



Cork
Volunteer Centre

Ionad d'Obair Dheonach Corcaigh

ANNUAL REPORT

(1st January 2021 to 31st December 2021)



Rialtas na hÉireann
Government of Ireland

Cork Volunteer Centre CLG
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Registered Charity Number (RCN): 20078195
Charity Number (CHY): 19850

TABLE OF CONTENTS

1. Background	2
2. Our Services	3
3. Chairpersons Statement	4
4. Managers Statement	5
5. Structure, Governance and Management	6
6. Objectives, Achievements and Performance	11
7. 2021 in Numbers	21
8. Finances	22
9. Future Plans	39

1

Background

Cork Volunteer Bureau (as it was then known) began their initial recruitment and placement service in 2003, which was run by volunteers. In 2005, funding was secured from the Department of Community, Rural and Gaeltacht Affairs that allowed for two-part time workers. In November 2005, Cork Volunteer Centre registered as a company limited by guarantee with a board of Directors. Cork Volunteer Centre is one of 21 volunteer centres nationwide. It is funded by the Department of Rural and Community Development. Currently located at 13 North Main Street, Cork Volunteer Centre is staffed by a devoted team of employees and volunteers. When a member of the public enters the building, the first person they encounter is one of our dedicated team of reception volunteers. We feel that the best way to first learn about the benefits of volunteering is from someone engaged in this process themselves. Our reception volunteers explain how I-Vol works; provide assistance with registration; and offer and schedule face to face appointments with our Placement Officers.

Cork Volunteer Centre was set up to promote the benefits of volunteering among the inhabitants of the Cork City and Cork County Area. This aim is achieved in association with relevant statutory and voluntary authorities. Furthermore, Cork Volunteer Centre was established to provide support, training and advice which advances the effectiveness of organisations involving volunteers to promote charitable activities on behalf of the communities across Cork City and County.



Volunteers

We offer volunteers the following services:

- The opportunity to meet a member of staff to discuss volunteering opportunities that are meaningful for them.
- Access to an extensive database of volunteering opportunities available across Cork City and County.
- Information on the how, why and where of volunteering.
- Ongoing support and information through regular contact.



Organisations

We offer Volunteer Involving Organisations the following services:

- A free volunteer referral service.
- Guidance and support in developing volunteer roles
- The ability to advertise volunteer opportunities on our database
- Access to an extensive pool of volunteers across Cork City and County and nationwide through I-Vol.
- Training, guidance and support on all aspects of best practice in volunteer recruitment, retention, support and management.
- Networking opportunities for volunteer managers
- Advice and support on volunteer policy
- Garda vetting services





Having joined the Cork Volunteer Centre team in November 2016 as a Placement Officer, I take great pride in presenting the 2021 annual report as manager of the centre.

While the Covid-19 pandemic posed a number of great challenges for community groups and volunteer involving organisations, it also showcased the beating heart of communities across the county. All throughout the pandemic, we saw collaboration between neighbours, community groups supporting each other., people wanting to offer their help and support any way they could.

For us 2021, was a year of support. As community groups began to re-engage with their volunteer programmes, our placement team were on hand to support them in advertising their vacancies. There was also a great appetite for potential volunteers to learn more about the organisations they could volunteer with. We engaged with organisations advertising vacancies, and delivered a series of "Meet the Organisation" sessions. Through collaboration with organisations like Cork Sports Partnership, Volunteer Ireland and our own initiatives, we also provided a wide range of training sessions to organisation.

The population of Cork City according to the 2016 census was 125,657 while 417,211 people resided in the rest of the county. This brings the total population of Cork to 542,868 (CSO, 2016). This number represents a staggering 11.4% of the entire country. However, it is up to only one Volunteer Centre to provide our services for all these people. The McLaughlin Report (2018) revealed that this was the highest amount of people being served by any one volunteer centre.

County Cork is the largest county in Ireland by geographical area at approximately 7,500 km². With major towns scattered throughout this area, outreach is a costly venture. In 2019, Cork Volunteer Centre commenced a pilot programme of consistent and regular outreach activities to the County area. These activities bring with it significant travel costs. Challenges may arise as the population of Cork continues to increase. It is important that Cork Volunteer Centre is equipped with sufficient staff to meet the needs of the catchment area.

A need was identified for a more permanent base in the County area. More funding from the Department is required to ensure these activities are adequately resourced to best support the rural population of Cork; to meet the need of the catchment area; to meet the requirements of a VC as per the Volunteering Strategy; and to be in a position to provide appropriate support to organisations in locations around Cork County.

Lastly, I would like to thank outgoing manager Julie Connelly for her support and guidance throughout her time as manager of Cork Volunteer Centre. I would also like to thank the Cork Volunteer Centre board for their ongoing support and the Cork Volunteer Centre team, Cillian, David, Gosia, Karen and our volunteers for their commitment to supporting volunteerism across Cork.

Adam Lacey
Manager



On behalf of myself and the Board of Management of Cork Volunteer Centre, I am delighted to present our 2021 Annual Report.

Cork Volunteer Centre offers support and guidance to individuals and volunteer involving organisations to attain their individual goals, while also contributing to their local community and indeed, wider society.

2021 was a year of building upon the experience and lessons learned throughout the previous year, as Cork Volunteer Centre continued to provide important supports to organisations across Cork City and County impacted by COVID-19. Cork Volunteer Centre also continued to play a pivotal role as a member of the Community Response Forums of Cork City and Cork County Councils, working alongside key agencies to ensure communities across the county were supported.

The Cork Volunteer Centre staff continued to deliver key services and supports to thousands of volunteers and over 714 non-profit organisations, with online network sessions, training delivery, one-to-one meetings and information sessions all continuing virtually. We commend our staff for their dedication through the year.

The third annual Cork Volunteer Awards were held in November, and once again featured a virtual ceremony, with the addition of two additional categories celebrating a total of 12 volunteers and groups. We look forward to returning to in a face-to-face capacity next year. 2021 also saw the launch of Cork Community Volunteer programme established to respond to community needs and offer support to local authorities and community groups.

