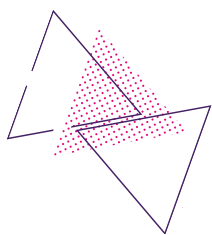


ANNUAL REPORT

Wexford Volunteer Centre's Annual Report
January - December 2023

Report By:
Eva Law
Centre Manager



2023



Wexford Volunteer Centre Annual Report

January - December 2023

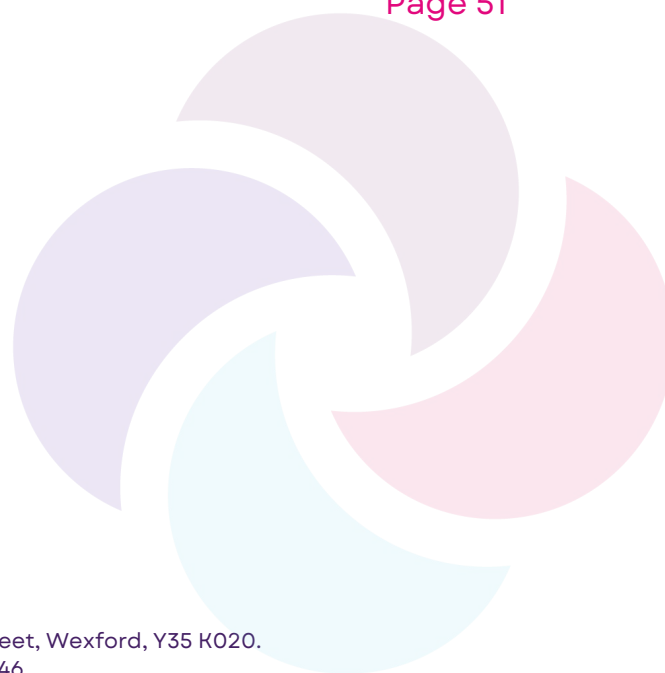
Company Name:	Wexford Volunteer Centre
Company Number:	676232
Registered Charity Number:	20206098
CHY Number:	3715071OH
Registered Office:	Wexford Volunteer Centre St Iberius House Common Quay Street Ferrybank South Wexford Town Co Wexford Y35 K020
Current Directors:	Jonathan King Constance Rochford Nuala Sheedy Andrew Maher Alice Hartigan George Lawlor
Auditors:	Asple & Company Chartered Certified Accountants, Crescent Quay, Ferrybank South, Wexford
Bankers:	Bank of Ireland Common Quay Street Co Wexford
Solicitors:	Wexford Volunteer Centre does not have a solicitor but avails of legal expertise when required.

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1 Directors Report

The Board of Directors of Wexford Volunteer Centre hereby submits its annual report, alongside the audited financial statements for the fiscal year concluding on December 31, 2023.

We affirm that these documents have been compiled on a going concern basis, adhering strictly to the accounting policies outlined in the accompanying financial statements. Our financial statements are prepared in compliance with the Companies Act 2014 and FRS 102, also known as 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', as outlined by the Financial Reporting Council.

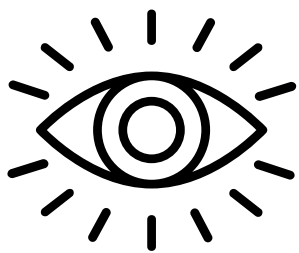
Our Thanks

Wexford Volunteer Centre would like to thank the Department of Rural and Community Development (DRCD) for their continued support of Wexford Volunteer Centre and their backing of volunteering and volunteerism in Ireland. We would like to specifically thank them for their quick response in relation to funding our post to respond to the Ukraine crisis. Our thanks also to Wexford County Council for their support and backing of Wexford Volunteer Centre, they provided great assistance to Wexford Volunteer Centre to secure our offices and for their support via funding and grants.

Wexford Volunteer Centre would like to thank the following organisations and individuals whose support and/or time has contributed to our success in 2023:

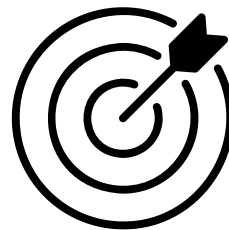
- Uniphar LTD
- Volunteer Ireland
- Wexford Local Development
- Wexford Community Response Forum
- Irish Network Against Racism
- All the Friends of Ukraine groups based across County Wexford
- Our colleagues in the Volunteer Centre Network
- HSE National Lottery
- ESB Generation Fund
- Enniscorthy Red Cross
- South East Technological University
- Coca Cola
- All of the businesses that are apart of our Volunteer Rewards Card
- All our organisations, community groups and networks for trusting us to support you in your volunteer recruitment & engagement
- Citizens of county Wexford
- Wexford People Newspaper
- South East Radio

2 Our Vision, Mission, Values and Key Priorities



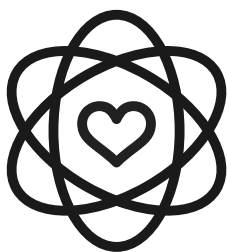
Our Vision

Wexford Volunteer Centre will work to enhance the quality of volunteering in the County of Wexford by strengthening connections between volunteers, volunteer involving organisations and the community they wish to serve.



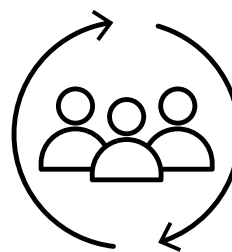
Our Mission

Wexford Volunteer Centre will establish and develop a vibrant and fully active service for its service users, staff, and the community at large through collaboration and empowerment while ensuring that all participants are supported, recognised and respected.



Our Values

Wexford Volunteer Centre will strive for excellence in all its endeavours. It will seek to be open, accessible and innovative in providing its services. It will at all times be mindful of the equality and diversity of those it engages with. It will be guided by standards of good governance, integrity and ethical responsibility.



Key Priorities

- Volunteers to access quality volunteer opportunities.
- Support VIOs to involve and retain volunteers in quality volunteering opportunities.
- Engage organisations in surveys to assess needs.
- Provide a quality Garda Vetting service
- Provide VIO's and volunteers with quality training opportunities
- Ensure the organisation is sustainable through good governance and management.

- 
- 
- 2019 - Volunteer Ireland came to Wexford with the remit of setting up a successor to the Wexford Volunteer Information Service.
 - 2020 - Wexford Volunteer Centre was established as a Company Limited by Guarantee in August.
 - 2020 - Premises for office was secured.
 - 2020 - Board of Trustees established.
 - 2020 - Strategic Plan from 2020-2024 was designed, developed and published.
 - 2021 - Centre Manager, Jane Byrne was recruited in January.
 - 2021 - Granted charitable status in April.
 - 2021 - Development and Placement Officer, Eva Law was recruited in July.
 - 2021 - Administrative Assistant Andrea Conroy and Accounts Administrator Bernadette Byrne were recruited in November.

Timeline

2022 - Response to the Ukrainian War started in Rosslare Europort started in March.

2022 - Volunteer Development Officer, Ewa Juodis was recruited in response to the Ukraine Supports.

2022 - Completion of first annual report in compliance with the Charities Regulator.

2022 - AGM held in July.

2022 - Shortlisted for Good Governance Awards, Category 2.

2023 - Jane Byrne left her role as Centre Manager and Eva Law was appointed in April.

2023 - Development and Placement Officer, John Bird was recruited in June.

2023 - Completion of second annual report in compliance with the Charities Regulator.

2023 - AGM held in July.

4 Our Board of Trustees

Jonathan King - Chairperson

Jonathan King brings over five decades of professional experience in the hospitality industry, serving as both a General Manager and Executive Head Chef. Throughout his career, Jonathan has honed a diverse skill set encompassing business management, customer service, risk assessment, organisation, and teamwork, all of which are seamlessly transferable to his role on the Board. Beyond his professional endeavours, Jonathan is deeply engaged in volunteerism, actively contributing to initiatives such as Men's Sheds and various community projects in Bunclody, County Wexford.



Connie Rochford - Treasurer

Connie has a BA in Sociology, MA in Political Sociology, B.Ed in Adult Education, Phd Level in Education Policy, from the University of Alberta, CA. She also achieved a Higher Diploma in Occupational Health and Safety from University College Dublin and a Train Trainer Certificate from Norquest College, Alberta, Canada. Connie has worked in Insurance, Law, Academics and Small Businesses. Various she has been employed as a Civil servant, a College lecturer, a Project Manager and a Health and Safety Consultant. Connie has been a lifelong volunteer and has served on Boards of Management in Canada as well as in Ireland. She has been a Board member in Sports, Arts, Music and Community Development often serving as Chairperson, Secretary and or Treasurer for several years in those areas. As well as serving as Treasurer of Wexford Volunteer Centre Connie is presently a member of An Forum Uisce, The National Water Forum since its inception in 2015 where she chairs a number of working subgroups and has been acting Chair of the Forum on a number of occasions. She is also a member of the Older persons Council in Wexford.



Nuala Sheedy - Secretary

Nuala has over fifteen years experience working within the charitable sector in Ireland. Her primary focus during career has been fundraising and income generation via individual giving, membership programmes & social enterprise. She has considerable experience managing and introducing systems to a large Dublin based volunteer programme.



Our Board of Trustees

Alice Hartigan - Trustee

Alice has worked in the not for profit sector for a number of years and holds a postgraduate certificate in Equality, Diversity and Inclusion. Through her experience in financial administration, governance and project management, Alice brings a wealth of knowledge and background in the sector. Alice has completed a number of training courses, including GDPR, finance for non financial managers and business development for nonprofits. Alice also holds a background in volunteering, through a variety of avenues, including fundraising for charitable causes, her work with Scouting Ireland and many more.



Andrew Maher - Trustee

Andrew is deeply committed to empowering individuals to achieve their fullest potential and lead fulfilling lives. As a counsellor, he believes in the pivotal role of facilitating happiness, fulfilment, and wellbeing for each person he serves. Andrew's commitment to supporting individuals aligns closely with the mission of the Wexford Volunteer Centre Board. By fostering an environment of empowerment and personal growth, Andrew's counselling expertise contributes to the board's efforts to facilitate volunteer engagement and community development.



George Lawlor - Trustee

Councillor George Lawlor brings a wealth of experience and dedication to his role as a representative of County Wexford. With a passion for community service and a deep understanding of local issues. George has served as an advocate for his constituents. George's leadership, integrity, and tireless work ethic make him a respected voice in local governance, qualities that are invaluable in guiding the strategic direction of the board and ensuring that the Volunteer Centre continues to effectively serve the needs of the community.



Structure

The Wexford Volunteer Centre operates as an independent registered charity, overseen by a dedicated Board comprising six representatives from the local community. These individuals embody diverse perspectives, ensuring representation of key stakeholders and the various geographic divisions of the County.

