

**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 2023**

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

**Contents**

	<b>Page</b>
Directors / Trustees and other information	<b>1 - 2</b>
Directors / Trustees report	<b>3 - 11</b>
Directors / Trustees responsibilities statement	<b>12</b>
Independent auditor's report to the members	<b>13 - 16</b>
Statement of Financial Activities	<b>17</b>
Statement of income and retained earnings	<b>18</b>
Balance sheet	<b>19</b>
Notes to the financial statements	<b>20 - 26</b>

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

**Directors and other information**

**Directors / Trustees**

Anne Gibney  
Rebecca Hay  
Anna Nolan  
Rachel Murphy (appointed Feb 2024)  
Patricia Munatsi (appointed Feb 2024)  
Beatriz Gomez Moreno (appointed Feb 2024)  
Laura Sullivan (appointed Feb 2024)  
Bruce Clarke (resigned Mar 2024)  
William Abom (resigned Dec 2023)  
Rory Doherty (resigned Jul 2023)  
Fatima Halawa (resigned Jul 2023)  
Jonathon Lloyd (resigned Jul 2023)  
Marieanne McKeown (resigned Jul 2023)  
Evgeny Shtorn (resigned Jul 2023)

**Secretary**

Alex Barton (appointed Mar 2024)

**Company number**

544851

**Registered office**

Uplift - A People Powered Community  
Cork Volunteer Centre  
13 North Main Street  
Cork  
T12 Y6W0

**Business address**

Cork Volunteer Centre  
13 North Main Street  
Cork  
T12 Y6W0

**Auditor**

Gordon, Lane & Co.  
Hanover House  
85-89 South Main Street  
Cork

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

**Directors and other information (continued)**

**Bankers**

Allied Irish Bank  
Grafton Street  
Dublin 2

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

**Directors / Trustees report**

---

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2023.

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. The company 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 organization is a non-profit company with a registered office at Cork Volunteer Centre, 13 North Main Street, Cork, T12 Y6W0. The company trades under the name Uplift – A People Powered Community CLG. The company's registered number is 544851. The company had a total of 12 voluntary directors during 2023.

**Structure, Governance, and Management**

Uplift is a non-profit company limited by guarantee with a voluntary board of directors. Uplift does not hold a 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 practices for transparency in the non-profit and charity sector. Our board of directors holds responsibility for overseeing the overall strategic direction of Uplift, as set out in the organizational strategy and mission. The names of the persons who at any time during the financial year (2023) were directors of the company are as follows:

- Anne Gibney
- Rebecca Hay
- Anna Nolan
- Rachel Murphy (appointed Feb 2024)
- Patricia Munatsi (appointed Feb 2024)
- Beatriz Gomez Moreno (appointed Feb 2024)
- Laura Sullivan (appointed Feb 2024)
- Bruce Clarke (resigned Mar 2024)
- William Abom (resigned Dec 2023)
- Evgeny Shtorn (resigned Jul 2023)
- Rory Doherty (resigned Jul 2023)
- Marieanne McKeown (resigned Jul 2023)
- Fatima Halawa (resigned Jul 2023)
- Jonathon Lloyd (resigned Jul 2023)

Please visit the 'About Us' section of our website for more information on Uplift's directors.

During 2023 there were on average 10 people employed throughout the year [8.5 FTE]. The senior leadership team has responsibility for delivering Uplifts organisational strategy and for day to day management.

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

**Directors / Trustees report (continued)**

**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 cost-of-living crisis, 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.

**Overarching Aims and Objectives of Uplift:**

Uplift's vision when launching nearly 10 years ago was to build a movement of people across Ireland and living abroad who will become a powerful force for change in our politics, economy and society informed by shared values: social justice, defend fairness, protect rights, preserve the planet and deepen democracy.