Cork Volunteer Centre has always placed its emphasis on celebrating and recognising the contributions of volunteers in organisations but of course, for us, it starts in our own organisation. A very special thank you is extended to the the Board and volunteers. We applaud your contributions to the centre, and greatly appreciate your input.

Lastly I would like to acknowledge the contributions of outgoing manager Julie Connelly for her invaluable contributions and guidance in her time with Cork Volunteer Centre I would also like to thank Adam, the staff, and volunteers of the centre for all their hard work through a difficult period.

Jim O'Donovan
Chairperson

Structure

Cork Volunteer Centre is both a registered charity and a company limited by guarantee. We are governed by a volunteer board of directors/charity trustees. The Board comprises five representatives. Currently, additional members are being sought to increase diversity in skills and expertise. Our charity trustees oversee the work of Cork Volunteer Centre. They provide checks and balances; approve expenditure; budget for the year; and the operational plan for the year.

Charity Trustees

Chairperson: Christopher O'Brien



Christopher O'Brien has 10 years' experience in the voluntary sector in people management and training roles at multiple levels. He brings to the board expertise in recruitment and retention of staff and volunteers. He has a background in organisational psychology, specialising in engagement, well-being and coaching.

Secretary: Sinéad Conroy



Sinéad Conroy has worked with SECAD, a local development company, since 2007 and has 22 years' experience working in the community development sector. She works primarily with community and voluntary groups as well as individuals on low incomes looking to enter employment or explore self-employment.

Vice Chairperson: Jim O'Donovan



Jim O'Donovan has retired as Director of Services at Cork City Council, where he worked for 43 years, in the areas of environment, recreation, planning, community, arts and general administration. He brings to the board skills and expertise of local government, business strategy, sustainability, strategic planning and change management.

Treasurer: Chris O'Leary



Chris O'Leary has over 30 years of experience as a volunteer activist and has been involved in community affairs across Cork, addressing issues of anti-poverty and community development.

Director: Aileen O'Driscoll



Specialising in building team effectiveness, team leadership and creative group decision making, Aileen has developed and delivered leadership training to major pharmaceutical & medical device multinationals, community workers and unemployed job seekers.



Director: Valerie Lucey

Valerie Lucey is the Human Resources Manager for Cork Education and Training Board (Cork ETB) with over 25 years of human resources management experience within the Education sector. She is a graduate of the Institute of Public Administration having obtained a Masters Degree specialising in Human Resources Management and has a broad range of experience including human resource planning, employee relations, payroll, training and development and employment law. Cork ETB manages 28 schools, 5 Further Education Colleges, 2 Training Centres and 160 Community Education Centres providing education and training to over 37,000 learners with an annual State budget of €220 million.



Director: Angela Mc Donald

Angela Mc Donald is originally from Leitrim, is a graduate of UCD, and has lived in Cork for many years. She retired from the Revenue Commissioners in 2020 where she served as a Principal Officer. Angela has a keen interest in the Arts and has served on a number of Boards in the Arts and Charity sectors.



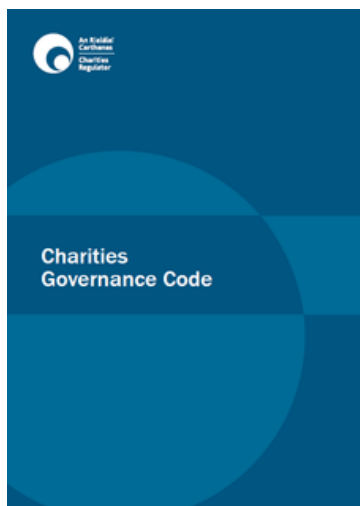
Director: Padraig Mallon

Padraig is Chief Executive of The Crann Centre in Ovens Cork. He previously worked with Irish Guide Dogs for the Blind, The United Nations Development Programme and the Irish Examiner. He lives in Crosshaven and his interests are radio, cricket, travel and cooking. He holds an MSc from Ulster University.

Governance Standards

Building on work of 2020, the trustees of Cork Volunteer Centre continued with their commitment to review the Charities Regulator Governance Code in 2021. The Compliance Record along with supporting documents was reviewed throughout 2021.

10 Board of Management meetings were held, with an AGM taking place on November 3rd 2021.



The idea of continuing to hold a number of regular board meetings virtually was maintained in 2021, and it is likely this practice will continue with a blended approach into 2022.

Employees



Julie Connelly, Manager (January - August)

Julie was manager of Cork Volunteer Centre from October 2018 to September 2021. Julie was also Garda Vetting Liaison Officer and delivered a range of training and information sessions to students, corporates and relevant volunteer involving organisations. Julie represented the Centre at relevant local and national networks. Julie represented Cork Volunteer Centre at both Cork City and Cork County Covid-19 Community Response Forums throughout 2020 & 2021.



Adam Lacey, Placement Officer / Manager (September - Present)

Adam Lacey has been with Cork Volunteer Centre since 2016. Adam was hired as manager of Cork Volunteer Centre in September 2021. Adam oversees the day to day management of Cork Volunteer Centre resources and staff. Adam works closely with the trustees of Cork Volunteer Centre to ensure the delivery of our operational plan. Adam also acts as a Garda Vetting Liaison Person for Cork Volunteer Centre. As well as supporting volunteers and organisations, Adam maintains our social media accounts and takes the lead on coordinating activities for Volunteer Week. Adam assists with the delivery of training on Garda Vetting and Volunteer Leadership. He also acts as Fire Warden and Child Protection Officer for the Centre. Adam works with David to ensure our website is up to date and accurate. Adam also ensured the smooth delivery of the Cork Volunteer Awards each year.



Karen O'Connor

Karen O'Connor joined Cork Volunteer Centre in February 2019. Karen is responsible for maintaining our financial records and preparing documents for audit. She supports Julie with funding applications and helps ensure the financial sustainability of Cork Volunteer Centre through monitoring of budgets and expenditure. Karen performs Garda vetting clerk duties and arranges the Christmas party. Karen is also our Data Protection Champion and one of our first aid officers.