The Board holds the vital responsibility of ensuring the organisation meets its legal obligations and maintains sound financial management. Additionally, they drive strategic development, ensuring the Centre operates with effectiveness and efficiency. To guide its operations, the Centre has adopted a comprehensive framework, including a constitution, Memorandum of Articles of Association, and a visionary statement, alongside requisite policies. The Board has implemented a comprehensive risk register and risk management policy to identify, assess, and mitigate potential risks to the organisation's operations and objectives. Additionally, a robust conflict of interest policy is in place to ensure transparency, integrity, and ethical conduct in all decision-making processes.

The Board meticulously crafted a strategic plan spanning from 2020 to 2024, outlining the organisation's goals, priorities, and initiatives for the specified period. Concurrently, preparations are underway for the development of the next strategic plan, covering the years 2025 to 2028, to align with evolving organisational objectives and anticipated challenges. Wexford Volunteer Centre are fully compliant with the Governance Code.

Located in Wexford Town, the Centre has found a good location, showing its dedication to high standards as stated in its governance principles. Beyond regulatory compliance, the Centre adheres to national Quality Standards, which were created by the Volunteer Centre network and are evaluated by Volunteer Ireland.

Recruitment

Regarding the recruitment process for Board members, WVC's approach is inclusive and focused on identifying individuals with a genuine passion for community development, rather than solely emphasising prior Board experience. We are committed to nurturing and supporting those eager to learn and develop skills in Board activities. While we aim for a diverse mix of backgrounds and professional expertise, our primary criterion is a dedication to our mission.

Our Governance

Every candidate who applies undergoes a thorough interview process, typically conducted by the Chairperson and another Board member. Their assessments and recommendations are presented to the entire Board for collective consideration. Final decisions regarding candidate acceptance or rejection are made by a vote of the Board as a whole.

Successful candidates receive formal invitations to join the Board, accompanied by an orientation pack containing essential materials such as the Board handbook, the Centre's strategic/business plan, contact information for fellow members, background information on the Centre's history and ongoing initiatives, details about staff roles, and an overview of the Board's functions and its relationship with the staff. Upon joining, members are required to undergo training in the Governance Code at their earliest convenience, with ongoing training opportunities encouraged thereafter. The term limit for a board member role is three years, after three years if the role is not filled the board member can reapply for another three years. All board members are required to attend 6 out of 11 meetings annually.

Subcommittees

In terms of subcommittees, currently, WVC have a Finance

and HR Subcommittee, chaired by the Treasurer and comprising the Board Chairperson and two other members.

This Subcommittee convenes quarterly, with a clear Terms of Reference approved by the entire Board. All matters related to finance and human resources are referred to the Committee for thorough consideration and recommendations, which are subsequently presented to the Board for collective decision-making. Minutes of these meetings are shared with the entire Board, and any recommendations are subject to a vote by the Board as a whole before implementation. The Subcommittee plays a vital role in regularly reviewing financial management, forecasting, evaluating staff salaries and benefits, and keeping the Board informed about emerging employment issues.

Decision Making

The Board holds the ultimate decision-making authority, determining the organisation's strategic direction and overseeing its governance. In contrast, the manager is responsible for executing the Board's directives, handling day-to-day operations, and implementing policies and procedures to achieve organisational objectives.

STRENGTHS

- The centre has a robust network within the local community, working with over 3,500 volunteers and over 400 community groups.
- The centre boasts a team of dedicated and experienced professionals who are adept at managing volunteer programmes and addressing community needs.
- Use of technology to support hybrid attendance at trainings and meetings.
- Very strong social media presence.

WEAKNESSES

- Dependence on grants can lead to financial instability, affecting the centre's ability to expand or maintain certain programmes.
- Keeping volunteers engaged and motivated over the long term can be challenging, particularly in a competitive environment with many volunteer options.
- Limited staff and resources can restrict the centre's ability to take on larger projects or expand its services.
- Issues with IVOL surrounding logging of volunteer hours.

OPPORTUNITIES

- Forming new partnerships with local businesses, schools, and other non-profits can enhance resources and reach.
- Embracing digital tools and platforms can streamline operations, improve volunteer management, and expand outreach efforts.
- Corporate Social Responsibility (CSR): Encouraging local businesses to engage in CSR activities could provide additional funding and volunteer resources.
- Garda Vetting service, ability to expand to groups and offer this to those who have no authorised signatory.

THREATS

- Economic challenges can reduce funding, impacting the centre's operations.
- Overburdening volunteers or lack of recognition can lead to burnout and decreased volunteer engagement.
- Shifts in population demographics might affect the availability and interests of volunteers, necessitating changes in outreach and engagement strategies.
- Changes in government policies or regulations regarding non-profits and volunteering could introduce new challenges or limitations.
- Need for further growth on Board of Trustees.



The appointment of our dedicated Ukrainian worker, Ewa, in 2022 allowed, for the first time since our official opening in September 2021, our Development Officer to fully concentrate on her designated role. Unfortunately, this period of stability was short-lived. In late February, our manager, Jane Byrne, gave notice, necessitating the search for her replacement.

This turned into a protracted process, as our initial tranche of candidates proved unsuitable after the initial interviews. Consequently, we re-advertised the position, attracting new applicants, including our own Development and Placement Officer and three other candidates. After thorough interviews, two candidates emerged as strong contenders. Ultimately, after a second round of interviews, the panel of three trustees decided to promote our Development and Placement Officer to the position of Centre Manager, a decision ratified by the Board.

Eva Law assumed her new role as Manager two months after Jane's departure. This triggered another recruitment round for a Development and Placement Officer. This time, we were more fortunate, with two outstanding candidates, from whom John Bird was selected.

For the second consecutive year, the Centre experienced a transitional period at the same time of year. We navigated through this challenging phase thanks to the unwavering support of our staff, especially Eva, who took on additional responsibilities.

With both key positions filled, the team quickly caught up on lost time and launched the Community Calendar project. Community groups were invited to submit photographs of their volunteers, under the theme 'A Multicultural Volunteer Journey.' These photos were showcased on our website, and the public was encouraged to vote for their favorites. This initiative reaffirmed our commitment to early engagement and education in fostering an understanding of volunteering.

The project was a resounding success, garnering 120,000 votes. On December 9th, we hosted an awards ceremony for the 13 most popular photographs. The event

Chairperson's Report

featured performances by a Ukrainian singer and folk band, and a traditional Indian dancer, all from international protection centers across County Wexford. Over 200 people attended, celebrating the spirit of integration.

The Board of Wexford Volunteer Centre has consistently faced challenges in recruiting new members. To address this, it was decided to revise the criteria for prospective trustees to include individuals with no prior experience and to use social media for promotion. This initiative is set to begin in early 2024. Additionally, the Board developed a plan to review and update all our policies throughout 2024 to ensure their continued relevance.

Securing funding for our projects remained a significant challenge. The increased workload on our staff, due to the transitional periods and ongoing projects, further highlighted the need for stable financial support. Despite these hurdles, we persevered and had an eventful and rewarding year.

In 2023, Wexford Volunteer Centre achieved a total of 54,254 volunteer hours from over 3,000 registered volunteers, marking a significant increase from 2022.

This remarkable achievement underscores the dedication of our volunteers and the resilience of our team.

I would like to express my heartfelt gratitude to all the members of the board for their hard work and dedication throughout 2023. I understand that attending monthly meetings can be time-consuming, and I deeply appreciate your unwavering commitment to the Wexford Volunteer Centre. Additionally, I extend my sincere thanks to Councillor Leonard Kelly, one of the founding members of the board, who stepped down in January 2023. Your efforts and dedication were instrumental in establishing the Wexford Volunteer Centre. Thank you all for your invaluable contributions.

So concluded another successful year for Wexford Volunteer Centre, as we continue to grow and make a positive impact in our community.

Jonathan King

**Chairperson
Wexford Volunteer Centre**

8 Treasurer's Report



As we progressed into the end of our third year of operation Wexford Volunteer Centre had much to be proud of. We have increased the number of volunteers (766) and organisations (372) that have registered with us and most importantly, we have increased the number of volunteer hours recorded (54,264) to become one of the highest achieving Volunteer Centre's in Ireland to date. We are now a strong, recognisable presence in Wexford's social/community development landscape.

Our core funding from the Department of Rural and Community Development increased slightly this year (by about 10%) a further top up at the end of the year to meet some of the increased cost of living expenses. DRCD also provided funding to support our integration projects which required the continued employment of a staff member devoted to the needs of newly arrived immigrants.

In addition, Wexford County Council provided us with funding to offset our rent. We are grateful for this continuing support from both the national and the local governments. We were also fortunate to be awarded a number of small grants from a variety of sources that allowed us to deliver some one-off projects which contributed to volunteer development and refugee integration.

Taken together this resulted in our ending the financial year with a small operational deficit which was mainly due to rising operational costs and lower extra income than last year. Yet, we have had many financial challenges to overcome in 2023 not the least of which was the sudden cost of living increases affecting all elements of our business. Our greatest challenge however, was the departure of our manager to a better paying position and the struggle to find a suitable replacement within the confines of our limited funding. This inability to pay competitive salaries continued to pose a significant problem when we later recruited a new Development Officer. We have been fortunate in finding excellent staff despite the financial challenges but retention will pose a problem as goodwill doesn't buy bread. Contrary to general opinion, volunteering does not grow organically.

8 Treasurer's Report

While sudden crisis and social upheavals occurring in a community elicits immediate response and a surge of goodwill with almost instant emergence of volunteers to help and assist those affected – such as the Ukrainian war and the arrival in Wexford of war refugees – on a day to day basis voluntarism which is continuous, enduring and reliable, requires constant support and regular nurturing. Volunteers need recognition and validation of their contribution to the strength and well-being of their communities. Wexford Volunteer Centre ensures that volunteers and volunteer organisations seeking volunteers are compatible and that together their work meets communities' needs in ways that government agencies, local and national, are unable to provide. In other words voluntarism is invaluable to our society at many levels both for individuals and for us all.

Wexford Volunteer Centre provides County Wexford with the links necessary to connect people to their communities throughout the county in both urban and rural settings. Wexford Volunteer Centre provides training, assessments, meet-up engagements, information, guidance and promotion of voluntarism to strengthen and sustain social environments, such as integration projects, multicultural events, artistic

engagement, to name but a few. Wexford Volunteer Centre also engages with youth to encourage their development as caring and responsible citizens through voluntarism and with marginalized groups such as the Traveller and Disabled communities to help them develop visibility and self confidence in main stream society.

However, Wexford Volunteer Centre is also a small business and as such must meet the same challenges and carry the same liabilities as any other business. Challenges such as cost of living increases in utilities, waste removal, security, insurance, employer tax contributions, staff training and development, building and technology maintenance, advertising and promotion etc. as well as liability for governance compliance requirements, financial management and reporting, workplace health and safety and human resource management, all of which must be engaged with and responded to.