9 years later we are Ireland's largest campaigning community, connecting 311,021 people at the end of 2023, who have taken 4.5 million actions, including signatures, donations, survey responses, emails to decision makers etc. 330,000 of these actions were taken in 2023. Uplift has launched 3,386 petitions in all, and collected over 3 million signatures, in the pursuit of equality, justice, sustainability and deeper democracy.

Uplift is fiercely independent. We don't take donations from political parties or corporations. We rely on the donations from members and campaign supporters to keep going and the support of mission aligned foundations and supporters. Being independent means, we can take brave decisions and can truly listen to Uplift members.

**Uplift Impact Goals for the period 2022-2024 are:**

1. Ireland's environment and people are healthier because corporations are producing fewer emissions and less pollution.
2. People have access to great public healthcare without worrying about costs, and they receive care when and where they need it most.
3. People and communities facing oppression live free from violence and hate.
4. Everyone in Ireland has a safe, secure, and affordable home.
5. Democracy and political structures are shaped by the common good, not by profit or the influence of elites.

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

**Directors / Trustees report (continued)**

**Uplift Campaigning in 2023:**

**Ireland's environment and people are healthier because corporations are producing less emissions and less pollution**

*Using persuasive narratives for climate solutions*, we focused on the constituency of Co. Kerry, conducting innovative 'deep listening' research and language analysis to design compelling messages for climate action. We held a member and ally training event to share the results, offering guidance on why grounding solutions in the material needs of people and fostering support for livable communities is so effective.

*The Conor Pass*: Half way through the year, the news that the iconic area of natural beauty known as the Conor Pass in Co Kerry was being sold off saw the launch of a hugely popular campaign asking the state to buy the land and turn it into a national park. By the end of 2023 there were indications that the pressure was working but no formal announcement was made.

*Citi bank*: Working with campaigning organisation Sunrise, this year we launched a series of actions to raise media and public awareness and disrupt Citi Bank's attempts to dial down their very significant financing of fossil fuels, including 'No Pride In A Dead Planet' action during Pride Month and supporting Act Now to force the ending of Citi's sponsorship of the science park W5 in Belfast. Act Now and Uplift also targeted a much publicised investment conference held in Belfast.

*Glyphosate*: During 2023, we campaigned to stop the re-licensing of glyphosate use in the EU. As part of this effort, we tested volunteers in leadership or high-profile positions for the presence of glyphosate in their bodies. We organized a national screening of the acclaimed film *In The Weeds* in Dublin, featuring a discussion with the director, and members arranged several localized screenings. Uplift also compiled a community submission for the public consultation on the future use of pesticides in Ireland and mobilized to counter plans to sell off land owned by the state body Coillte to an investment fund. we ran a strong campaign to stop the re-licensing of glyphosate use in the EU. This included testing volunteers in leadership or high-profile positions for glyphosate in their bodies. We organised a national screening of the acclaimed film 'In The Weeds' Film with the director in Dublin and members organised a number of localised screenings. Uplift compiled a community submission to the public consultation on future use of pesticide use in Ireland and mobilised to counter plans to sell off land owned by state body Collite to an investment fund.

*Nature Restoration Law*. A major win was secured when a majority of Irish MEPs voted in support of the Nature Restoration Law in the European Parliament. A number of MEPs changed their positions after a massive people powered effort was launched.

*Shannon LNG*: Uplift has campaigned for a number of years to stop a proposed LNG (liquefied natural gas) terminal being built in the Shannon Estuary. This year we learnt that planning permission was refused. Uplift had made observations on the planning proposal in 2022.

**People have great public healthcare without worry of costs and when and where they need it most.**

*Access to healthcare*: This year we supported the MidWest Hospital Campaign Group campaigning for the reopening of A&E departments at Ennis, Co Clare & Nenagh, Co Tipperary. This work helped them secure a meeting with the Taoiseach.

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

**Directors / Trustees report (continued)**

*Mental Health:* We have partnered with the coalition Mental Health Forum to push for improved mental health funding in this year's government's budget.