Gosia Waldowska, Placement & Outreach Officer

Gosia Waldowska has been with Cork Volunteer Centre since June 2019. She was recruited as a Placement Officer with specific focus on outreach. Gosia assists with the delivery of Volunteer Leadership Training (VLT), coordinates our volunteers and takes the lead on the volunteer discount card scheme. Gosia also acts as Garda Vetting Clerk. Gosia is our other first aid officer. Throughout 2021 Gosia has continued to provide support and advice to volunteers and volunteer involving organisations remotely. Gosia also assists with the coordination of the Criticall project.



David Fradgley, CE & Community Volunteer Support Officer

David provides IT support in the form of website maintenance and assistance. David performs Garda Vetting Clerk duties for the Centre. David also acts as Health and Safety Representative and supports reception volunteers. David continues his role as the Covid-19 Employee Representative for Cork Volunteer Centre, ensuring we all follow appropriate policies and procedures. In August 2021, David was hired in the part time role of Community Volunteer Support Officer.



Cillian O'Connell, Placement Officer & Community Volunteer Coordinator

In October 2021, Cork Volunteer Centre was in a position to recruit for a full time placement officer and community volunteer coordinator, after the appointment of Adam Lacey as manager. Cillian was hired in this role from October - December 2021. Cillian assisted Gosia with virtual delivery of outreach services, supported volunteers, assisted with the large volunteer registrations and conducted interviews for Cork's Community Volunteer programme.

Volunteers

Cork Volunteer Centre directly engages a number of volunteers for reception duties at the centre. This role involves answering the phone, dealing with members of the public and some light administrative duties, as required. Volunteers use their time with us to gain work experience in an office; to improve their English; to meet new people; to get out of the house while their children are at school; and, to gain confidence and self-esteem. We see the volunteer role as a developmental one. Initial training is provided to all our volunteers on their reception duties. Our volunteers are invited to attend any in-house training they are interested in. Our volunteers are also invited to attend our team building activities, such as our team volunteer day or monthly Staff & Volunteer Coffee Mornings.



Unfortunately, due to Covid-19 restrictions, we were unable to bring back our team of reception volunteers. We continued to engage with any existing volunteers through monthly coffee mornings and table quizzes over zoom. During this time one of our reception volunteers supported us virtually, assisting with record keeping. We hope that in 2022, we will be able to re-engage with volunteers again.

Gosia, acts as volunteer coordinator for Cork Volunteer Centre. She provides training and induction; support and supervision; and communicates about Centre activities with our volunteers. Directly engaging volunteers in the Centre gives our team first-hand experience of putting into practice the principles of good volunteer management.

One way we continued to engage with volunteers in 2021, was through donation collections at the Cork Volunteer Centre building. Our team met with donation volunteers supporting CRiTiCALL, collected their donations and distributed them to the 6 Domestic Violence support services in Cork.



Corporate Social Responsibility

Cork Volunteer Centre benefited from the support of the corporate sector on two of our projects in 2021. In November, the team at EazyCity came to the Cork Volunteer Centre painted our reception and canteen areas as part of their Giving Back initiative. We are so grateful to all involved, for brightening up our building.



The second project that benefited from corporate support was the Cork Volunteer Awards. Our corporate partners provided financial support, as well as volunteering their time to assist with judging the awards.

6

OBJECTIVES, ACHIEVEMENTS AND PERFORMANCE

2021 was an exceptional year for Cork Volunteer Centre. We met or exceeded many of our targets. We continued to adapt, and provided additional resources and services virtually. The four core objectives under our Operational Plan for 2021 remained the same as previous years. The following outlines some of our key achievements and challenges under each objective.

a

Increase Access to Volunteering by offering a Support Service to the Public and Volunteering Involving Organisations (VIOs).

Outreach

In 2021, while the global pandemic still impacted our ability to host face to face or in person networking sessions, we pivoted our approach to information delivery.

We hosted 15 “Meet the Organisation” information sessions, providing potential volunteers the opportunity to meet with Volunteer Involving Organisations (VIOs) virtually.

We hosted 8 “How to Volunteer in Cork” sessions, showing potential volunteers how to access our services. We hosted 4 C.O.R.K. (Connecting Organisations, Resources & Knowledge) networking sessions.



Outreach

15x “Meet The Organisation” sessions (152 attendees). Highlighting volunteering opportunities with: Big Brother Big Sister, Club ACTivate, CRITiCALL, Cork Nature Network, Foróige, Slí Eile, Rebels Against Waste, Alone, SVP, CDYS, CoAction, Cork Community Volunteers.

8x How To Volunteer in Cork sessions (15 Attendees)

4 x C.O.R.K. Networking Sessions (20 Attendees)

Challenges

Progress was slow but attendance improved with “Meet the Organisation” sessions.

Internet connection in rural areas.

Zoom fatigue.

Difficult to engage with volunteers who may not traditionally engage with online methods of contact.

Virtual Organisation support meetings worked well.

Garda Vetting

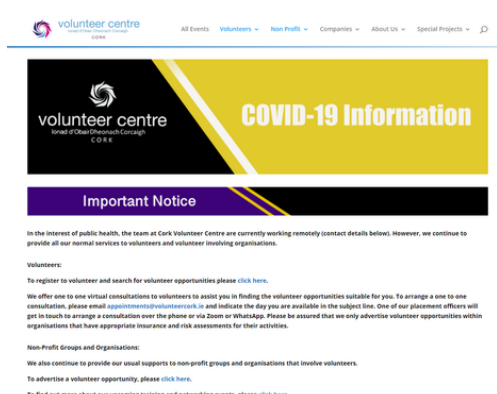
In 2021, many community and voluntary groups across the city and county were still slow to reopen. The groups that continued were those, like the Meals on Wheels groups, that were considered essential services, while groups that would traditionally host activities for Children were slower to return to these activities. We continued to deliver Garda Vetting training via Zoom, as new organisations needed to become affiliated with us. During 2021, we processed 933 vetting applications overall which was on par with processed applications in 2020 (940).



Principal Risks and Uncertainties

The Company is solely funded through grants from state registered bodies, the main risk and uncertainty is the continued receipt of these grants. The directors are confident that the funding will remain in place as the service the company provides is regarded in the voluntary sector as invaluable and funding is not dependent on the company meeting strict targets.