In order to meet these obligations and deliver our services we need competent, innovative and fully committed staff. To find and retain them funding must reflect an ability to pay competitive salaries that are at least in line with comparable duties and responsibilities in local and national government staffing

8 Treasurer's Report

frameworks, which at present is not the case.

Wexford Volunteer Centre has already demonstrated its value to our communities across the county in the larger towns of Wexford, Enniscorthy, Gorey and New Ross as well as some of the smaller communities. However, there is much more to do and much more to be accomplished especially in the area of integration of refugees and new Irish citizens with many different cultural backgrounds who can find welcome and acceptance through the friendship and sense of worth that being a volunteer in their local communities evokes.

To meet the ever expanding need increased core funding that recognizes the cost of doing business and ensuring the engagement and retention of valuable staff is essential to our continued success in Wexford.

In conclusion, I would like to extend my thanks to Bernie for her usual careful bookkeeping, to Andrea for her unfailing support to everyone, to Ewa for continuing our integration work in the community, to John, our new Development Officer, for joining us and bringing us new ideas and energy and last but not least I would like to extend my special thanks to Eva, our new Manager, for her courage in taking on the

challenges of managing the Centre and for doing it so well even though she had to hit the ground running.

Connie Rochford

**Treasurer
Wexford Volunteer Centre**

Eva Law - Centre Manager

Eva was appointed Centre Manager in April 2023. Eva is responsible for the operational management of the organisation, including financial and staff resourcing, and the delivery of our operational plan. Eva works closely with the Board of Trustees to ensure organisational compliance with regulatory requirements and quality assurance. Eva is also the Garda Vetting Liaison Person, providing access to Garda vetting services for small organisations that cannot access a GVLP through their own organisational structures. Eva organises and oversees a variety of community integration projects. Eva represents Wexford Volunteer Centre and advocates on behalf of volunteers and volunteerism.



John Bird - Development and Placement Officer

John joined Wexford Volunteer Centre in June 2023. John has responsibility for communications with volunteers & organisations as well as the design and development of our social media platforms. John's role involves developing Volunteers in the Co Wexford area, assisting and identifying volunteer opportunities. John is also the Garda Vetting Liaison Person, providing access to Garda vetting services for small organisations that cannot access a GVLP through their own organisational structures. In addition, John provides advice and support in relation to Garda Vetting to the wider community. John hosts a variety of outreach events across the county and does volunteering talks and workshops in schools and disability services. John represents Wexford Volunteer Centre and advocates on behalf of volunteers and volunteerism.



Ewa Juodis - Volunteer Development Officer

Ewa Juodis joined the team in May 2022, as the Volunteer Development Officer. Ewa was brought on board to directly assist our efforts in supporting those fleeing the war in Ukraine. Ewa also supports those looking to learn how they can get involved in volunteering and supports staff with working to achieve goals within the National Volunteering Strategy.



Our Team

Andrea Conroy - Administrative Assistant

Andrea Conroy joined our team in November 2021. Andrea provides administrative assistance to staff with regard to progressing new volunteers and logging volunteering hours completed. Andrea also answers any telephone or email queries and arranges appointments with members of the public who drop into our service.



Bernadette Byrne - Accounts Administrator

Bernadette Byrne joined our team in November 2021. Bernadette assists the Manager and Treasurer in the up keep of all financial records. Bernadette also assists the manager in progressing payroll and the payment of invoices.



The staff and Chairperson after running a successful multicultural event.



John and Eva doing outreach at the National Ploughing Championships.



Eva and Andrea with our new promotional signs.



2023 was a transformative year for the Wexford Volunteer Centre. In January, Jane Byrne announced her departure from her role as manager. Recruitment for her replacement began in February, and I decided to apply for the position. After a series of interviews, I was appointed as the new Centre Manager in March, with my official start date in April.

Although I had spent two years as the Development and Placement Officer at the Wexford Volunteer Centre, I knew I had big shoes to fill, in replacing Jane. In April, we initiated the recruitment process for my previous role and appointed John Bird to the position. Within a few months, our team had undergone significant changes, requiring us to adjust to our new roles while continuing to provide high-quality service to our volunteers and Volunteer-Involving Organisations (VIOs).

Throughout 2023, we undertook numerous creative projects, such as producing promotional videos for community groups, celebrating National Volunteer Week, hosting an art competition for young people, organising the community calendar event, and running our Artistic Freedom course, among many others. These initiatives provided our volunteers with opportunities to express themselves, learn new skills, and build connections within the community.

The demand for our services increased significantly in 2023, with over 766 new volunteers stepping forward and over 54,254 volunteering hours recorded. Although this demand put pressure on our team, we worked together to meet the challenge.

While we experienced many successes, there were also some challenges, particularly in securing funding from competitive grants. Although our core funding covers overhead costs, obtaining additional grants for projects proved difficult.



Andrea, Bernie, John and Eva at the Rotary Tree of Remembrance.

Managers Report

I want to extend my heartfelt thanks to the Board of Management for their unwavering support during my transition from Development Officer to Manager. Your guidance and encouragement have been instrumental in making this transition smooth and successful.

I am also deeply grateful to my exceptional team:

John: Thank you for quickly adapting to your role, actively recruiting new volunteers, collaborating effectively with organisations, and developing and delivering impactful workshops across the county. Your dedication and proactive approach have significantly strengthened our volunteer network.

Ewa: Your continuous engagement with volunteers from new communities has ensured our centre remains inclusive and welcoming. Your efforts in working with organisations to develop inclusive volunteering roles have been vital in broadening our reach and impact.

Andrea: Your unwavering support for our volunteers throughout their journey is invaluable. By ensuring they are happy in their roles and recognising their efforts with volunteer reward cards, you have fostered a positive and motivating environment for all.

Bernie: Your expertise in financial management has been indispensable. The insights and knowledge I have gained from you have been crucial to my development as a manager, and your support has ensured our operations run smoothly and efficiently.

As we look forward to 2024 and all the opportunities it will bring, I am confident that there is no better team to take on the challenges ahead. Together, we will continue to make a meaningful difference in our community.

Eva Law

Centre Manager



The staff of Wexford Volunteer Centre 2023.

11 Background to Wexford Volunteer Centre

Established in May 2021, the Wexford Volunteer Centre emerged onto the scene with a modest team of two and a visionary board of five. Since then, it has undergone a profound transformation, blossoming into a cornerstone of community support with a dynamic team of five staff members and an expanded board of six.

Wexford Volunteer Centre took over from the Volunteer Information Service. WVC quickly outgrew its initial scope, recognising the pressing need for a full-time, county-wide initiative. This shift was not merely organisational but arose from a deep understanding of the multifaceted challenges confronting Wexford's diverse population.

The Centre's growth narrative is intertwined with the changing landscape of Wexford's social dynamics. Factors such as the integration of non-English speaking migrants and the alarming rise of mental health issues, particularly among the youth, prompted an urgent call to action. Also, ongoing problems like elder isolation, which are worse in the county's rural areas, needed ongoing attention and creative solutions. Driven by a commitment to inclusivity and community welfare, the Wexford Volunteer Centre is known for being flexible and responsive.

Through close collaboration and a tireless dedication to the evolving needs of its service users, the Centre strives to cultivate an environment where every individual feels valued and supported. As it grows, it stays committed to its mission of creating a more inclusive and supportive Wexford for everyone.



The Wexford Volunteer Centre Office.



Ewa, John and Bernie getting ready for our Community Calendar Event.

Strengths

Wexford's volunteering culture stands as a testament to the strength and resilience of our community, as volunteers consistently rise to meet evolving needs. From mobilising support for global crises like the war in Ukraine to welcoming and integrating migrants, volunteers have shown unwavering dedication. In response to the influx of migrants, Wexford volunteers have established community groups, providing essential support and fostering a sense of belonging for Ukrainians and migrants alike. Additionally, volunteers have actively participated in integration projects, bridging cultural divides and nurturing inclusive communities. According to the most recent census data, Wexford boasts an impressive volunteerism rate, with 13.7% of residents actively involved in community initiatives. Despite challenges posed by the pandemic, including the impacts of global events and the need for integration, volunteers have responded with remarkable resilience and compassion. In 2023, we witnessed a surge in registrations and expressions of interest, demonstrating the unwavering commitment of Wexford's volunteers to serve and support their community.

Challenges

The volunteering sector in Co Wexford has a range of challenges reflective of broader societal shifts. As evidenced by the 2022 census data, the youth dependency rate stands at 54.8%, highlighting the delicate balance younger generations face between education, employment, and volunteering commitments. Meanwhile, the aging population rate, which increased by 25% from 2016 to 2022, poses its own set of obstacles, as the recruitment of younger volunteers becomes increasingly vital while older volunteers bring invaluable experience. The community sector contends with a persistent lack of funding and manpower resources, further straining its capacity to meet growing demands. Addressing these challenges demands collaborative efforts, innovative solutions, and sustained support to ensure the continued vitality of Wexford's volunteering landscape.

13 Our Services for Volunteers

- Our services to volunteers include information talks about volunteering in Co Wexford.
- Volunteers are given their Volunteer Rewards Cards to acknowledge their dedication and contributions.
- Training sessions are provided to equip volunteers with the necessary skills and knowledge.
- Various volunteer opportunities are offered to match individual interests and availability.
- We offer advice, guidance, and ongoing support to assist volunteers throughout their journey.
- Engage volunteers in exciting projects, workshops, and events designed to enrich the volunteering experience.
- We keep the volunteers updated with our monthly newsletters, packed with news, updates, and upcoming volunteering opportunities.
- We send out an end of year survey to gain feedback to continuously improve our services to volunteers.

‘We started volunteering with the Wexford Volunteer Centre in Summer 2023. So far we have volunteered at a lot of events in County Wexford and have taken part in training provided by the centre. It has been a great way to meet people in our new community’.