*Cannabis Decriminalisation:* This year we continued the long running campaign to decriminalise the use of cannabis for personal use. Along with growing the popular petition we also made a people powered submission made to the Citizens Assembly on Drugs Use.

**People and communities facing oppression live free from violence and hate.**

*Far-right hate:* 2023 saw an escalation in far-right activity. Mid-year Uplift provided support and mobilised solidarity for library workers facing relentless harassment. In the aftermath of the riot situation in Dublin in November we provided support and strategic advice to organisations involved in the response especially to the Hope & Courage Collective.

*War in Ukraine:* In the context of Putin's ongoing war in Ukraine we successfully campaigned to stop Pernod Ricard owned Irish Distillers from commencing sales of Jameson Whiskey in Russia.

*Palestine:* After the Hamas attack on Oct 7th and the subsequent escalation of extreme violence in Gaza by the Israeli government, Uplift led the calling for a ceasefire with an open letter signed by hundreds of organisations across Ireland. We raised funds for emergency healthcare in Gaza and pushed for the Irish government to sponsor a peace resolution in the UN, working with 7amleh, a Palestinian Media Organisation, we initiated a campaign targeting Meta over the suppression of Palestinian voices on social media, organised a briefing in government buildings and coordinated a protest at Meta HQ. Uplift also continued to campaign for a EU wide cessation of trade with illegal settlements in Palestine and elsewhere.

**Everyone in Ireland has a safe, secure affordable home.**

*Traveller Homes:* We helped coordinate a Traveller Homes campaign with the Irish Traveller Movement including conducting narrative analysis, strategy support, campaign support at key moments. This also included supporting the Cork/Kerry Traveller Accommodation Group in campaigning for the specific needs of Travellers.

*Evictions:* The decision by the government to lift the election ban was met with huge public resistance. Uplift launched the Evictions Map with speed which provided a focal point for people to share their experiences and for media nationally and locally to engage with. Following the constituency based meetings, town hall events were hosted.

**Democracy and political structures are shaped by the common good and not profit or by the influence of elites.**

*Reining in Big Tech:* Uplift coordinated the publication of an open letter to the CEOs of the social media corporations headquartered in Ireland in a national newspaper, and signed by 130 organisations calling for better regulation of social media platforms. We continued to be involved in the People vs. Big Tech coalition, and throughout the year made submissions and provided analysis on a range of areas including the priority to turn off by default recommender systems across all platforms.

*Energy Charter Treaty:* The Energy Charter Treaty, an EU wide treaty, which gives the fossil fuel industry the power to undermine our democracy and sue national governments for compensation if they believe their policy decisions threaten their expected profits. In 2022 a number of large EU countries requested to leave the treaty.



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

**Directors / Trustees report (continued)**

We campaigned to pressure the Irish government to also leave. Minister Ryan gave verbal confirmation in the summer of 2023 but no official confirmation was secured by the end of 2023. We conducted research on the economic benefits of withdrawal and conducted a number of actions to raise awareness, whilst keeping pressure on the minister to confirm the decision publicly.

Auhaus convention planning complaint: Uplift is co-sponsoring legal challenge to access to planning information under the Aarhus Convention along with Right To Know and An Taisce. The legal complaint is led by the legal firm FP Logue LLP. Uplift members contributed to the legal costs involved.

*RTÉ and public broadcasting:* A payments scandal at RTÉ brought the role of public broadcasting front and centre for Uplift members. When new Director General Kevin Bakhurst was appointed we wrote an open letter inviting him to a town hall meeting with Uplift members and outlining our communities priorities submitted to the Future of Media Commission. Meetings with RTÉ and members are planned for 2024.

**Act Now, Northern Ireland**

Act Now continued to develop its capacity in readiness for becoming an independent entity. Two new board members were recruited, a campaigner was appointed. Additionally, a suite of financial and human resource policies, along with organizational systems, was created to ensure Act Now's effective operation.