Covid-19 Webpage



In order to support volunteer and volunteer involving organisations, Cork Volunteer Centre continued to provide a dedicated Covid-19 tab on our website in 2021. This section provided up to date information and resources around volunteering during Covid-19. It also contained the team's remote working contact details.

Research

Cork Volunteer Centre recognises the value of research to inform quality service delivery. In March 2020, Cork Volunteer Centre, in partnership with researchers from UCC, was awarded a New Foundations Scheme grant for a research project. The project was entitled Inclusive Volunteering: Migrant Participation in Volunteering in Ireland. The New Foundations Scheme is supported by the Irish Research Council. This research project came under the 'Enhancing Civic Society Strand' and allows Cork Volunteer Centre to be a community partner on a research piece to the value of €12,000 approximately. A total of 238 eligible applications were received and evaluated by the Irish Research Council and 100 applications were recommended for funding. Due to Covid-19 limitations, the Irish Research Council allowed these projects to commence later in the year than normally required. Work on the project commenced in December 2020 and will continue throughout 2021. We expect to launch this research in April 2022.



Training for Volunteer Involving Organisations

In 2021, Cork Volunteer Centre hosted and delivered 34 training sessions for Volunteers and Volunteer Involving Organisations in Cork outside the monthly Garda Vetting Officer training sessions.

Training included:

- Volunteer Support, Supervision and Recognition
- 8 Modules of Volunteer Leadership training (January & June)
- Engaging Young People in Your Volunteer Programme
- Social Media for Non- Profits (February & July)
- 2 x Developing an Annual Report with Carmichael Centre.
- Domestic Abuse Awareness Training
- Managing Volunteers with Additional Support Needs
- New Landscapes- Cork Sport Partnership
- 8 Workshops for National Volunteering Week including, 'Budgets for Non Profits', 'New Options for Funding', 'Garda Vetting Basics', 'Support Supervision and Recognition', 'Fundamentals of Virtual Volunteering', 'Creating a Positive Volunteer Culture' and 'How To Let Go of What You Can't Control'.
- Fundamentals of Volunteer Engagement Training (Delivered in partnership with Volunteer Ireland and Louth Volunteer Centre in May and November).
- Taking the Fear out of Garda Vetting
Waste Prevention Workshop

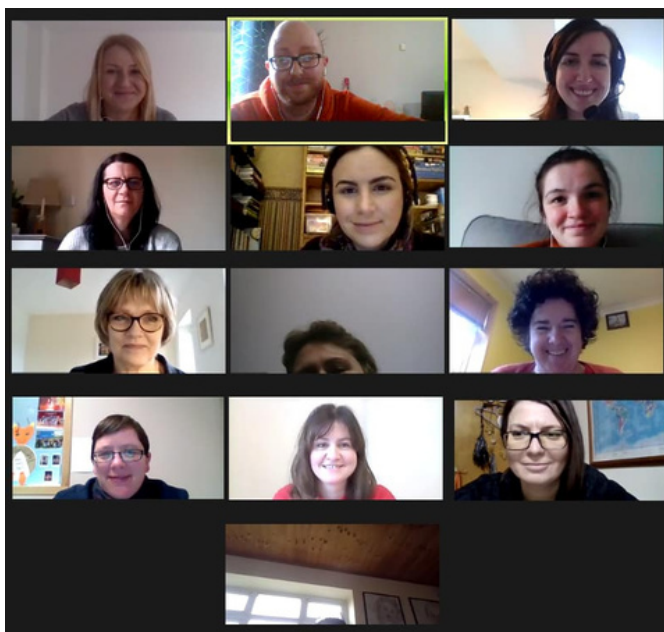
Volunteer Leadership Training - June 2021

"Well prepared and organized hosted in smooth and engaging way with use of many digital tools. Gives wide and inspiring view on the matter."

"I enjoyed the flow and pace of the training. It was all very relevant to my existing experiences and consolidated thoughts and considerations I already hold re volunteering. Great job."

As in 2020, the Covid-19 Crisis highlighted the importance of the need for best practice in volunteer management to protect both volunteers and the organisations they volunteer with. We continued to deliver and attend training virtually, and successfully offered training to 308 participants in 2021.

In addition, Cork Sports Partnership commissioned us to deliver workshops on volunteering in sport in 2020, which continued into early 2021. We anticipate this training series will be offered again in 2022.



What did you enjoy about today's Training?

"Clear information, the contribution from the other participants and the easy of asking questions of the hosts, thank you."

"A lot of areas in common between the participants, that created lots of interesting chat during the discussion sessions" [CSP Training Feedback]



CRITiCall Cork

The Cork Criticall project emerged as a direct response to social issues emerging during Covid-19 lockdowns. Substantial increases in reports of domestic abuse were outlined in the media and discussed widely by members of the Community Response Forums in both Cork City and County. In Dublin, a number of Volunteer Centres came together to set up CRITiCall as a means to provide critical physical items to those emerging from domestic abuse situations.

In 2021, Cork Volunteer Centre continued to raise awareness for and support those directly impacted by domestic violence situations. On January 14th, Coordinator Jennifer Conroy presented to 355 UCC Social Studies students in an online webinar. Followed by a "Meet The Organisation" session on February 23rd with coordinator Michelle Hurley.

This project contributes to making Cork a safer space overall. For those donating, it allows them to feel like they are making a meaningful contribution to those worse off during this tough time. Arranging a collection amongst friends and colleagues provides a way to connect with each other in a small way. For those receiving the donations, it gives them hope and encouragement. Volunteers can also support those in a very difficult situation by writing anonymous letters to them (in English or any other language). Victims who are migrants can feel particularly isolated. Receiving words of courage in their native languages helps them feel less lost and lonely. Our letter writing project lets victims know they are not alone.



In Cork, there are six members of Safe Ireland who benefited from donations from members of the public.

Good Shepherd Cork (Edel House), Cuanlee Refuge, OSS Cork, Mná Feasa, West Cork Women Against Violence, Y.A.N.A. (You are not alone)



CRITICALL was overseen by Gosia Waldowska
& Coordinated by UCC Students
Jennifer Conroy, Michelle Hurley and Catherine O'Sullivan.