Katlego & Abimbola

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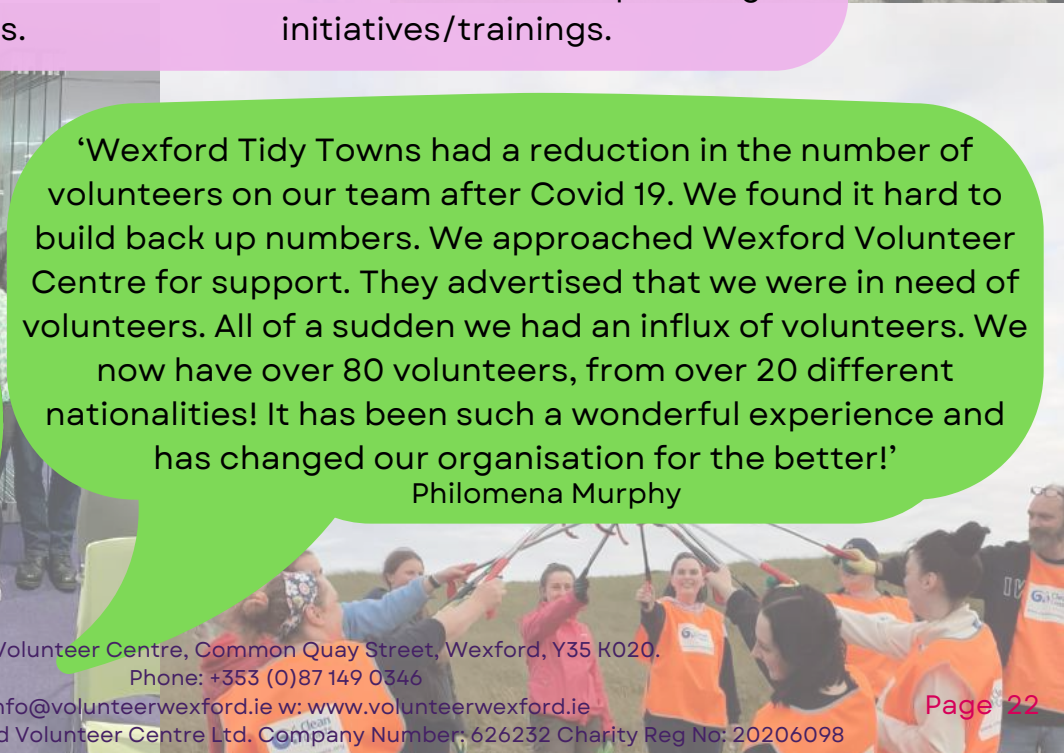
Registered Name: Wexford Volunteer Centre Ltd. Company Number: 626232 Charity Reg No: 20206098

14 Our Services for Organisations

- Facilitate efficient volunteer recruitment drives for our registered organisations.
- Implement strategies with our registered organisations for volunteer retention.
- Garda Vetting services for organisations who do not have an authorised signatory in their organisation.
- Offer comprehensive training programmes to empower volunteer managers with the necessary skills and knowledge.
- Gather feedback through an end-of-year survey to improve our services to our registered organisations.
- Develop and communicate clear organisational policy templates that are available to our registered organisations.
- Provide guidance and support to our registered organisations with registering with the Charities Regulator.
- Conduct informative talks to keep our organisation's members updated and engaged.
- Assist our organisations with recruitment of new board members.
- Recognise and appreciate volunteer managers/board members efforts through our Volunteer Rewards Card.
- Keep our registered organisations informed and engaged with a monthly newsletter highlighting achievements and upcoming initiatives/trainings.



‘Wexford Tidy Towns had a reduction in the number of volunteers on our team after Covid 19. We found it hard to build back up numbers. We approached Wexford Volunteer Centre for support. They advertised that we were in need of volunteers. All of a sudden we had an influx of volunteers. We now have over 80 volunteers, from over 20 different nationalities! It has been such a wonderful experience and has changed our organisation for the better!’
Philomena Murphy



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Supports for Volunteers

Supports	2022	2023
New Volunteer Registrations	869	766
Volunteer Placements	397	366
Verified Volunteer Hours	38,870	54,264
Repeat Callers	80	535
Volunteer Opportunities Applied for	149	895

Supports for Organisations

Supports	2022	2023
New Organisation Registrations	67	35
Organisation Engagement	111	372
New opportunities posted	144	103

In 2023, our organisation underwent a significant workforce transition. In March, Jane Byrne concluded her time as Centre Manager after two years of dedicated service. Stepping into this role was Eva Law, our Development and Placement Officer, who assumed the responsibilities of Centre Manager with diligence and enthusiasm.

Following this transition, we embarked on a recruitment drive to fill our team. In June 2023, we welcomed John Bird onboard as our new Development and Placement Officer. Amidst these changes, we navigated a whirlwind of activity, adjusting to our new roles while consistently upholding our commitment to delivering a high quality service to our valued service users.

Even with the challenges of taking on new responsibilities, our team stayed committed to providing excellent service. We saw these changes as opportunities to grow and evolve, making sure our organisation thrived during these times.

Amidst the transitions within our workforce, the influx of new volunteer registrations remained persistent. In 2023, we joyously welcomed 766 enthusiastic individuals into the vibrant community of the Wexford Volunteer Centre.

These new volunteers were drawn to us through various channels, whether through our engaging outreach events, active social media presence, or simply by their own initiative.

As the year progressed, our volunteer registrations continued to grow, culminating in a remarkable tally of 3,249 dedicated volunteers by the year's end. This surge in volunteer registrations not only reflects the enduring appeal of volunteerism within our community but also underscores the vital role played by the Wexford Volunteer Centre in connecting individuals with meaningful opportunities to make a difference.



Our Volunteers at the Team Hope Christmas Shoebox warehouse.

Progress

As the number of new volunteer registrations surged, so too did the recording of volunteering hours completed. In 2023, we documented and verified an impressive total of over 54,264 volunteering hours contributed across County Wexford. In recognition of the dedication and commitment demonstrated by our volunteers, we were thrilled to distribute over 400 volunteer rewards cards. These tokens of appreciation served to acknowledge the invaluable contributions made by each individual, reinforcing the spirit of gratitude and camaraderie within our volunteer community.



In response to the rapid influx of new communities following the onset of the Ukrainian war in 2022, Wexford witnessed a significant demographic shift within a short span of time. Positioned at the heart of the volunteering sector in County Wexford, the Wexford Volunteer Centre swiftly mobilised to engage with and support these newcomers, facilitating their integration into the local community through volunteerism.

Throughout 2023, we actively collaborated with over 360 Ukrainian individuals and more than 550 residents of international protection centres. Many of these individuals enthusiastically embraced volunteering, assuming multiple roles and emerging as advocates within their new communities. Others participated in workshops and training courses conducted at our centre, fostering personal and professional development.

Looking ahead to 2024, we are excited to embark on an integration project aimed at creating creative connections between new and host communities. This initiative reflects our ongoing commitment to promoting inclusivity, diversity, and social cohesion within the vibrant community sector of County Wexford.



Ann our volunteer from India performing at our Community Calendar Event.

Progress

As our centre's initiatives expanded, so did our digital footprint across various social media platforms. Throughout 2023, our Facebook, Instagram, LinkedIn, Twitter, and TikTok accounts collectively accumulated over 1,200 new followers.

These platforms serve as dynamic channels for not only showcasing our own work but also spotlighting the invaluable contributions of other community groups across County Wexford.

Harnessing the power of social media, we actively promote available volunteer opportunities and highlight upcoming training sessions tailored for both volunteers and volunteer managers.

We strategically utilise specific platforms to target distinct demographics, such as TikTok, which allows us to engage with a younger audience and distribute information about volunteering in County Wexford effectively.

Looking ahead to 2024, a key objective will be to allocate resources toward enhancing our online presence. By earmarking a budget for this purpose, we aim to expand our reach and connect with an even broader audience of potential volunteers.

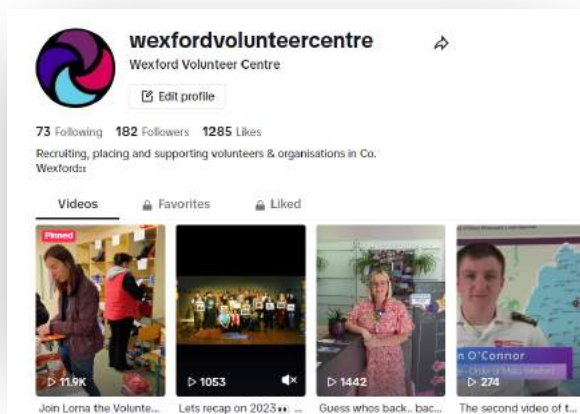
Through these efforts, we are committed to fostering greater community engagement and facilitating meaningful volunteer involvement across County Wexford.



John doing an interview to promote volunteering in Co Wexford.



Example of a volunteer opportunity ad on our social media platforms.



Wexford Volunteer Centre's Tik Tok account.

17 Core Objectives and Performance

Objective 1: Increase Access to Volunteering by offering a Support Service to the Public and Volunteering Involving Organisations (VIOs).

Main Points

- 766 Volunteers Registered
- 366 Placements
- 54,264 volunteering hours
- 86 Outreaches delivered
- 9 inclusive volunteer projects
- 5 youth engagement initiatives

In 2022, the Wexford Volunteer Centre focused heavily on responding to the Ukrainian war and managing the influx of people entering County Wexford through Rosslare Europort. Despite having a very small team, we coordinated over 250 volunteers to welcome Ukrainian arrivals at the port.

As we moved into 2023, we recognised the need to reevaluate our outreach efforts and community engagement strategies. We decided to implement more targeted talks and workshops for specific groups while also supporting new communities in their volunteer efforts.

To promote volunteering across County Wexford, we participated in both local and national events.

Additionally, we conducted workshops and projects with individuals from new communities to help integrate them into the local society, with the hope that this would lead to increased volunteer participation.

Early in 2023, we identified a need to engage more youth volunteers throughout the county. In response, we developed educational workshops and volunteer programmes specifically designed to encourage youth participation in volunteering activities.

Outreach in the Community

Throughout 2023, the Wexford Volunteer Centre actively engaged in a diverse array of outreach endeavours, creating community connections and promoting the spirit of volunteerism across the county. Kicking off the year we initiated our Library Series and conducted engaging workshops in schools, igniting passion for volunteering among students and educators alike.

Core Objectives and Performance

Our presence was felt far and wide as we participated in events such as the National Seniors Show, the Bannow Rathangan Show, and the Ploughing Championships.

These platforms served as dynamic spaces to champion the ethos of volunteerism and highlight pathways for individuals eager to contribute their time and talents in County Wexford.

In total, our dedicated team organised an impressive 86 outreach events and talks throughout the year, amplifying our commitment to building a thriving culture of community engagement and social responsibility. Each interaction served as a beacon of inspiration, empowering individuals to embark on meaningful journeys of service and connection within their local communities.



John, Eva and Minister James Browne at the National Ploughing Championships.

Library Educational Series

In January 2023, Wexford Volunteer Centre launched its Library Educational Series, a dynamic initiative aimed at fostering community engagement. Through engaging talks, we extended invitations to three additional community groups per district, offering them a platform to showcase their impactful work and recruit new volunteers.



Speakers from the Bunclody Library Series Event.

This collaborative effort spanned across all five districts of County Wexford, amplifying the spirit of volunteerism throughout our community. As a result, we proudly welcomed over 45 new volunteers, enriching our county with their passion and dedication.



Speakers at the Wexford Town Library Series Event.