The collapse of the Executive and Assembly in early 2022 adversely impacted campaigning work which needed Ministerial level decision-making. However, Act Now's campaigning model and partnership with 38 Degrees and Uplift has allowed Act Now to pivot towards targeting decision makers at Westminster in their own constituencies. Work on corporate campaigning was deepened, targeting Ulster Rugby's sponsorship deal with disgraced company Kingspan, and working alongside a global network of campaigners in the Sunrise Movement to organise against Citibank, the 2nd biggest funder of fossil fuels in the world. Act Now's work has put this issue on the news agenda for the first time, and their greenwashing highlighted by targeting science and technology park W5 who accepted Citi as a sponsor for their children's exhibition 'In Our Nature' on biodiversity and climate. Act Now developed an Open letter for groups and members to sign to lobby W5 in Belfast to drop Citi. Act Now also fundraised to do a banner drop at Queens Bridge during the NI Investment Summit to highlight Citi's sponsorship of the event, and leafleted delegates as they arrived.

Act Now continued to develop its community-based work on tackling hate and extremism, holding two online workshops and one workshop in Belfast as part of the IMAGINE festival, to share learning from the Republic of Ireland, build networks and explore effective community responses to extremism and far right activity in Northern Ireland.

Act Now secured philanthropic support from Joseph Rowntree Charitable Trust and Joseph Rowntree Reform Trust, as well as the Sunrise Project and Community Foundation Ireland. Act Now also secured a commitment from 38 Degrees to support Act Now's new tech platform for a period of 1 year.

**Hope & Courage Collective, HCC (formerly the Far Right Observatory, FRO)**

In 2023, the Hope & Courage Collective (HCC) began the process of becoming a separate legal entity from Uplift. A strategic plan was developed, a board of directors was recruited, and organizational policies were approved. Throughout the year, Uplift continued to provide organizational, governance, funding, and strategic support. These financial statements reflect the steps being taken toward HCC's transition to a separate legal entity in 2024.

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

**Directors / Trustees report (continued)**

**Some key highlights from the Hope & Courage Collective work in 2023 includes:**

- Publication of 'Greater Than Fear', a series of case studies and analysis of best practice in countering far right attempts to disrupt communities. The report received significant media coverage and is a valuable resource for communities.
- HCC provided significant analysis on the events surrounding the Dublin riots in November including immediate response actions to mitigate efforts by far right actors to gain ground; supporting local communities; providing information and analysis to media, political and wider ecosystem; formulating informed narratives and advice on responses; highlighting the importance of intelligence led policing and the root problem of big tech recommender systems.
- Over 2,849 people participated in training and workshops organised with community groups, trade unions, civil society organisations throughout Ireland.
- HCC provided rapid response support to 31 communities and organisations during 2023.
- HCC held monthly online analysis and update forums attended by civil society, trade unions and community workers.
- 

**Powering up, members in action**

MyUplift continued to grow and offer individuals and communities across Ireland opportunities to start and build powerful campaigns. In 2023, 329 petitions were launched, addressing issues ranging from protecting cherished community services to demonstrating solidarity with those facing oppression and barriers to full equality.

The top campaigns supported through the MyUplift platform in 2023 included:

1. 19,355 members signed a petition asking the government to buy the iconic Conor Pass in Kerry and turn it into a national park.
2. Stop the Forest Sell Off: A petition started by the Uplift team following the purchase of large areas of Coillte forest by overseas investment funds, asking the government not to sell large tracts of land to international corporates and vulture funds, only interested in making fast profits from destroying nature and our beautiful countryside. Signed by over 10,000 members.
3. ROI: Boycott St. Patrick's Day Celebrations at The White House 2024 with 17,363 signatures, was set up by a member after the Israeli invasion of Gaza.
4. Stop the changes to Professional Development training courses for teachers in Ireland: 10,998 supporters signed the petition
5. Following the Israeli invasion of Gaza in October, the petition Ceasefire for Gaza: Stop the killing garnered 10,033 signatures.