Rebels Against Waste

Rebels Against Waste was a project delivered by Cork Volunteer Centre.

The idea behind the project was to bring community and voluntary groups and volunteers together to share ideas and increase awareness around waste prevention in Cork City.

Essentially, waste prevention is a process of re-thinking how we do things in order to reduce waste. Preventing waste is about finding ways to keep items in use longer and not generating as much waste in the first place.

It's about:

- Rethinking the way we do things.
- Redesigning the items we use.
- Repairing and reusing items.
- Building knowledge and skills in the community to facilitate repair and reuse.

In 2021, we hosted a workshop with Cork Environmental Forum for community groups to further support their awareness of waste.

This project helped us play our part to achieve the following SDGs: 11 Sustainable Cities and Communities, 12 Responsible Consumption and Production.



Rebels Against Waste
was coordinated by David Fradgley.





Cork Community Volunteers was coordinated by Adam Lacey

The Community Volunteers Programme is a new pilot project commencing in 2021 with an aim to support local needs in our communities. It offers a new way to bridge the gap between communities that need support and the people who want to help. It gives people the opportunity to get involved in local events and festivals, while also supporting more urgent needs that arise unexpectedly, such as the response to COVID-19. The programme will help organisations respond effectively to needs in our communities by allowing them to engage with enthusiastic, local Community Volunteers, who have raised their hand to say they want to get involved and help out.

Our experience of volunteering during COVID-19 identified a clear need for diverse, trained, and flexible volunteers so that Ireland is better placed to respond quickly, effectively, and professionally in times of local and national need. The programme was developed based on lessons learned from COVID-19 and in consultation with key stakeholders.

It is critical for us that this programme supports the local needs of each area. To ensure we can continue to develop and evolve the programme, we will be rolling it out on a phased basis. Initially, ten Volunteer Centres will deliver the programme in their county with more beginning to deliver a service in 2022.

The programme is funded by the Department of Rural and Community Development and coordinated by Volunteer Ireland and the network of Volunteer Centres.

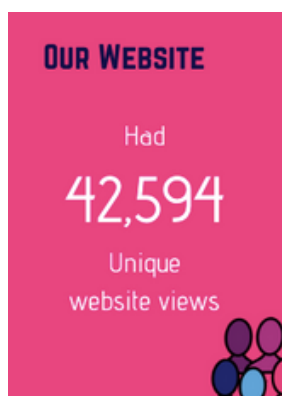


Community Volunteer Launch



Cork International Film Festival





Newsletters

We utilised Salesforce to circulate 20 newsletters to VIOs and Volunteers over the course of 2021. These newsletters signposted VIOs to online resources and training that may be available to them specifically related to Covid-19. Links were provided to HSE, Volunteer Ireland and local authority supports. The newsletters also signposted relevant local wellbeing initiatives and supports available to VIOs and their volunteers. Furthermore, our newsletters invited VIOs to engage with the #volunteerfromhome campaign and to consider how to engage their volunteers in different ways during the crisis.

Our volunteer newsletters informed volunteers of urgent or exciting volunteering opportunities as well as highlighting how to volunteer safely during Covid-19.

National Volunteer Week

National Volunteer Week took place from May 17th – May 23rd 2021. In an effort to empower Volunteer Involving Organisations, Cork Volunteer Centre hosted 8 workshops for VIOs and Volunteers (with 75 attendees), and hosted a C.O.R.K network session for Volunteer managers.



- Budgeting for Non Profits
- New Options for Funding
- Garda Vetting Basics
- Support Supervision and Recognition
- Fundamentals of Virtual Volunteering
- Creating a Positive Volunteer Culture
- How to let go of what you can't control
- Yoga for Volunteers

Throughout the week, we:

- Launched nominations for Cork Volunteer Awards.
- Shared quotes from active Volunteers in the community.
- Brought awareness to our training calendar and volunteer discount cards.

Cork Volunteer Awards 2022



Cork Volunteer Centre hosted the Cork Volunteer Awards virtually on Friday November 5th 2021. The award ceremony celebrated volunteer's in 12 individual categories and one overall C103 Volunteer of the Year winner.

To facilitate a virtual ceremony, the Volunteer Centre staff liaised directly with the volunteer award winners and those who nominated them to facilitate 2 days of filming ahead of the awards.

The final ceremony was streamed on Facebook, on November 5th. It was hosted by Mairead Twohig (C103). While it was unfortunate not to be able to host an in-person ceremony again, we were delighted to be able to proceed with the celebration of these twelve deserving winners and look forward to returning to an in-person ceremony in 2022.



John O'Neill
Kanturk Tidy Towns
North Cork Volunteer
Award 2021



John Rose
Midleton
Meals on Wheels
East Cork Volunteer
Award 2021



Mike Deasy
Clonakilty Tidy Towns
West Cork Volunteer
Award 2021



Rory Conlon
Cork City First
Responders
North City
Award 2021



Angela Murphy
Girl Guides
& Welcome English
South City Award 2021



Megan Fox
NCBI Mitchelstown
Youth Award 2021



Padraig Cronin
CanTalk
Student
Award 2021



Eileen O'Riordan
Cork Nature Network
Board Member
Award 2021



Bloodbike South
Group
Award 2021



**Oisín Coyle &
Shane Collins**
COVID-19 Special Project
Award 2021



Noreen Minihan
Clonakilty Area
Sports Group
Lifetime Achievement
Award 2021



Olivia Keating
Rebel Wheelers
Multisport Club
Sport
Award 2021

**Overall C103
Volunteer of the Year 2021**

Financial Systems

In 2021 we continued to process salaries in-house by utilising the Big Red Book system. This has saved money and allowed more flexibility.

Remote Working

In 2021, our team operated in a blended working capacity, with staff members allocated days to attend the office and work from home. We continue to utilise additional mobile phones and laptops, purchased in 2020, and Zoom for meetings and delivering training. Remote working agreements were signed by all employees. GDPR and confidentiality agreements were re-emphasised.

