

# Annual Report and Financial Statements 2020



## Building Peace in a New Decade



# Promoting peace and reconciliation across 4 continents and 5 decades

The Glencree Centre for Peace and Reconciliation (Glencree) is an independent, non-governmental organisation and a registered charity in the Republic of Ireland. We are dedicated to transforming violent conflict and building peaceful, inclusive societies. We bring people and communities impacted by conflict together and help them find pathways to reconciliation and sustained peace through dialogue, relationship building, public discourse and shared learning.

Registered Charity No. CHY5943. Charities Regulatory Authority (CRA) No. 20009823.

Under the Patronage of the President of Ireland, Michael D Higgins

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# Our Vision

We believe in a world where human rights are protected; where diversity is cherished; where all can live with dignity and respect in inclusive and equitable societies free from violence or exclusion; where conflict is transformed peacefully.

Glencree's vision is for everyone to live in peace.

# Our Mission

Our Mission is to become a leading Global Peace Centre so that we can bring more people together to develop solutions for sustainable peace.

# Our Values

## Inclusivity

We encourage the participation of all stakeholders involved in a conflict, voluntarily and without pressure, regardless of their views or past behaviour insofar as their inclusion serves to further our vision of a more peaceful, inclusive and equitable world.

## Respect

We believe that every human being deserves to be treated with equal respect, to have their dignity and human rights upheld.

## Independence

We act as independent, impartial facilitators. We do not take sides or promote solutions but aid stakeholders in finding their own sustainable solutions to conflict.

## Equity

We promote fairness and social inclusion in order to gain a greater understanding of the complex cause and effect of all forms of conflict.

## Gender Sensitive

We raise awareness of, and address, the gendered aspects of conflict and inequality.

## Informed Consent

We believe that everyone who participates in our programmes has the right to full disclosure, to take part voluntarily and to withdraw at any time, for any reason.



# Message from our Chair

“  
**Our reputation remains characterised by non-partisanship, independence and confidentiality after almost five decades working for peace.**

*Barbara Walshe*



As an organisation, Glencree is no stranger to disruption. When peace came in the shape of the Good Friday Agreement, we had to re-define our place in the peacebuilding community. When the recession and resulting funding cuts threatened the existence of the organisation, we had to nimbly adapt and evolve.

In recent years, the Glencree Board and leadership team has been working hard to build the stable foundations and structure for the organisation to ensure we not only withstand disruptions but are positioned to prevail throughout. In addition to the work done to strengthen our Board, governance, accountability, sources of funding and organisational structure, for the year 2020 the Board had set in motion a strategic planning process aimed at charting the way forward for Glencree until 2026.

We moved into a new decade of peace and reconciliation work amid heightened political tension as the fall-out from Brexit led to increased pressure to defend the Good Friday/Belfast Agreement, and polarised discussions on Border polls, the Constitutional question and the Northern Ireland Protocol. As a country, we were also holding a mirror to our policies and actions to combat racism, promote diversity and equality, and our model of an inclusive society.

When Covid-19 knocked on the world's door, Glencree staff and Board rose to the challenge. Yet again our team used resourcefulness when resources were in thin supply. We quickly moved our work commitments online – from Board meetings and our AGM, to the background work and more public-facing elements of our peacebuilding work. And while technology

enabled greater reach to an online audience, as much of this work is based on facilitating safe space dialogue for people who are dealing with conflict, the lack of in-person, physical contact impacted on how we could deliver some elements of our programme work.

Despite these challenges, throughout 2020 Glencree quietly supported a series of back-channel conversations to improve relationships, supported victims of violent conflict, initiated a political and civil society leaders programme, worked to improve cultural understanding between minority and majority ethnic and faith communities, developed an All-Island Women's Peace-building Network and facilitated conflict resolution in Haiti.

Alongside this, work on the strategic plan re-energised our commitment and reframed our focus to take account of changing conflict and global dynamics. As part of the consultation process for this strategy, we were grateful to learn that our reputation remains characterised by non-partisanship, independence and confidentiality after almost five decades working for peace. I would like to thank Adam Grennan who voluntarily facilitated this process aided by the Board sub-groups and supported by staff, and to thank Ambassador Louis-José Touron and the Embassy of Switzerland in Ireland for their financial support for a Scoping Study to inform this planning process.