**Member Fundraising**

As a people powered organisation, being member funded is at the core of what this means. Without monthly and one off donations supporting campaigns and the running of Uplift, we would not exist.

In 2023, 55% of Uplift's expenditure (not including Act Now or HCC's expenditure) was member funded ie. paid for by member donations. Up from 48% member-funded in 2022, but less than 2021 which was 58%.

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

**Directors / Trustees report (continued)**

Uplift's overall Fundraising Goal is to become 70% member-funded by 2025. This will give us the freedom and financial independence to campaign bravely on issues that really matter to our community.

We further diversified fundraising streams and optimised donate pages as well as other communications to members, giving them multiple, easy means to chip in, with income coming from a variety of sources, including:

1. Emails
2. Ambient donations from MyUplift
3. Other sources: website, footer, welcome email, referrals, cheques, cash etc
4. Upskill, training and partnerships.
5. Special Projects including the people-powered forest and bee seeds.
6. Merchandise - selling stickers through the Uplift webshop.

A concerted effort to increase ambient donations (people donating after they've signed a MyUplift petition) resulted in a 30% increase in donations.

The Uplift online shop was launched in November 2023 and generated a gross revenue of €3,027.50 in December. We plan to expand the range of products available next year.

Bee seeds and trees projects are very well supported by Uplift members and were successfully run again. In the Spring we planted our second people-powered forest in Carlow with 250 trees and raised €6,500. We sent free bee seeds to 1,350 members, whilst still raising €6,400, both projects contributing significantly to our aim of diversifying our funding streams.

**Business Review and Financial Results**

The Income & Expenditure Account and Balance Sheet are set out on pages 17 and 19. The total Income from all sources decreased from €606,721 in the financial year ended 31 December 2022 to €464,817 in 2023. This decrease is primarily attributed to the restructuring of operations with the Far Right Observatory (FRO) operation moving to an Incorporated entity of its own, known as HCC.

At the end of the financial year the company had assets of €527,809 (2022: €351,434) comprising of tangible assets and cash reserves. Liabilities at year-end totalled €447,320 (2022: €272,198) comprising of deferred income amounts of €237,558 and other liabilities of €209,762 including funds held on behalf of HCC of €182,695. The net funds of the company have increased by €1,253 to €80,489 held 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 2023 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 company's 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 charity or for repair work should be 3 months of the company's expenditure which equates to €91,325. Our long term objective is to build our reserves to this amount.

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

**Directors / Trustees report (continued)**

**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.

*Reputational Risk*

Uplift relies heavily on its reputation as a trusted, people-powered organization. The company considers both the actual and perceived impact of its decisions, ensuring that all choices align with the best interests and values of the organization.

**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 the cost of living crisis 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 cost of living crisis, 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.

**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 North Main Street, Cork.

**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:

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

**Directors / Trustees report (continued)**

- 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 8th October 2024 and signed on behalf of the board by:

Anne Gibney  
Director



Rebecca Hay  
Director

Signed by:  
  
73721002C98C4A7...

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

**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 2023 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 2023 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

8th October 2024

## Uplift - A People Powered Community CLG

Statement of Financial Activities (including Income and Expenditure Account)  
For the Year ended 31 December 2023