Regular team meetings occurred online to ensure everyone was up to date in an ever-changing situation. In an effort to remain engaged on a social level, the team arranged monthly coffee mornings with table quizzes to stay in touch. Volunteers, students on placement and our board members were invited to attend. This is a practice we have continued into 2022.



Health and Safety

Due to the Covid-19 pandemic a number of changes were implemented to our health and safety policies and procedures.

The following is a summary of the measures which were adopted to ensure the health and safety of staff, volunteers and members of the public:

- Group working bubbles were maintained to ensure employees had access to the building while ensuring social distancing and work from home directives were followed.
- David has continued as our Covid-19 Employee Representative as he has completed Health and Safety Representative QQI L5 training. He also undertook return to work training with Cork Chamber.
- All HSE guidelines and requirements were implemented in relation to returning to the office.
- We made a Covid-19 procedures video to become part of induction for new employees and volunteers.

Data Protection

Karen acts as our Data Protection Officer and oversees any breach which may have occurred in day-to-day running of the organisation. A GDPR procedure and policy was put in place for staff to adhere to. We work on a 'no blame' culture and encourage staff to self-report any human errors that occur. Covid-19 brought additional considerations in relation to retention of personal data. Contact tracing forms are destroyed after 14 days as per the guidelines.



7 2021 IN NUMBERS

SUPPORTING VOLUNTEERS

1488

New Volunteer Registrations

341

Volunteers Placed with Organisations

859

Volunteers Referred to Organisations



OUTREACH

4

virtual network meetings attended by

20

organisations



INFORMATION

Delivered

24

information sessions to

178

attendees.



(Students, Businesses, Social Welfare & Marginalised groups)

61

Volunteer Award Nominations

12

Volunteer Award Categories

Supported by

8

Cork based businesses

CELEBRATING & RECOGNISING VOLUNTEERS

SUPPORTING NON PROFITS

64

Organisation Support meetings

61

New Organisations

732

Engagements with non-profits (Phone & In person)

194

New Opportunities



GARDA VETTING

Processed

933

applications

for

250

affiliates

57

Vetting Officers Trained

OUR WEBSITE

Had

42,594

Unique website views



TRAINING

34

Training Sessions for Volunteers and Volunteer Involving Organisations

Trained

298

participants in training (other than Garda Vetting)

35

participants attended annual report workshops

Cork Volunteer Centre Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2020

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 Section 1A "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and promulgated by the Institute of Certified Public Accountants in Ireland and with Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP) applicable to charities preparing their accounts in accordance with FRS102 (effective 1st January 2015).

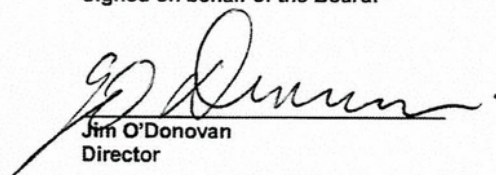
Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

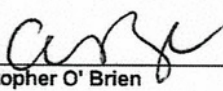
In preparing these financial statements, the directors are required to:

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

Signed on behalf of the Board:-


Jim O'Donovan
Director


Christopher O'Brien
Director

Date: 8/8/22

INDEPENDENT AUDITOR'S REPORT

to the Members of Cork Volunteer Centre Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Cork Volunteer Centre Company Limited by Guarantee ('the company') for the financial year ended 31 December 2021 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 Section 1A "The Financial Reporting Standard applicable in the UK and Republic of Ireland". In applying that framework, the directors have elected to comply with the Statement of Recommended Practice (Charities SORP) applicable to charities preparing their accounts in accordance with FRS102.

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 deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 Section 1A "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014 and having regards to the Charities SORP.

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 described below 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 financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

The directors are responsible for the other information. 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.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based solely on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are 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. In our opinion the financial statements are in agreement with the accounting records.

INDEPENDENT AUDITOR'S REPORT

to the Members of Cork Volunteer Centre Company Limited by Guarantee

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 any 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, which relate to disclosures of directors' remuneration and transactions are not complied with by the company. 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 in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

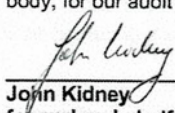
Auditor's responsibilities for the audit of the financial statements

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.

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 15, which is to be read as an integral part of our report.

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 any 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.



John Kidney
for and on behalf of
F.J. FORDE & CO.
Unit B1, Fotapoint Enterprise Park
Killacloyne
Carrigtwohill
Co. Cork.

Date: 08/08/2022

Cork Volunteer Centre Company Limited by Guarantee

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's 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.

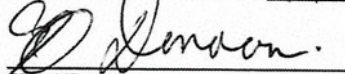
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


Cork Volunteer Centre Company Limited by Guarantee
INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2021

	Notes	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €	Total 2020
Income and endowments from:					
- Grants	1	123,800	40,356	164,156	192,274
- Charitable activities	2	40	6,529	6,569	7,233
- Other trading activities	3	14,476	-	14,476	13,554
- Insurance claim proceeds		-	-	-	-
Total income		138,316	46,885	185,201	213,061
Expenditure on:					
- Raising Funds	4/5/6	-	-	-	-
- Charitable Activities	4/5/6	-	-	-	-
- Management and Admin	4/5/6	162,278	21,280	183,558	249,963
Total expenditure		162,278	21,280	183,558	249,963
Net (expenditure)/income		(23,962)	25,605	1,643	(36,902)
Reconciliation of funds					
Total funds brought forward		33,810	4,607	38,417	75,319
Total funds carried forward		9,848	30,212	40,060	38,417

All income and expenditure arise from continuing activities

Approved by the board on 8/8/22 and signed on its behalf by:


Jim O'Donovan
Director


Christopher O'Brien
Director

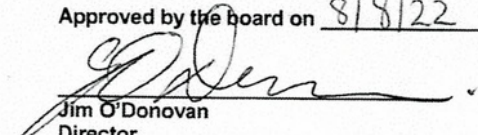
Cork Volunteer Centre Company Limited by Guarantee

