Anna Nolan  
Director

Bruce Clark  
Director

**The notes on pages 21 to 26 form part of these financial statements.**

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements**  
**Financial year ended 31 December 2021**

**1. General information**

The company is a private company limited by guarantee, registered in Ireland. The address of the registered office is Uplift - A People Powered Community, 13 Lower Dorset Street, Dublin 1, D01 Y893.

**2. Statement of compliance**

The financial statements, for year ended 31st December 2021 prepared by Uplift - A People Powered Community Limited by Guarantee are prepared in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015. Previously the company applied FRS 102 but did not apply the Statement of Recommended Practice "Accounting and Reporting by Charities". As a result of the adoption of the FRS 102 Charities SORP in the current period a change in accounting policy was required so as to ensure compliance with the Charities SORP. The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland however it is considered best practice. As noted below, the directors consider the adoption of the SORP requirements as the most appropriate accounting practice and presentation to properly reflect and disclose the activities of the organisation.

**3. Accounting policies and measurement bases**

**Basis of preparation**

The Financial Statements are prepared on the going concern basis, under the historical cost convention, [as modified by the revaluation of certain tangible fixed assets] and comply with the financial reporting standards of the Financial Reporting Council [and promulgated by Chartered Accountants Ireland ] as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015 and the Companies Act 2014 .

*Going concern*

The company meets its day-to-day working capital requirements through its grant income and cash reserves. The current economic conditions caused by the impact of Covid 19 continue to create uncertainty over the ability of the company to achieve and maintain its level of service.

The directors expect the company will be in a position to meet its obligations as they fall due for the foreseeable future. The directors have considered the company's forecasts and projections for the next 12 months, which have been revised in light of the possible impacts of the ongoing Covid 19 pandemic, and the possible sensitivities. In arriving at its conclusion, the directors have taken account of the level of cash resources which the company maintains to enable it to meet its working capital requirements. It holds no external bank debt.

In assessing whether the going concern assumption is appropriate, the directors have taken into account all the available information up to the period of 12 months from this report date and approval of the financial statements. After making all necessary enquiries, the directors have a reasonable expectation the company has adequate resources and continuing grant income to continue in operational existence for the foreseeable future. Therefore these financial statements have been prepared on a going concern basis.

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)**  
**Financial year ended 31 December 2021**

**Revenues**

All incoming resources are included in the Statement of Financial Activities when the company is entitled to the income, the amount can be quantified with reasonable accuracy and it is probable the income will be received. The following specific policies are applied to particular categories of income: Income from government and other grants, whether 'capital' or 'revenue grants', is recognised when the company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably. Grants, where entitlement is not conditional on the delivery of a specific performance by the company is recognised within income from donations and legacies. Grants, where related to performance and specific deliverables, are accounted for as the company earns the right to consideration by its performance and included within income from company activities.

**Tangible assets**

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fittings fixtures and equipment                    - 20%    straight line

Equipment, fixtures and fittings which cost under €1,000 are not deemed to be fixed assets and will be posted to the relevant expense account (as per financial procedures policy).

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.



**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)**  
**Financial year ended 31 December 2021**

**Impairment**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

**Financial instruments**

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss immediately.

Any reversals of impairment are recognised in profit or loss immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

**Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised in finance costs in profit or loss in the period in which it arises.

**4. Limited by guarantee**

The Company is a Company Limited by Guarantee (CLG) as defined under the provisions of the Companies Act 2014

The company is one limited by guarantee not having a share capital. The liability if each member, in the event of the company being wound up is €2.

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)**  
**Financial year ended 31 December 2021**

**5. Staff costs**

The average number of persons employed by the company during the financial year, including the executive director was 12 (2020: 9).

For the current period the number of persons employed is equivalent to 7.7 FTE's

In line with Company policy no Board Members are paid any salary or remuneration for services provided. Key management personnel were paid remuneration totalling €162,159 including pension contributions and employers PRSI.

The aggregate payroll costs incurred during the financial year were:

	<b>2021</b>	2020
	€	€
Wages and salaries	318,145	225,138
Social insurance costs	35,565	24,512
Other retirement benefit costs	4,496	-
	<u>358,206</u>	<u>249,650</u>

During the period there were no employees who's remuneration was in excess of €60,000.

**6. Appropriations of operational surplus / (deficit)**

	<b>2021</b>	2020
	€	€
At the start of the financial year	21,606	20,928
Surplus/(deficit) for the financial year	31,601	678
<b>At the end of the financial year</b>	<u>53,207</u>	<u>21,606</u>

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)**  
**Financial year ended 31 December 2021**

**7. Tangible assets**

	Fixtures, fittings and equipment €	Total €
<b>Cost</b>		
At 1 January 2021	2,799	2,799
Additions	3,475	3,475
Disposals	-	-
Revaluation	-	-
Transfers	-	-
Other movements	-	-
<b>At 31 December 2021</b>	<u>6,274</u>	<u>6,274</u>
<b>Depreciation</b>		
At 1 January 2021	842	842
Charge for the financial year	1,255	1,255
Disposals	-	-
Other movements	-	-
<b>At 31 December 2021</b>	<u>2,097</u>	<u>2,097</u>
<b>Carrying amount</b>		
<b>At 31 December 2021</b>	<u>4,177</u>	<u>4,177</u>
At 31 December 2020	<u>1,957</u>	<u>1,957</u>

**8. Debtors**

	2021 €	2020 €
Prepayments	<u>3,690</u>	<u>-</u>

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)**  
**Financial year ended 31 December 2021**