	Restricted Funds €	Unrestricted Funds €	2023 €	2022 €
<b>Income from</b>				
Luminate Projects	33,403	-	33,403	65,806
Isvara Foundation	10,000	-	10,000	-
The Sunrise Project	54,861	-	54,861	-
HCC - Rethink Ireland	-	-	-	82,725
Act Now - Joseph Rowntree Trust + CFI	-	-	-	43,697
Members donations & fundraising	-	206,070	206,070	224,061
Rowan Foundation	-	100,000	100,000	-
Open Minds EV	4,000	-	4,000	-
Community Foundation Ireland	8,317	-	8,317	-
St Stephen's Green Trust	13,385	-	13,385	6,615
Other Income	-	34,781	34,781	183,817
<b>Total Income</b>	<b>123,966</b>	<b>340,851</b>	<b>464,817</b>	<b>606,721</b>
<b>Expenditure on</b>				
Operational costs	123,966	338,343	462,309	589,849
Depreciation	-	1,255	1,255	1,255
<b>Total Expenditure</b>	<b>123,966</b>	<b>339,598</b>	<b>463,564</b>	<b>591,104</b>
<b>Net Income</b>	<b>-</b>	<b>1,253</b>	<b>1,253</b>	<b>15,617</b>
<b>Other recognised gains / losses</b>				
Exceptional items	-	-	-	-
<b>Net movement in funds</b>	<b>-</b>	<b>1,253</b>	<b>1,253</b>	<b>15,617</b>
<b>Reconciliation of Funds:</b>				
Total funds brought forward	-	79,236	79,236	63,619
<b>Total funds carried forward</b>	<b>-</b>	<b>80,489</b>	<b>80,489</b>	<b>79,236</b>

For the current period Financial Statements to year-ended 31st December 2023 the Directors have, on a voluntary basis, opted to present the Financial Statements using FRS 102 SORP for Charities.

**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 2023**

	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
Surplus/(deficit) for the financial year	1,253	15,617
<b>Operational reserve at the start of the financial year</b>	<u>79,236</u>	<u>63,619</u>
<b>Operational reserve at the end of the financial year</b>	<u><u>80,489</u></u>	<u><u>79,236</u></u>

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

**Balance sheet**  
**As at 31 December 2023**

	Note	2023 €	€	2022 €	€
<b>Fixed assets</b>					
Tangible assets	7	1,668		2,922	
			1,668		2,922
<b>Current assets</b>					
Debtors	8	31,219		2,684	
Cash at bank and in hand		494,922		345,828	
		526,141		348,512	
<b>Creditors: amounts falling due within one year</b>	9	(447,320)		(272,198)	
<b>Net current assets</b>			78,821		76,314
<b>Total assets less current liabilities</b>			80,489		79,236
<b>Net assets</b>			<u>80,489</u>		<u>79,236</u>
<b>Capital and reserves</b>					
Operational surplus			80,489		79,236
<b>Operational reserve</b>			<u>80,489</u>		<u>79,236</u>

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 8th October 2024 and signed on behalf of the board by:

Anne Gibney  
Director

Rebecca Hay  
Director

**The notes on pages 20 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 2023**

**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, Cork Volunteer Centre, 13 North Main Street, Cork, T12 Y6W0.

**2. Statement of compliance**

The financial statements, for year ended 31st December 2023 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. 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. 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 cost of living crisis 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 cost of living crisis, 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 2023**

**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 2023**

**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 of 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 2023**

**5. Staff costs**

The average number of persons employed by the company during the financial year, including the executive director was 10 (2022: 10).

For the period the number of persons employed is equivalent to 8.5 FTE (Full-Time Equivalents)

In line with Company policy no Board Members are paid any salary or remuneration for services provided. Key management personnel were paid remuneration totalling €159,881 including pension contributions. There are 3 Key management personnel being the Executive Director, Operations Manager and the Fundraising and Technical Director. The term Director refers, here, to job title only and does not refer to a member of the Board of Directors.

The aggregate payroll costs incurred during the financial year were:

	<b>2023</b>	<b>2022</b>
	€	€
Wages and salaries	267,117	394,429
Social insurance costs	29,380	43,422
Other retirement benefit costs	6,837	8,918
	<u>303,334</u>	<u>446,769</u>

During the period there was 1 employee remuneration in excess of €60,000 on an FTE basis.