Core Objectives and Performance

Projects with New Communities Grandpads

In 2023, amidst the sudden influx of Ukrainian refugees into Wexford, the Wexford Volunteer Centre received a heartfelt request for assistance from Grandpad, an esteemed American Technology Company with its European operations nestled in Gorey, Co. Wexford. They sought our aid in facilitating the donation of €10,000 worth of Grandpads to Ukrainian senior citizens displaced by the war.

Grandpad's innovative technology, tailored specifically for older individuals, serves as a lifeline, enabling them to stay connected to loved ones in their native language from any corner of the globe. With internet access and personalized support for a year, it not only fosters connectivity but also offers opportunities for English language learning at their own pace.



Elena and Ivan with their Grandpads.

A total of 47 devices were generously provided by Grandpad, destined to be distributed across County Wexford among Ukrainian seniors aged 60 and above. Our dedicated Development Officer at WVC diligently identified elderly individuals who would greatly benefit from this technology, especially those with limited English proficiency. Through coordinated efforts, we reached out to families throughout the county, delivering and setting up the Grandpad units while offering essential user guidance and ongoing support. Together, we strive to make a meaningful difference in the lives of those affected by adversity.



Ewa before heading out to deliver the Grandpads to Ukrainian people across Co Wexford.

Core Objectives and Performance

Artistic Freedom

In November and December 2023, we launched an art course titled 'Artistic Freedom' specifically tailored for our migrant volunteers with limited English.

Generously funded by WWETB, we enlisted the expertise of an exceptional tutor experienced in working with individuals who have undergone trauma.

The primary aim of this course was to create a sense of community among newcomers with limited English, providing them with a platform to express themselves creatively. The class surpassed expectations, serving as an opportunity for personal growth and connection. Over the course of eight weeks, participants embarked on a journey of self-expression, culminating in the creation of individual canvases brimming with personal narratives.

These artworks were proudly showcased at our Community Calendar Event, where each artist had the opportunity to articulate the inspiration behind their creations to the public.

The success of the art class extended beyond the realm of creativity, as all participants subsequently signed up to volunteer opportunities with various organisations through our service.

This transformative experience not only empowered individuals to harness their creative potential but also facilitated their integration into the community through meaningful engagement and contribution.



Artists at work



Core Objectives and Performance

Youth Engagement

School Educational Workshops

The Wexford Volunteer Centre embarked on an empowering journey to educate secondary school students and early school leavers throughout the county on the profound significance of volunteering and its benefits for young people. Our interesting workshop, lasting an hour and a half, provided valuable insights.

We delved into the background of Wexford Volunteer Centre's history and the vibrant community sector within our region. Together, we explored the landscape of volunteering, addressing the unique challenges faced by young people and explaining the remarkable advantages it offers. We also had discussions to identify barriers and brainstorm actionable strategies to streamline the volunteering process for our youth.

Transitioning from discussion to action, our workshop seamlessly integrated interactive team-building games. These activities were designed to foster confidence, teamwork skills, and enhance communication abilities. Recognising the impact of the COVID-19 era on our youth, we tried to strengthen their resilience and adaptability in navigating the post-pandemic world.



John doing the Educational workshop in Loreto Wexford.

SETU Volunteer Fair

In October 2023, the Wexford Volunteer Centre hosted a vibrant Volunteer Fair at SETU Wexford. This event brought together 15 community organisations, each showcasing their impactful work and actively recruiting college students to join their causes. The volunteer fair proved to be a resounding success, with numerous students enthusiastically signing up to volunteer. Many even discovered valuable opportunities for work placements aligned with their academic pursuits. In collaboration with SETU, we've established support for their Volunteer Recognition Programme. This initiative allows students who volunteer to have their contributions officially recognised and included on their degree certificates, underscoring the significance of their volunteer endeavours.



SETU Volunteer Fair

Core Objectives and Performance

Art Competition

Leading up to National Volunteer Week 2023, we embarked on an exciting endeavour engaging with primary school children for the very first time! We launched an art competition, open to both primary and secondary school students, under the theme "What Does Volunteering Look Like to You?" The response was astounding, with an overwhelming number of entries flooding in.

To ensure impartial judgment and celebrate artistic talent, we enlisted the expertise of two renowned artists from the Wexford Arts Centre to serve as judges.

We were excited to find eight outstanding winners among the many entries, and it was especially impressive that the youngest winner was just six years old.

Thanks to the generous support of local businesses, we were able to provide enticing prizes for our winners.

The culmination of our efforts was a heartwarming awards ceremony held at the Wexford Volunteer Centre, where we had the privilege of presenting the prizes to the young artists.

The local newspaper captured this memorable occasion, celebrating it in a news article and capturing the community's attention.

Witnessing the profound comprehension of the importance of volunteering in children as young as six was truly inspiring, reaffirming our belief in the power of early engagement and education in fostering a culture of volunteering and community spirit.



Ewa pictured with our youngest winner John aged 6.



Winners, staff and judges of the Art Competition 2023.

Core Objectives and Performance

International Women's Day

In anticipation of International Women's Day on March 8th, we organised a workshop in February in collaboration with the Women's Refuge and the TY students at Loreto Wexford. Together, we delved into the crucial topic of healthy relationships, aiming to empower and educate. During the workshop, we embarked on a creative journey, weaving stars as part of the One Million Stars Project. These symbolic stars, crafted with care and intention, served as symbol of hope and solidarity.

To showcase the collective efforts and celebrate the spirit of unity, we proudly displayed the woven stars in the window of the Wexford Volunteer Centre. As International Women's Day dawned, we extended a heartfelt invitation to the TY Loreto Wexford students to come down and see the display.

The event attracted attention from the local community, with the presence of the local newspaper capturing the occasion. Their visit was celebrated with a photo and an article in the local newspaper, highlighting the empowering message of strength and unity conveyed through the stars and our collaborative effort.



Eva, Jane and the TY students from Loreto Wexford.

Daffodil Day

In February 2023, the Wexford Volunteer Centre lead the volunteer coordination efforts for Daffodil Day 2023 in Wexford Town. Partnering with two local secondary schools, we assembled a remarkable team of 160 enthusiastic students who dedicated their time to volunteering throughout the day. Additionally, we were supported by 17 adult volunteers who generously contributed to the event's success.

The collective efforts of our dedicated volunteers culminated in an immensely successful event, with funds exceeding €30,000 raised for the Irish Cancer Society. This incredible achievement stands as a testament to the unwavering spirit of community and compassion within Wexford Town.

Core Objectives and Performance

Objective 2: Increase the Quality of Volunteering.

Main Points

- 372 Organisation Engagements
- 35 new organisations registered
- 12 newsletters circulated
- 159 Garda Vetting forms processed
- 33 Volunteer Training Sessions
- 8 Garda vetting affiliates trained

Advice, Support and Guidance Meetings with VIO's.

In 2023, Wexford Volunteer Centre had 372 engagements with our registered community organisations throughout the county, diligently assessing their unique needs.

Our comprehensive approach encompassed tailored assistance, providing guidance on volunteer recruitment strategies, volunteer management training, policy development, and facilitation of Garda Vetting processes.

We ensured that each organisation received

personalized support to effectively meet their volunteer-related goals and enhance their operational capacity.



John with the No Name Club in New Ross discussing volunteer recruitment and retention.

Garda Vetting

In 2023, Wexford Volunteer Centre continued to extend its Garda Vetting service to community organisations with no access to an authorized signatory.

Despite training 8 new affiliate organisations in Garda Vetting legislation and processing a total of 159 application forms—a notable increase from 2022—the demand for this service remained low as many community organisations are still in contracts with volunteer centres in different counties.

Core Objectives and Performance

As anticipated revenue from this service remained minimal, the Centre's aspiration to cultivate it as a viable revenue stream faced challenges. Consequently, WVC must explore alternative funding avenues to ensure the sustainability of our services, considering the considerable administrative burden it places on our staff.

Volunteer Training

Throughout 2023, we remained dedicated to empowering volunteers across the county through our comprehensive Volunteer Toolkit Training Programme. We continued to offer vital CPR and defibrillator training, ensuring that volunteers were equipped with life-saving skills. Additionally, we expanded our educational workshops, providing valuable insights into the process of becoming a volunteer.

Collaborating with external organisations like Volunteer Ireland, we facilitated in-person training sessions, including specialised sessions such as Code of Conduct Training. These initiatives aimed to foster a culture of professionalism and ethical conduct among volunteers.

Recognising the diversity of our volunteer base, we also conducted integration

workshops tailored specifically for our migrant volunteers. These sessions served to enhance cultural understanding and promote inclusivity within our volunteer community. By offering a diverse range of training opportunities, we strived to enrich the skills and knowledge of volunteers, enabling them to make even greater contributions to their communities.



Volunteer Ireland hosting Code of Conduct Training in Wexford Volunteer Centre.



Ewa doing a crafting workshop with our volunteers.

Core Objectives and Performance

Wellbeing Policy

In April 2023, we proudly collaborated with Spiritual Earth, leveraging their extensive expertise to craft a comprehensive wellbeing policy and strategy tailored specifically to support the volunteers within our network of registered organisations. This partnership was a crucial step in enhancing the overall volunteer experience, ensuring that their physical, mental, and emotional well-being is prioritised.

To ensure the policy's inclusivity and relevance across the diverse sectors of volunteering, we convened a diverse focus group. This group represented key areas such as emergency response, disability advocacy, environmental conservation, and youth engagement, thereby bringing a wide range of perspectives and insights to the table.

The focus group met three times over the course of several months. During these meetings, we engaged in thorough discussions and brainstorming sessions, drawing from the collective wisdom, experiences, and best practices of our members. This collaborative process allowed us to identify common challenges faced by volunteers and develop tailored solutions to address them.

The result of these efforts is a well-rounded and robust wellbeing policy, now finalised and ready for implementation. This policy includes practical guidelines, resources, and support mechanisms designed to foster a supportive and nurturing environment for volunteers. It addresses various aspects of volunteer wellbeing, including stress management, mental health support, work-life balance, and recognition of volunteers' contributions.

This document of support is available to any of our registered organisations, providing them with a valuable tool to enhance their volunteer programmes. By implementing this policy, organisations can ensure that their volunteers feel valued, supported, and equipped to continue their invaluable work effectively and sustainably.



The focus group for the Wellbeing Policy.

Core Objectives and Performance

Objective 3: Increase Awareness of Volunteering by Marketing and Promoting Volunteering.

Main Points

- 12 promotional videos created
- 12 volunteer newsletters sent
- National Volunteer Week awareness programme delivered.
- A community calendar and multicultural event delivered.
- 1 trip away with Volunteers to recognise their hard work.

We diligently promoted these videos across our social media platforms, including YouTube and TikTok, amplifying their reach and engagement. Additionally, we provided each organisation with access to their own video, empowering them to share their stories on their respective websites, further extending the impact of their work.

Promotional Videos

In April 2023, we were fortunate to secure funding for a video series featuring 12 community groups throughout the county, showcasing and celebrating their invaluable contributions to their local areas.