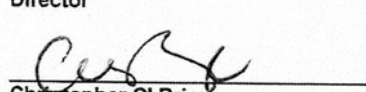
BALANCE SHEET

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	8	9,155	11,284
Current Assets			
Debtors	9	5,436	5,863
Cash and cash equivalents		49,554	68,264
		54,990	74,127
Creditors: Amounts falling due within one year	10	(23,126)	(45,875)
Net Current Assets		31,864	28,252
Total Assets less Current Liabilities		41,019	39,536
Government Grants		(959)	(1,119)
Net Assets		40,060	38,417
Reserves			
Unrestricted funds		9,848	33,810
Restricted funds		30,212	4,607
Equity attributable to owners of the company		40,060	38,417

Approved by the board on 8/8/22 and signed on its behalf by:


Jim O'Donovan
Director


Christopher O'Brien
Director

Cork Volunteer Centre Company Limited by Guarantee
RECONCILIATION OF MEMBERS' FUNDS
as at 31 December 2021

	Retained surplus	Total
	€	€
At 1 January 2020	75,319	75,319
Deficit for the financial year	(36,902)	(36,902)
At 31 December 2020	38,417	38,417
Excess for the financial year	1,643	(185)
At 31 December 2021	<u>40,060</u>	<u>38,232</u>

Cork Volunteer Centre Company Limited by Guarantee

CASH FLOW STATEMENT

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Excess/(Deficit) for the financial year		1,643	(36,902)
Adjustments for:			
Depreciation and amortisation		1,969	1,970
		<u>3,612</u>	<u>(34,932)</u>
Movements in working capital:			
Movement in debtors		427	(1,603)
Movement in creditors		(22,561)	29,123
		<u>(18,522)</u>	<u>(7,412)</u>
Cash flows from investing activities			
Payments to acquire tangible fixed assets		-	(1,279)
		<u>-</u>	<u>-</u>
Cash flows from financing activities			
Payments to acquire tangible fixed assets		-	1,279
		<u>-</u>	<u>-</u>
Net decrease in cash and cash equivalents		(18,522)	(7,412)
Cash and cash equivalents at beginning of financial year		67,675	75,087
Cash and cash equivalents at end of financial year	15	<u>49,153</u>	<u>67,675</u>

Cork Volunteer Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. GENERAL INFORMATION

Cork Volunteer Centre Company Limited by Guarantee is a company limited by guarantee and a registered charity incorporated in the Republic of Ireland. Cork Volunteer Centre Company Limited by Guarantee reports its performance for the financial year in the format of the SORPs Statement of Financial Activities (SOFA).

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and the Statement of Recommended Practice (SORP 2015) "Accounting and Reporting by Charities" and FRS 102 Section 1A "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	- 12.5% Straight line
----------------------------------	-----------------------

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Balance Sheet bank overdrafts are shown within Creditors.

Taxation

As the Company has registered charity status under No. CHY 19850, the Company is not liable for Corporation Tax.

Government grants

Capital grants received and receivable are treated as deferred income and amortised to the Income and Expenditure Account annually over the useful economic life of the asset to which it relates. Revenue grants are credited to the Income and Expenditure Account when received. Surplus Income resources during the year which has not been allocated during the year will be matched to future expenditure as projects are allocated.

Recognition of Income

- (i) Grant income from operating activities, in furtherance of the charity's programmes is accounted for on a receivables basis
- (ii) Public donations and similar income arising from fundraising events and activities are accounted for when received.
- (iii) Donations in kind such as services rendered to the company are recognised in income with an equal amount being charged against expenditure where valuations can be measured with confidence. Valuations of donations in kind are based on the unit cost to the donor. If such a valuation is not available, reasonable market rates are used.
- (iv) Interest income is recognised in the period in which it is earned.

Cork Volunteer Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

continued

Recognition of Expenditure

- (i) Expenditure is analysed between the activities in furtherance of the charity's objects, cost of generating funds and governance costs.
- (ii) The cost of each activity has been separately accumulated and disclosed. Expenditure is recognised in the period to which it relates. Expenditure incurred but unpaid at the balance sheet date is included in accruals and other creditors. Charitable expenditure comprises all expenditure incurred by the charity in meeting its charitable objectives as opposed to the costs of raising funds to finance these activities. Any publicity costs are included under the costs of generating funds due to the nature of the costs being linked to the raising of funds in furtherance of the charity's objects.
- (iii) Expenditure in project locations overseas is recognised as charitable expenditure in the period it occurs.
- (iv) Governance costs are the costs associated with the stewardship arrangements of the company. They comprise costs arising from constitutional and statutory obligations, as well as costs associated with the strategic management of the company's activities.

Restricted and Unrestricted Income

Cork Volunteer Centre Company Limited by Guarantee maintains various types of income as follows:-

Restricted Income

The restricted income represents income which has been received and recognised in the financial statements which is subject to specific conditions imposed by the donors or grant making institutions. Donations or grants may become repayable in the event that the conditions of the related agreements are not adhered to.

Unrestricted Income

The unrestricted income represents amounts which are expendable at the discretion of the company in furtherance of the objects of the charity. Such funds may be held in order to finance working capital or capital investment.

Cork Volunteer Centre Company Limited by Guarantee holds reserves for the following purposes:

- (i) To allow for uncontrollable fluctuations in income and expenditure and for unbudgeted essential expenditure, without disproportionate disruption to operations.
- (ii) To absorb setbacks and the adverse effects of large scale external events.
- (iii) To take advantage of unbudgeted opportunities which cannot effectively be planned in future financial period.