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

	<b>2023</b>	<b>2022</b>
	€	€
At the start of the financial year	79,236	63,619
Surplus/(deficit) for the financial year	1,253	15,617
<b>At the end of the financial year</b>	<u>80,489</u>	<u>79,236</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 2023**

**7. Tangible assets**

	Fixtures, fittings and equipment €	Total €
<b>Cost</b>		
At 1 January 2023	6,275	6,275
Additions	-	-
Disposals	-	-
Revaluation	-	-
Transfers	-	-
Other movements	-	-
<b>At 31 December 2023</b>	<u>6,275</u>	<u>6,275</u>
<b>Depreciation</b>		
At 1 January 2023	3,352	3,352
Charge for the financial year	1,255	1,255
Disposals	-	-
Other movements	-	-
<b>At 31 December 2023</b>	<u>4,607</u>	<u>4,607</u>
<b>Carrying amount</b>		
<b>At 31 December 2023</b>	<u>1,668</u>	<u>1,668</u>
At 31 December 2022	<u>2,923</u>	<u>2,923</u>

**8. Debtors**

	2023 €	2022 €
Secured grant - Sunrise Project 2023	18,277	-
Act Now - Loan account	12,942	-
Prepayments	-	2,684
	<u>31,219</u>	<u>2,684</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 2023**

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

	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
Amounts owed to credit institutions	1,514	3,523
Trade creditors	-	4,920
Other creditors including tax, social insurance and pensions	8,421	7,788
HCC - Loan account	182,695	-
Accruals	17,132	6,343
Deferred income	237,558	249,624
	<u>447,320</u>	<u>272,198</u>

**Analysis of deferred income**

	<b>2023</b>	<b>2022</b>
	<b>€</b>	<b>€</b>
FRO - Rethink Ireland	-	18,750
FRO - Community Foundation	-	25,000
FRO - Other grants	-	4,750
Act Now - Community Foundation	-	10,357
Act Now - Joseph Rowntree Foundation	-	15,623
Isvara Foundation	10,000	-
Luminate Projects	107,558	28,759
St Stephens Green Trust	-	13,385
Community Foundation	-	7,500
Opportunity Green	-	5,500
Rowan Foundation	120,000	120,000
	<u>237,558</u>	<u>249,624</u>

**Hope & Courage Collective - Analysis of Accounts for 2023**

	<b>Dr</b>	<b>Cr</b>
	<b>€</b>	<b>€</b>
FRO - Rethink Ireland - deferred b/fwd		18,750
FRO - Community Foundation - deferred b/fwd		25,000
FRO - Other grants - deferred b/fwd		4,750
 <i>Income Received in 2023:</i>		
Training & other income		20,782
Core Grant: Rowan Trust		130,000
Restricted Grants: Community Foundation		27,183
Restricted Grants: Equality Fund		75,000
Restricted Grants: Irish Human Rights & Equality Com		7,200
Restricted Grants: Luminate		91,324
 <i>Expenditure for 2023:</i>		
Accounting & Audit	37	
Capacity building	27,500	

**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 2023**

Organisational developmet	9,225	
Education & training	10,249	
Legal fees	102	
Communications	25,215	
Website & Social media	4,979	
Research & analysis	20,120	
Staff costs (salaries, wages, pension etc.)	108,219	
Strategic planning	6,733	
Travel & subsistence	1,105	
Administration costs	1,411	
Equipment	2,399	
<b><i>Amount to be transferred to HCC from Uplift</i></b>	<b>182,695</b>	
	<b>399,989</b>	<b>399,989</b>
	<b>399,989</b>	<b>399,989</b>

**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 2023 the amount of expenses remibursed was NIL (2022 - €0)

**11. Approval of financial statements**

The board of directors approved these financial statements for issue on 8th October 2024.