Each video featured interviews with the volunteer managers of these groups, offering insights into their organisation's background and the impactful work they do within the community. As they spoke, footage of their activities was seamlessly integrated into the videos, providing a visual narrative of their efforts.



Windmill Therapeutic Filming Day 1.



Cottage Autism Network Filming Day 2.

Core Objectives and Performance

National Volunteer Week 2023

National Volunteer Week 2023 was a vibrant celebration filled with diverse events and enriching workshops tailored for both volunteers and volunteer managers.

The week commenced with the Art Competition Awards Ceremony, spotlighting the remarkable talents of our young artists. On Tuesday, we facilitated an engaging in-person information session, featuring presentations from ten esteemed local community organisations. They highlighted their missions and areas where additional volunteer support is needed.

Wednesday saw the delivery of two dynamic online sessions. The first catered to individuals keen on embarking on their volunteer journey, guiding them through the comprehensive services, support, and guidance available to them. In the afternoon session, volunteer managers convened to explore supports we offer for enhancing their organisations volunteer recruitment, training, and retention efforts.



Winning Art Pieces.

Thursday buzzed with networking energy, hosting two distinct events. The first brought together environmentally conscious volunteers and organisations, fostering collaborative discussions on impactful initiatives spanning the county.

Later in the day, aspiring board members connected with representatives from boards actively seeking new board members. This session proved exceptionally fruitful, with many volunteers finding exciting opportunities to contribute to various boards.

Wrapping up the week, a rejuvenating wellness session was held exclusively for volunteer managers, emphasising the importance of self-care in effectively supporting others. National Volunteer Week 2023 not only celebrated the spirit of volunteerism but also served as a platform for meaningful connections, knowledge sharing, and personal growth.



Wellness Session with Volunteer Managers.

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Registered Name: Wexford Volunteer Centre Ltd. Company Number: 626232 Charity Reg No: 20206098

Core Objectives and Performance

Community Calendar 2024

In December 2023, the Wexford Volunteer Centre proudly created our first ever Community Calendar Event, marking a significant milestone in our journey of community engagement. The theme for the 2024 calendar was titled 'A Multicultural Volunteer Journey', reflecting our commitment to diversity and inclusion.

The excitement began in October 2023 when we launched a captivating photography competition on our website. The response was overwhelming, with over 35 entries pouring in from talented individuals eager to share their unique perspectives.

These entries garnered an astounding 120,000 public votes over the course of five weeks, showcasing the vibrant enthusiasm of our community.

On Saturday, December 9th, 2023, we gathered for a grand awards ceremony to honour the winning 13 photographs selected for inclusion in the calendar.



Videographer documenting the event.

The event was a celebration of artistic talent and cultural richness, underscored by captivating performances from a Ukrainian Folk Band, a Ukrainian Singer, Irish Trad Youth Band and an Indian dancer. Each performer had been integral to our outreach efforts in International Protection Centres/Hotels across County Wexford, adding a deeply personal touch to the festivities.

The event drew an impressive turnout, with over 200 attendees coming together to revel in the spirit of community and creativity.

It was a testament to the power of collaboration and shared experiences in fostering unity amidst diversity, leaving a lasting impression on all who were fortunate enough to be part of this unforgettable event.



Performers Elaina and Ann.



Winners of the Calendar Competition.

Core Objectives and Performance

Glendalough Wellbeing Trip

In May 2023, the Wexford Volunteer Centre proudly brought members of the Ukrainian Community to Glendalough for a rejuvenating Wellness Day.

These remarkable individuals have graciously dedicated their time and efforts to enriching their newfound local communities throughout County Wexford since their arrival. The outing unfolded a variety of shared moments, weaving together laughter, joy, and even a few heartfelt tears, all against the backdrop of the glorious sunshine.

As the day progressed, the friendship among participants blossomed, creating a sense of unity and belonging that transcended language and cultural barriers. Each shared smile and genuine connection served as a testament to the profound impact of volunteerism in fostering community cohesion and mutual understanding.



Core Objectives and Performance

Objective 4: Ensure the Organisation is Sustainable through Good Governance and Management.

Main Points

- Micro Business Award - 'Giving Back - Business with Purpose'
- Succession Planning
- Staff Training

Micro Business Awards

In July 2023, we received an unexpected email from the Micro Business Awards, informing us of our anonymous nomination for an award in the category of 'Giving Back - Business with Purpose'. Naturally, we were thrilled by this recognition of our efforts.

Our Centre Manager took the opportunity to present our mission and accomplishments to the judges through an interview and presentation. It was a chance to shine a spotlight on the impactful work of the Wexford Volunteer Centre.

As anticipation built, we eagerly awaited the awards ceremony in November 2023.

To our immense joy, we emerged as the winners in our category. This achievement was particularly satisfying since we've only been in business for less than three years.

This award not only validated our commitment to serving the community but also served as a testament to the dedication and hard work of our team. It was a moment of pride and celebration, motivating us to continue our mission of making a positive difference across Co Wexford.



Our Centre Manager Eva at the Micro Business Awards 2023.

Core Objectives and Performance

Succession Planning

The Board of Wexford Volunteer Centre has initiated a comprehensive succession planning process to ensure sustained leadership and effective governance. In 2023, the board established a term limit for its members, setting a maximum tenure of three years for each role. However, if a position remains unfilled at the end of a term, the incumbent board member is eligible to reapply for another three-year term.

To enhance the board's effectiveness, a thorough needs analysis was conducted to identify the skills and expertise currently lacking. This assessment revealed specific gaps in areas such as Human Resources, Corporate Governance, Information Technology, Social Media Management, and Community Development.

In response to these findings, the board has planned a strategic recruitment drive for 2024. This initiative aims to attract new board members who possess the identified skills, thereby strengthening the board's capacity to guide the centre's mission and operations effectively. The recruitment effort will focus on engaging

professionals from diverse backgrounds, ensuring a well-rounded and capable leadership team that can address the evolving needs of the Wexford Volunteer Centre and its community.

By proactively addressing succession planning and skill gaps, the board is committed to fostering a resilient and dynamic leadership structure. This forward-thinking approach will help maintain the centre's momentum and enhance its impact on the community.

Staff Training

In 2023, the manager and the board at Wexford Volunteer Centre made a strategic decision to focus on upskilling and providing extensive training opportunities for our staff. Recognizing the ever-evolving nature of our work, we aimed to equip our team with the necessary skills and knowledge to enhance their professional capabilities.

The manager initiated this by creating a comprehensive staff training log to track progress and development. Concurrently, the board set aside a dedicated budget specifically for staff training, underscoring our commitment to continuous improvement.

Core Objectives and Performance

As a result of these initiatives, our five staff members collectively completed an impressive total of 49 training courses in 2023. These courses covered a diverse range of topics, from advanced volunteer management techniques to inclusion training, ensuring that our team remains at the forefront of best practices in the sector.

Since our initial opening in 2021, the scope of our work at Wexford Volunteer Centre has significantly expanded. Initially focused on local volunteer coordination, our responsibilities have grown to include addressing complex multicultural issues involving migrant volunteers and community organisations. This shift reflects the changing demographics and needs of our community, requiring our staff to be adept at handling a variety of cultural sensitivities and challenges.

Understanding this, the manager prioritised training that would prepare our staff to effectively engage with a diverse population. This includes being equipped to support individuals who may have experienced significant trauma before arriving in Ireland. To this end, Ewa, our Volunteer Development Officer, undertook an intensive six-month training program with INAR (Irish Network

Against Racism). This programme focused on equality, diversity, and discrimination, providing Ewa with a deeper understanding of the experiences and challenges faced by the people we serve.

Additionally, our team participated in workshops and seminars on mental health support, trauma-informed care, and cultural competence. These training sessions were designed to ensure that our staff can provide empathetic and effective support to all volunteers, regardless of their background.

Furthermore, the training initiative included practical skill-building sessions, such as advanced communication techniques, conflict resolution, and leadership development. These skills are crucial for our staff as they navigate the complexities of volunteer coordination in a multicultural setting.

Overall, the emphasis on training and development has not only enhanced the individual capabilities of our staff but also strengthened our organisation's ability to meet the needs of our diverse community. As we continue to grow and adapt, we remain committed to providing our team with the tools and knowledge they need to succeed in their roles and make a positive impact.

Purpose of our Social Media Platforms

The purpose of our social media accounts is multifaceted, aiming to effectively engage with our community and stakeholders. Through our platforms, we strive to spotlight a diverse array of volunteering opportunities, ensuring accessibility and inclusivity for all interested individuals. Additionally, we utilise social media to promote upcoming training sessions, events, and projects, fostering a culture of continuous learning and active participation. By leveraging these channels, we seek to not only inform but also inspire and mobilise our audience towards meaningful action, ultimately driving positive impact within our community and beyond.

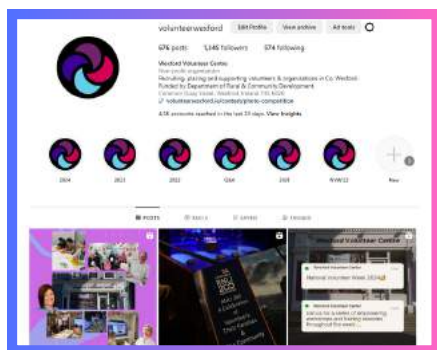
Reach

Platforms	2022	2023	Difference in Reach
Facebook	33,070	50,835	53.71% increase
Instagram	2,279	12,215	435.91% increase
Twitter (X)	8,944	16,206	81.20% increase
LinkedIn	7,311	21,881	199.24% increase
Tik Tok	2,644	10,811	308.80% increase

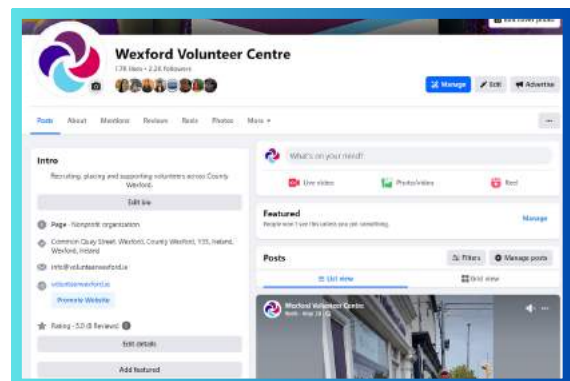
Social Media Stats

Follower's

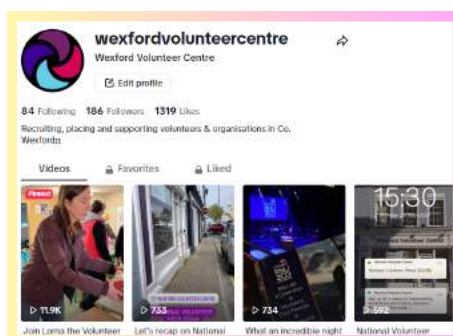
Platforms	2022	2023	Difference in Likes/Followers
Facebook	1,575	2,291	45.46% increase
Instagram	615	1,314	113.66% increase
Twitter (X)	482	591	22.61% increase
LinkedIN	724	1,966	171.27% increase
Tik Tok	75	186	148% increase



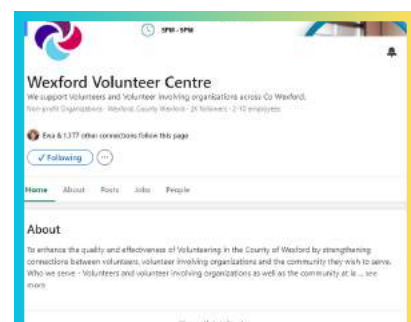
Wexford Volunteer Centre Instagram Page.