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Management is required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. There are no key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

Cork Volunteer Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

continued

NOTES TO THE FINANCIAL STATEMENTS

1	Income from grants	2021	2020
		€	€
	<u>Unrestricted</u>		
	Department of Rural and Community Development	123,800	119,769
		<u>123,800</u>	<u>119,769</u>
	<u>Restricted</u>		
	Cork City Council	2,500	62,494
	Volunteer Ireland	31,656	7,961
	Cork County Council	1,000	-
	Cork Sports Partnership	700	-
	Community Champions Funding	-	1,800
	Other Income	4,500	250
		<u>40,356</u>	<u>72,505</u>
2	Income from charitable activities	2021	2020
		€	€
	<u>Unrestricted</u>		
		40	-
	<u>Restricted</u>		
	Fundraiser for Awards Evening	6,529	7,233
		<u>6,529</u>	<u>7,233</u>
3	Income from other trading activities	2021	2020
		€	€
	<u>Unrestricted</u>		
	Rooms, vetting, training	14,476	13,554
		<u>14,476</u>	<u>13,554</u>
	<u>Restricted</u>		
		-	-

Cork Volunteer Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

4 Unrestricted Expenditure

In accordance with the FRS102 and the Charity SORP 2021 expenditure is analysed as follows:-

	Generating voluntary income	Charitable activities	Mgmt and admin	Total
	2021	2021	2021	2021
	€	€	€	€
Staff remuneration including employers PRSI	-	-	121,286	121,286
Rent and rates	-	-	10,319	10,319
Light, heat and insurance	-	-	9,096	9,096
Travel, subsistence and motor expenses	-	-	(138)	(138)
Premises, IT and communications	-	-	9,710	9,710
Fundraising costs including advertising	-	-	713	713
Professional fees	-	-	7,342	7,342
Other overheads	-	-	3,950	3,950
Total resources expended year ended 31st December 2021	-	-	162,278	162,278

Cork Volunteer Centre Company Limited by Guarantee**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2021

4.1 Restricted Expenditure

In accordance with the FRS102 and the Charity SORP 2021 expenditure is analysed as follows:-

	Generating voluntary income	Charitable activities	Mgmt and Admin	Total
	2021	2021	2021	2021
	€	€	€	€
Staff remuneration including employers PRSI	-	-	9,584	9,584
Rent and rates	-	-	-	-
Light, heat and insurance	-	-	-	-
Travel, subsistence and motor expenses	-	-	151	151
Premises, IT and communications	-	-	-	-
Fundraising costs including advertising	-	-	1,868	1,868
Professional fees	-	-	-	-
Other overheads	-	-	9,677	9,677
Total resources expended year ended 31st December 2021	-	-	21,280	21,280

Cork Volunteer Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

5 Total Expenditure

In accordance with the FRS102 and the Charity SORP 2021 expenditure is analysed as follows:-

	Generating voluntary income	Charitable activities	Mgmt and admin	Total	Total
	2021	2021	2021	2021	2020
	€	€	€	€	€
Staff remuneration including employers PRSI	-	-	130,870	130,870	180,616
Rent and rates	-	-	10,319	10,319	7,616
Light, heat and insurance	-	-	9,096	9,096	5,600
Travel, subsistence and motor expenses	-	-	13	13	1,427
Premises, IT and communications	-	-	9,710	9,710	12,975
Fundraising costs including advertising	-	-	2,581	2,581	717
Professional fees	-	-	7,342	7,342	3,898
Other overheads	-	-	13,627	13,627	37,114
Total resources expended year ended 31st December 2021	-	-	183,558	183,558	249,963

Cork Volunteer Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

6. OPERATING DEFICIT	2021	2020
	€	€
Operating deficit is stated after charging/(crediting):		
Depreciation of tangible fixed assets	2,129	2,130
Research and development		
- expenditure in current financial year	-	-
	<u> </u>	<u> </u>

7. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2021	2020
	Number	Number
Salary Bracket		
0 – 50,000	6	7
	<u> </u>	<u> </u>

The average staff remuneration in the year was:-

24,565 25,802

The staff costs comprise:

	2021	2020
	€	€
Wages and salaries	117,690	180,616
Social welfare costs	13,180	20,244
	<u> </u>	<u> </u>
	130,870	200,860
	<u> </u>	<u> </u>

The number of employees whose salaries including staff benefits but excluding employer pension contributions were greater than €60,000 were nil.

	2021	2020
	Full Time/ Part Time	Full Time/ Part Time
Operations		
General Operation	5	6
Support Services		
Finance	1	1
	<u> </u>	<u> </u>
	6	7
	<u> </u>	<u> </u>

Cork Volunteer Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Total €
Cost		
At 1 January 2021	36,263	36,263
Additions	-	-
At 31 December 2021	36,263	36,263
Depreciation		
At 1 January 2021	24,979	24,979
Charge for the financial year	2,129	2,129
At 31 December 2021	27,108	27,108
Net book value		
At 31 December 2021	9,155	9,155
At 31 December 2020	11,284	11,284

9. DEBTORS

	2021 €	2020 €
Trade debtors	3,403	3,822
Prepayments	2,033	2,041
	5,436	5,863

10. CREDITORS

Amounts falling due within one year	2021 €	2020 €
Amounts owed to credit institutions	401	589
Trade creditors	12,510	1,003
Taxation (Note 11)	7,318	13,194
Other creditors	-	3,000
Accruals	2,897	28,089
	23,126	45,875

11. TAXATION

	2021 €	2020 €
Creditors: PAYE	7,318	13,194

Cork Volunteer Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

12. GOVERNMENT GRANTS DEFERRED	2021 €	2020 €
Opening net book value	1,119	1,279
Amortisation		
Amortised in financial year	(160)	(160)
Net book value		
At 31 December 2021	959	1,119

13. STATUS

The liability of the members is limited.

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

14. CAPITAL COMMITMENTS

The company had no material capital commitments at the financial year-ended 31 December 2021.

15. CASH AND CASH EQUIVALENTS	2021 €	2020 €
Cash and bank balances	49,554	68,264
Bank overdrafts	(401)	(589)
	49,153	67,675

16. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 8/8/22.

We are approaching 2022 with an optimistic outlook. While we anticipate that physical outreach activities may not return to their pre- pandemic levels in 2022, we hope to be able to offer more blended outreach next year, while building on the success of the virtual sessions we offered throughout 2021. We also look forward to working with the local authorities to deliver the Cork Community Volunteer programme, and support the volunteer management of community events in Cork.

Financially, like most other community and voluntary groups across the country, we also have concerns around income. As society reopens, we anticipate demand for services may increase, and Cork Volunteer Centre will need to ensure we are properly resourced for this.



**Cork
Volunteer Centre**
Ionad d'Obair Dheonach Corcaigh



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