**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

	2023	2023	2023	2022
	Restricted	Unrestricted		
	€	€	€	€
<b>Income Resources</b>				
Members Donations - One-Off	-	112,396	112,396	126,493
Members Donations - Recurring	-	80,430	80,430	90,805
Isvara Foundation	10,000	-	10,000	-
Sunrise Projects	54,861	-	54,861	-
Partnership contributions	-	11,594	11,594	4,740
Open Society Foundation	-	-	-	138,527
Neo Philanthropy	-	-	-	13,762
OPEN Minds EV	4,000	-	4,000	-
Community Foundation Ireland	8,317	-	8,317	-
Luminate Projects	33,403	-	33,403	65,806
Training & consultancy	-	1,650	1,650	2,023
St Stephens Green	13,385	-	13,385	6,615
Open Tech Grant - E2T2	-	-	-	10,000
Rowan Foundation	-	100,000	100,000	-
Opportunity Green	-	5,500	5,500	-
Lush Retail	-	1,781	1,781	-
Transition Support - HCC	-	27,500	27,500	-
FRO - Rethink Ireland	-	-	-	82,725
FRO - Unrestricted grants	-	-	-	8,741
Act Now	-	-	-	43,697
Act Now - Members funds	-	-	-	1,124
Act Now - 38 Degrees	-	-	-	11,663
	123,966	340,851	464,817	606,721
<b>Resources expended</b>				
<b>Direct costs</b>				
Commission payable	-	9,118	9,118	14,170
	-	9,118	9,118	14,170
<b>Staff costs</b>				
Wages and salaries**	38,455	228,662	267,117	394,429
Employers PRSI costs	4,230	25,150	29,380	43,422
Pension charge	-	6,837	6,837	8,918
Management & strategy	6,000	6,000	-	-
Training & recruitment	-	16,958	16,958	3,479
Staff travel expenses	-	3,272	3,272	7,725
Remote working expenses	-	5,442	5,442	7,538
	48,685	280,321	329,006	465,511

**Detailed Statement of Financial Activities****Resources expended cont...**

	2023	2023	2023	2022
	Restricted	Unrestricted		
	€	€	€	€
<b>Campaign &amp; Admin costs</b>				
Insurance	-	2,684	2,684	2,971
General expenses	-	462	462	1,338
Printing, postage & stationary	-	2,061	2,061	3,269
Communications & IT costs	25,824	18,874	44,698	38,386
Campaign actions	42,477	16,448	58,925	47,999
Admin & overheads fee	6,980	-	-	-
Legal & professional	-	-	-	3,403
Audit & Accountancy	-	4,181	4,181	4,649
Bank charges	-	1,110	1,110	561
Volunteer expenses	-	20	20	-
OPEN membership fees	-	6,898	6,898	7,592
Community donations	-	3,146	3,146	-
Depreciation FF and equipment	-	1,255	1,255	1,255
	75,281	50,159	125,440	111,423
<b>Total resources expended</b>	123,966	339,598	463,564	591,104
<b>Net surplus / (deficit)</b>	-	1,253	1,253	15,617

\*\* Restricted salaries relate to Sunrise and Luminare 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 : Luminate Project

Deferred income b/fwd € 28,759

Funds received in 2023 €112,202

Expenditure:

Salaries & employers PRSI € 11,203

Events & meetings € 1,230

Communications € 1,301

Overheads & admin € 1,750

Campaign Actions € 10,450

Tech support € 7,469

Deferred income c/fwd €107,558

Agency : Sunrise

Deferred income b/fwd € 0

Funds received in 2023 €54,861

Expenditure:

Salaries & employers PRSI €13,761

Management & strategy € 4,800

Campaign actions €26,800

Communications € 2,500

Tech support € 7,000

Deferred income c/fwd € 0

Agency : Isvara Foundation

Funds received in 2023 €20,000

Expenditure:

Salaries & employers PRSI €4,000

Overheads & admin €1,700

Tech support €3,300

Communications & IT costs €1,000

Deferred income c/fwd €10,000