Wexford Volunteer Centre Facebook Page.



Wexford Volunteer Centre Tik Tok Page.



Wexford Volunteer Centre LinkedIN Page.

Wexford Volunteer Centre, Common Quay Street, Wexford, Y35 K020.

Phone: +353 (0)87 149 0346

e: info@volunteerwexford.ie w: www.volunteerwexford.ie

Registered Name: Wexford Volunteer Centre Ltd. Company Number: 626232 Charity Reg No: 20206098

19 Challenges and Future Plans

Challenges

In 2023, Wexford Volunteer Centre faced a multitude of challenges stemming from increased demand for our services. We experienced a surge in both volunteer registrations and community groups seeking our support, reflecting a growing recognition of the value of volunteering in our community.

Furthermore, the influx of migrants seeking to volunteer presented an additional layer of complexity, necessitating additional support and resources to facilitate their integration into volunteering roles.

Compounding these challenges was our limited staffing capacity, with only two full-time and one part-time staff members to manage the increased workload.

The board at Wexford Volunteer Centre developed a policy on seeking corporate assistance for funding. However, due to the pressures of dealing with the influx of migrants and our ongoing work with them, we were unable to devote the necessary time to implement this policy fully. Despite these challenges, we remain committed to this goal and aim to actively pursue corporate funding in 2024. Our focus on

supporting migrants has highlighted the urgent need for additional resources, making the implementation of this funding strategy a top priority for the coming year.

Despite our gratitude for core funding, which covers overheads and salaries, securing additional funding for projects remained a persistent struggle.

The competitive landscape for grants made it challenging to secure the necessary resources to meet the escalating demand for our services effectively.

Additionally, the transition to a new manager and development and placement officer added to our workload and required us to navigate operational changes while maintaining our commitments to the community.

Fleadh Cheoil Na Eireann

In January 2023, we actively participated in the Fleadh Bid Meetings alongside numerous organisations at Wexford County Council. During these meetings, the proposal for County Wexford to host the prestigious Fleadh Cheoil 2024 was presented to Comhaltas. Recognising the important role of volunteers in ensuring the success of such an event, we understood the significance of our involvement.

Challenges and Future Plans

In March 2023, the news arrived that County Wexford had been selected to host the Fleadh Cheoil in 2024. With excitement mounting, our team at the Wexford Volunteer Centre embarked on comprehensive research into the volunteer programme for the Fleadh Cheoil. Drawing upon the expertise of volunteer centres across the country with previous Fleadh experience, we gathered invaluable insights and supporting materials.

In August 2024, we journeyed to Mullingar to meet with the volunteer coordinators, gaining firsthand exposure to the operational details of the volunteer programme and the volunteer hub.

Armed with our research findings, we crafted a proposal to coordinate the volunteer programme for Fleadh Cheoil 2024. Engaging in six extensive discussion meetings with the Wexford County Council Fleadh team, we passionately advocated for our vision.

Ultimately, while the Wexford County Council Fleadh team opted to manage the programme internally, they recognised the depth of our expertise and invited the Wexford Volunteer Centre to serve on a steering committee. This role allows us to provide invaluable guidance and recommendations based on our research findings and extensive experience within the volunteer sector in County Wexford.

Future Plans

Heading into 2024, Wexford Volunteer Centre aims to continue growing and enhancing the quality of our services for volunteers and registered organisations. We are dedicated to upskilling and training our volunteers to ensure they are efficient and effective in their roles.

Additionally, we strive to improve the training provided to volunteer managers, equipping them to be effective leaders within their organisations. We plan to design and develop new projects to help integrate volunteers from new communities with their host communities.

At the board level, we aim to recruit members with expertise in HR, IT, and social media to broaden the skills represented on our board. Furthermore, we intend to organise and host a county-wide event to bring together all the groups and organisations we support. Our team remains committed to achieving the goals outlined in the National Volunteering Strategy.



Wexford Tidy Towns, Winner of the WVC Community Calendar 2024.

Our objectives for 2024 are as follows:

Objective One: To increase participation and diversity in volunteering, embracing new trends and innovation.

- To engage with VIOs across the county to discuss flexible volunteering roles such as one of roles and to discuss the integration of people from new countries with little English or experience as volunteers.
- Working with other local and national agencies to discuss how we can partner with them to engage people from marginalised communities into volunteering.
- Working with agencies that support the elderly in Co Wexford to try and engage volunteers over the age of 55 years.
- Advertise our service and volunteering roles in a variety of different ways such as social media, the radio, newsletters, and parish newsletters to ensure it is inclusive to all age groups. To get our main advertisements translated into different languages to target volunteers from new communities.
- To continue our 'Engaging Young Volunteers' workshop in secondary schools and earlier school leavers facilities across Co Wexford to highlight our support service and the benefits of volunteering to young people.

- To do a needs analysis in person with VIOS across the county to see what supports they require from us.
- Part take in National Volunteering Week 2024 by hosting networking and information events for VIOs and Volunteers.

Objective Two: To facilitate, develop, and support the volunteering environment, contributing to vibrant and sustainable communities.

- To continue with any training provided by Volunteer Ireland on IVOL.
- We will be engaging with Corporates on CRS programmes through events such as the well business summit.
- To continue our garda vetting service for VIOs.
- To continue to work with SETU by hosting their annual volunteer fair and by doing talks with students. We also collect and sign off on hours for their volunteer's awards programme.
- To continue develop CRS programmes and get business in Wexford to engage with VIOs across the county.
- To develop craft-based volunteering opportunities such as the One Million Stars programme and the knitting for Team Hope. These roles have little language barriers.

2024 Targets

- We will be facilitating one workshop a month towards the development of skills for Volunteer Managers and general volunteers.
- We will host networking and information events for volunteer managers.
- To create a code of conduct template for VIOs.

Objective Three: To recognize, celebrate, and communicate the value and impact of volunteers and volunteering in all its forms.

- WVC will be renew our Volunteer Rewards Cards programme in 2024.
- WVC will be hosting a Volunteer Recognition event in May 2024.
- WVC will co host a volunteer awards with Wexford PPN in October 2024.

Objective Five: To improve policy coherence on volunteering across Government, both nationally and locally.

- We will be doing a needs analysis with VIOs.
- We will be hosting monthly training sessions for VIOs
- Templates for policies and procedures will be provided to registered VIOs.
- Work with VIOs to break down some roles in separate roles.
- Host networking events for Volunteer Managers.
- Develop an environmental policy template for VIOs.

Wexford Volunteer Centre's targets for 2024 are as follows:

For Organisations:

- Develop more flexible volunteering roles in collaboration with organisations.
- Conduct 10 Garda vetting training sessions.
- Host 5 volunteer manager training sessions.
- Organise and host a county-wide volunteer expo to facilitate volunteer recruitment and networking for registered organisations.
- Conduct a needs analysis through in-person meetings with at least 30 organisations.
- Host 4 networking events for volunteer managers.

Outreach:

- Conduct 20 outreach sessions/information talks in international protection centre's or hotels housing displaced people.
- Host another volunteer fair with SETU Wexford.
- Deliver 12 sessions of the "Engaging Young Volunteers" workshop in schools.

CSR/Rewards Cards:

- Relaunch our volunteer rewards card in May 2024.
- Enlist at least 60 businesses on the card by the end of 2024.
- Launch a social media campaign to highlight all businesses on the card.

2024 Targets

- Distribute over 600 cards to volunteers by the end of 2024.
- Develop and implement CSR programmes with at least 2 businesses by the end of 2024.

Projects:

- Execute one county-wide integration project to engage new communities with their host community.
- Conduct at least one training workshop per month for volunteer managers.
- Provide 6 training courses to volunteers as part of our Volunteer Toolkit training.

Board of Trustees:

- Conduct a recruitment drive with the goal of recruiting 5 new board members.
- Review all policies and procedures.
- Write a strategic plan for 2025-2028.

Statistics for 2024:

- New Volunteer Registrations
Target - 700
- New Volunteer Placements
Target - 300
- Verified Volunteer Hours
Target - 40,000
- Repeat Callers Target - 250
- Volunteer Opportunities
Applied for Target - 500
- New Registered Organisations
Target - 25
- Organisation Engagement
Target - 350
- New Opportunities Posted
Target - 75

Company registration number 676232 (Republic of Ireland)

**WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

COMPANY INFORMATION

Directors	Andrew Maher Jonathan King Constance Rochford
Secretary	Constance Rochford
Company number	676232
Registered office	Molyneaux House 67/69 Bride Street Dublin8
Auditor	Asple & Co Chartered Certified Accountants Registered Auditors The Crescent Wexford Y35 YA49
Business address	Common Quay Street Wexford
Bankers	Bank of Ireland Custom House Quay Wexford

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

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WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

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

Principal activities

The principal activity of the company continued to be that of the promotion of volunteering activities.

Wexford Volunteer Company Limited by Guarantee was formed on the 21st August 2020. The Company is Limited by Guarantee (CLG) and governed by a Board of Trustees. As it is a non-profit organisation there are no shareholders and any surplus is reinvested in the company.

Registered charity numbers: CRO 676232 / CHY 22794 / Charity Registration 20206098. We are registered and compliant with the Charities Regulatory Authority.

The company is also part of the network of 29 Volunteer Centres in Ireland and an affiliate of Volunteer Ireland.

Review of the business

The company's work is anchored on social inclusion principles and policies. Volunteering fits well within the social inclusion policy framework because volunteering is a way of encouraging and supporting members of society

on their journey towards reaching their full potential.

- We offer support, encouragement and guidance to organisations and individuals who have made a conscious decision to contribute to society through good practice volunteering.

- We support people seeking to volunteer their skills and time with non-profit organisations.

- We serve community and non-profit organisations by providing information, training, resources, matching, Garda vetting and support in all aspects of best practice volunteer management and leadership – ultimately helping them to fulfil their mission/objectives through volunteer engagement.