**9. Creditors: amounts falling due within one year**

	2021	2020
	€	€
Amounts owed to credit institutions	2,222	4,299
Trade creditors	5,240	-
Other creditors including tax and social insurance	17,516	6,960
Accruals	6,605	1,562
Deferred income	205,351	152,795
	236,934	165,616

**Analysis of deferred income**

	2021	2020
	€	€
FRO - Rethink Ireland	26,475	-
Act Now - Community Foundation	20,000	-
Act Now - Joseph Rowntree Foundation	20,349	24,056
Open Society Foundation	138,527	-
Compact E.V	-	16,000
Open Society Policy Centre	-	49,239
Community Foundation	-	22,500
Members donations	-	41,000
	205,351	152,795

**10. Related party transactions**

A Register of Interests is maintained noting any potential conflicts of interest for Directors / Trustees and Key Management Personell. No financial interests are noted however there are Board members of the organisation that also serve on the Board of related organisations. This is not uncommon practice and does not represent a conflict of interest requiring specific disclosures in these Financial Statements.

During the period there were no transactions with related parties. No remuneration or payments were made to Board Members other than the reimbursement of out of pocket expenses. In 2021 the amount of expenses remibursed was NIL (2020 - €0)

**11. Approval of financial statements**

The board of directors approved these financial statements for issue on 9 June 2022.

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**The following pages do not form part of the statutory accounts.**

## Uplift - A People Powered Community CLG

### Detailed Statement of Financial Activities

	2021	2021	2021	2020
	Restricted	Unrestricted		
	€	€	€	€
<b>Income Resources</b>				
Members Donations - One-Off	-	202,362	202,362	132,545
Members Donations - Recurring	-	92,523	92,523	71,237
FRO - Rethink Ireland	48,525	-	48,525	-
Act Now	30,788	-	30,788	-
Partnership contributions	-	6,138	6,138	13,000
Compact E.V	-	20,000	20,000	14,000
Rethink Ireland	-	4,000	4,000	-
Open Society Policy Centre	-	49,239	49,239	49,239
Neo Philanthropy	-	25,864	25,864	30,073
The Community Foundation	-	32,500	32,500	3,000
Luminate Projects	29,353	-	29,353	-
Training & consultancy	-	1,000	1,000	1,303
AMREF Snapshots Project	-	-	-	5,606
The Stephens Green Trust	-	-	-	5,000
Innovate Together	-	-	-	16,000
Eat Original ECI	-	-	-	2,000
Social Change Initiative	-	-	-	375
	<b>108,666</b>	<b>433,626</b>	<b>542,292</b>	<b>343,378</b>
<b>Resources expended</b>				
<b>Direct costs</b>				
Commission payable	-	12,795	12,795	11,118
	-	12,795	12,795	11,118
<b>Staff costs</b>				
Wages and salaries**	81,958	236,187	318,145	225,138
Employers PRSI costs	9,056	26,509	35,565	24,512
Pension charge	-	4,496	4,496	-
Training & recruitment	270	2,537	2,807	2,063
Staff expenses	-	1,853	1,853	4,536
Remote working expenses	416	3,946	4,362	526
	<b>91,700</b>	<b>275,528</b>	<b>367,228</b>	<b>256,775</b>
<b>Campaign &amp; Admin costs</b>				
Rent payable	-	-	-	1,871
Insurance	685	2,390	3,075	1,060
Office utilities	-	-	-	476
Printing, postage & stationary	126	756	882	464
Communications & IT costs	7,605	23,901	31,506	29,597
Campaign tactics	-	74,556	74,556	32,613
Admin fee	5,000	5,000	-	-
Legal & professional	250	998	1,248	1,219
Consultancy fees	3,300	4,270	7,570	-

## Detailed Statement of Financial Activities

### Resources expended cont...

	2021	2021	2021	2020
	Restricted	Unrestricted		
	€	€	€	€
<b>Campaign &amp; Admin costs</b>				
Audit & Accountancy	-	6,530	6,530	2,762
Bank charges	-	986	986	1,133
Volunteer expenses	-	48	48	40
OPEN contribution	-	3,012	3,012	3,012
Depreciation ff and equipment	-	1,255	1,255	560
	16,966	113,702	130,668	74,807
<b>Total resources expended</b>	108,666	402,025	510,691	342,700
<b>Net surplus / (deficit)</b>	-	31,601	31,601	678

\*\* Restricted salaries relate to FRO, Act Now and Luminate projects. Unrestricted salaries relate to Uplift

**Uplift - A People Powered Community CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Additional pages**

**Restricted Funding – detailed**

Agency : Rethink Ireland

Purpose of Grant : Far Right Observatory – Core Funding

Funding €75,000

Expenditure:

Salaries & employers PRSI €38,448

Administration fee € 5,000

Training & recruitment € 90

Communications & IT costs € 1,437

Legal & professional € 250

Consultancy fee € 3,300

Deferred income c/fwd €26,475

Agency : Joseph Rowntree & The Community Foundation

Purpose of Grant : Act Now Core Costs

Deferred income b/fwd €24,056

Funding €47,081

Expenditure:

Salaries & employers PRSI €29,387

Insurance € 685

Printing, postage & stationary € 126

Communications & IT costs € 590

Deferred income c/fwd €40,349

Agency : Luminate Project

Purpose of Grant : Digital Regulation Activities Funding

Funding €29,353

Expenditure:

Salaries & employers PRSI €23,179

Training & recruitment € 180

Remote working expenses € 416

Communications & IT costs € 5,578

Deferred income c/fwd € 0