- We reach out to community and promote the value of volunteering through briefings, information sharing and hosting of volunteer-focused events.

Results and dividends

The results for the year are set out on page 8.

Directors and secretary

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Andrew Maher

Jonathan King

Constance Rochford

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees

The following persons held the position of trustee during the period :

Michelle Cafferty	(Appointed 2 September 2020) (Resigned 26 March 2021)
Leonard Kelly	(Appointed 2 September 2020) (Resigned 12 October 2021)
Alice Hartigan	(Appointed 11 January 2022)
Nuala Sheedy	(Appointed 11 January 2022)
Ewa Joudis	(Appointed 11 January 2022) (Resigned 23 May 2022)
George Lawlor	(Appointed 11 January 2022) (Resigned 17 March 2024)

The role of the Board and Directors

The Company's Board of Directors is responsible for the overall governance, legal and fiduciary obligations for the Company. It guides the mission, values and vision of the Company.

The Board ensures that the organisation is delivering a service in line with agreed work plans, in accordance with the contractual arrangements of funders, and above all, which is consistent with the best interests of those in the catchment area, in line with the Constitution.

The Board delegates responsibilities to Centre management in the following areas:

- Implementing the strategic plan, operational plan and policies approved by the Board.
- Keeping the Board updated, informing them of any new risks arising, and providing board support and administration.
- Overseeing the design, marketing, promotion, quality and delivery of programmes and services.
- Leading staff and volunteers to ensure they contribute directly to achieving the goals of the Volunteer Centre.

Supplier payment policy

The directors acknowledge their responsibility for ensuring compliance, in all material respects, with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. Procedures have been implemented to identify the dates upon which invoices fall due for payment and to ensure that payments are made by such dates. Such procedures provide reasonable assurance against material non-compliance with the Regulations. The payment policy during the year under review was to comply with the requirements of the Regulations.

Accounting records

The company's directors acknowledge their responsibilities under sections 281 to 285 of the Companies Act 2014 to ensure that the company keeps adequate accounting records. The following measures have been taken:

- the implementation of appropriate policies and procedures for recording transactions;
- the employment of competent accounting personnel with appropriate expertise;
- the provision of sufficient company resources for this purpose;
- liaison with the company's external professional advisers.

The accounting records are held at the company's business premises, Common Quay Street Wexford.

Auditor

In accordance with the Companies Act 2014, section 383(2), Asple & Co continue in office as auditor of the company.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Statement of disclosure to auditor

Each of the directors in office at the date of approval of this annual report confirms that:

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

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

Small companies exemption

The entity has availed of the small companies exemption contained in the Companies Act 2014 with regard to the requirements for exclusion of certain information in the directors' report.

On behalf of the board



Jonathan King
Director



Constance Rochford
Director

6 June 2024

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2023

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 that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in 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 surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

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

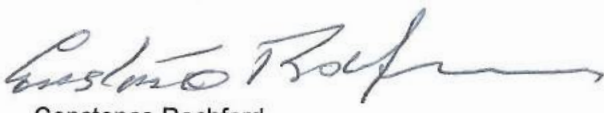
- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those 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 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.

On behalf of the board


Jonathan King
Director

6 June 2024


Constance Rochford
Director

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Wexford Volunteer Centre Company Limited by Guarantee ('the company') for the year ended 31 December 2023, which comprise the income and expenditure account, the statement of comprehensive income, the balance sheet, the statement of changes in equity and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council.

In our opinion the 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 surplus for the 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 properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are 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 in the annual report. 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.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE (CONTINUED)

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based 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 applicable legal requirements.

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, and the 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 any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of 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.

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 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, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the company's 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 company's financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

Use of our report

This 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.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

**TO THE MEMBERS OF WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY
GUARANTEE (CONTINUED)**

**Stefan Asple
Statutory Auditor
For and on behalf of Asple & Co
Chartered Certified Accountants
Registered Auditors
The Crescent
Wexford
Y35 YA49**

6 June 2024

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 €	2022 €
Surplus for the year	46,745	44,718
Other comprehensive income	-	-
Total comprehensive income for the year	<u>46,745</u>	<u>44,718</u>

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

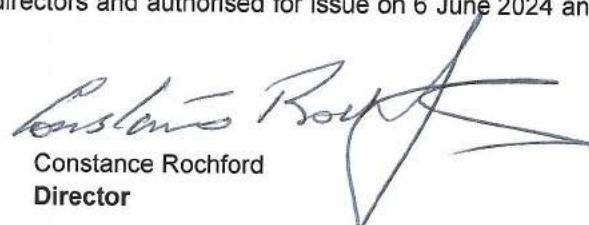
AS AT 31 DECEMBER 2023

	Notes	2023 €	€	2022 €	€
Fixed assets					
Tangible assets	7		2,973		7,670
Current assets					
Cash at bank and in hand		133,480		86,573	
Creditors: amounts falling due within one year	8	(43,110)		(47,645)	
Net current assets			90,370		38,928
Net assets			93,343		46,598
Reserves					
Income and expenditure account	12		93,343		46,598
Members' funds			93,343		46,598

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

The financial statements were approved by the board of directors and authorised for issue on 6 June 2024 and are signed on its behalf by:


Jonathan King
Director


Constance Rochford
Director

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2023

	Income and expenditure €
Balance at 1 January 2022	1,880
Year ended 31 December 2022:	
Surplus and total comprehensive income	44,718
Balance at 31 December 2022	46,598
Year ended 31 December 2023:	
Surplus and total comprehensive income	46,745
Balance at 31 December 2023	93,343

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Company information

Wexford Volunteer Centre Company Limited by Guarantee is a limited company domiciled and incorporated in the Republic of Ireland. The registered office is Molyneaux House, 67/69 Bride Street, Dublin8 and its company registration number is 676232.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2014.

The financial statements are prepared in euros, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Income and expenditure

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

1.4 Tangible fixed assets

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

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

Fixtures and fittings	25% Straight Line
-----------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

1.5 Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in surplus or deficit, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in surplus or deficit, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.6 Cash and cash equivalents

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

1.7 Financial instruments

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

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

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

Basic financial assets

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

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

Basic financial liabilities

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

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

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

1.8 Taxation

The company has obtained exemption from the Revenue Commissioners in respect of corporation tax, it being a company not carrying on a business for the purposes of making a profit. DIRT tax is payable on any interest income received in excess of €32.

1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

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

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

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

1.12 Foreign exchange

Transactions in currencies other than euros are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

3 Income

The total turnover of the company for the year has been derived from its principal activity wholly undertaken in the Republic of Ireland.

Government Grant's received during 2023

Name of grant agency:	Department of Rural and Community Development
Grant Programme name:	Strengthen and Support Volunteering
Purpose of Grant :	Payment of overheads associated with the operation of the programme
Total Grant awarded	€144,783
Deferred amount at start of year	€0
Fund taken to Income	€143,083
Deferred amount at year end	€1,700
Capital grants:	No
Restrictions on use:	Can only be used for the purposes as set out in the grant agreement

Name of grant agency:	Department of Rural and Community Development
Grant Programme name:	Ukraine
Purpose of Grant :	Payment of overheads associated with the operation of the programme
Total Grant awarded	€43,920
Deferred amount at start of year	€8,236
Fund taken to Income	€52,156
Deferred amount at year end	€0
Capital grants:	€0
Restrictions on use:	Can only be used for the purposes as set out in the grant agreement

Name of grant agency:	Wexford County Council
Grant Programme name:	2023 funding
Purpose of Grant :	Payment of overheads associated with the operation of the programme
Total Grant awarded	€19,236
Fund taken to Income	€19,236
Deferred amount at year end	€0
Capital grants:	€0
Restrictions on use:	Can only be used for the purposes as set out in the grant agreement

Name of grant agency:	Volunteer Ireland
Grant Programme name:	2023 funding
Purpose of Grant :	Payment of costs associated with the operation of the programme
Total Grant awarded	€556
Fund taken to Income	€556
Deferred amount at year end	€0
Capital grants:	€0
Restrictions on use:	Can only be used for the purposes as set out in the grant agreement

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

4 Operating surplus

	2023	2022
	€	€
Operating surplus for the year is stated after charging:		
Fees payable to the company's auditor for the audit of the company's financial statements	3,075	3,075
Depreciation of owned tangible fixed assets	4,697	4,697
	<u>7,772</u>	<u>7,772</u>

5 Employees

The average monthly number of persons (including directors) employed by the company during the year was:

2023	2022
Number	Number
5	4
<u>5</u>	<u>4</u>

Their aggregate remuneration comprised:

	2023	2022
	€	€
Wages and salaries	96,932	105,080
Social security costs	10,524	11,653
Pension costs	4,051	6,853
	<u>111,507</u>	<u>123,586</u>

There are no staff members earning over €60,000 per annum.

Directors remuneration of Nil was paid for the year ended 31st December 2023.

6 Taxation

No current or deferred taxation charge arises as the company has been awarded charitable status.

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

7 Tangible fixed assets

	Fixtures and fittings €
Cost	
At 1 January 2023 and 31 December 2023	18,789
Depreciation and impairment	
At 1 January 2023	11,119
Depreciation charged in the year	4,697
At 31 December 2023	15,816
Carrying amount	
At 31 December 2023	2,973
At 31 December 2022	7,670

Grants received in the year totalling Nil (2022: €6,583), relating to the acquisition cost of fixed assets, have being set against the cost of the relevant assets.

8 Creditors: amounts falling due within one year

	Notes	2023 €	2022 €
Trade creditors		4,694	6,721
PAYE and social security		1,592	4,426
Deferred income	9	33,749	33,423
Accruals		3,075	3,075
		43,110	47,645

9 Deferred Income

	2023 €	2022 €
Department of Rural and Community Affairs	1,700	8,236
Other deferred income	32,049	25,187
	33,749	33,423

Deferred Income from the Department of Community and Rural affairs relates to funding received in relation to Ukraine unspent at year end total Nil (2022: €8,236).

Deferred Income from the Department of Community and Rural affairs relates to funding received in relation to Volunteer Recognition Event unspent at year end total €1,700 (2022: Nil).

Other Deferred Income relates to non government funded grants and donations received in 2023 and unspent at year end total €32,049 (2022: €25,187).

WEXFORD VOLUNTEER CENTRE COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

10 Retirement benefit schemes

	2023	2022
Defined contribution schemes	€	€
Charge to profit or loss in respect of defined contribution schemes	4,051	6,853

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund.

11 Members' liability

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.

12 Income and expenditure account

	2023	2022
	€	€
At the beginning of the year	46,598	1,880
Surplus for the year	46,745	44,718
At the end of the year	93,343	46,598

The retained surplus arises from Restricted Income received that was not expended at the period end. This surplus can only be expended in line with the restrictions placed on its use when it was originally received.

13 Approval of financial statements

The directors approved the financial statements on 6 June 2024.