On behalf of Glencree, I would like to thank our Patron President Michael D. Higgins, our funders, our members and the Glencree community who steadfastly supported us throughout out this difficult year. To my colleagues on the Board and the Glencree Visitors Centre Board, I thank you for your consistent and dedicated support, given voluntarily, to Glencree's development. To the staff in Glencree, under the exceptional leadership of CEO Naoimh McNamee and Interim CEO Joan O'Flynn who ably filled the position during Naoimh's maternity leave, your commitment to peace shines through your work, thank you.

This year also sadly marked the passing of three great peace-builders and key influences on Glencree's work - John Hume, Seamus Mallon and our own Colin Murphy. Their legacy was evidenced when Ireland claimed its seat on the UN Security Council. As a small country, to have such trust placed in our ongoing contribution to peace and reconciliation is a testament to the work of generations of peacebuilders on these islands. Glencree is among those contributors, standing for the possibility that peace can be achieved when we act on what is really important to us.

**Barbara Walshe**

Chairperson, Glencree Centre for Peace & Reconciliation

“  
**Work on the strategic plan re-energised our commitment and reframed our focus to take account of changing conflict and global dynamics.**



# Message from our CEO

“  
**We are here to support those in, and affected by, conflict to find pathways to understanding, learn the skills and build relationships on their journey to a peaceful resolution of those conflicts.**

Naoimh McNamee



As we lived through the impact of the Covid-19 pandemic with devastating loss of life, serious illness, disruption to work and family lives, the true resilience of the human spirit shone through as differences were set aside and individuals, corporations, communities and countries worked in solidarity. Yet, the unequal impact of the pandemic was also magnified as the marginalised became more isolated and we witnessed the heavy toll on the well-being and living conditions of the more vulnerable, including those who fled their home countries to seek protection in Ireland.

Throughout 2020, Glenree's work in developing the conditions and relationships that support peace and reconciled communities focused on bringing the voices and experiences of the marginalised to the fore. Our work continued to be influenced by the impact of Brexit, the Good Friday/Belfast agreement and its

successors, ongoing legacy issues for victims and survivors, and resultant north/south, east/west relationships. We also shared learnings and built capacities abroad and promoted civil society engagement to finding peaceful resolutions to conflict.

While our work was heavily impacted by Covid-19, particularly as we were unable to hold in-person events, meetings and dialogue sessions, our team adapted and delivered a range of creative and innovative solutions to ensure that our programmes continued, our networks and programme participants were supported, and that we forged ahead with the development of our organisation.

The strength of our reputation and impact of our work over years resulted in increased funding to continue existing programme work, expand into new project areas and deliver on our strategic objectives. It enabled us to welcome five new

programme team members and invest in IT infrastructure improvements that greatly supported our ability to both work remotely and deliver a wide range of online events and dialogue sessions which helped keep important conversations going. Alongside this, the launch of [our new website](#), [podcast series](#) and strengthened presence on social media ensured that our work could reach a wider audience.

We also undertook an intensive strategic review process, which saw Board, staff and volunteers work together to chart a new course for Glenree over the next 5 years. This work continues and the new Strategic Plan, which will be published in mid-2021, will provide the framework for Glenree to strengthen our support for individuals and communities impacted by conflict and better respond to the challenges for peace in Ireland, within Northern Ireland and internationally.

Each year, our campus colleagues at the Armoury Cafe and grounds team work hard to provide the welcoming hospitality, nourishing food and connection with nature that is synonymous with Glenree. The closure of the campus to comply with restrictions was particularly felt by this team, our local and regular customers, the cultural and community groups who use our facilities, and the international students who come for our peace education workshops. Some good did come and I thank the OPW for their continued support in getting much needed renovation works underway which will bring a vast improvement to our facilities once we return to the 'new normal'. Our commitment and focus on redeveloping our beautiful site, historical buildings and peacebuilding facilities will continue to be a priority in 2021 so that we can better meet the increasing demand for our work.

The Glenree team takes pride in our public service ethic. We are here to support those in, and affected by, conflict to find pathways to understanding, learn the skills and build relationships on their journey to a peaceful resolution of those conflicts. Our organisation - our experience, facilities and expertise - is a crucial resource from grassroots to government in the process of exploring solutions for peace and reconciliation. We look forward to a new chapter of sustainable growth as we continue to build on the strong foundations that were laid 46 years ago.

Yours in peace,

A handwritten signature in dark ink, appearing to read 'N. McNamee'.

**Naoimh McNamee**  
Chief Executive Officer

## In Gratitude

I would like to express my heartfelt gratitude to my colleagues in Glenree for their dedication, hard work, resourcefulness and tenacity in this challenging year. Your camaraderie, compassion and continued support is deeply appreciated. I thank Joan O'Flynn who stepped in as Acting CEO during my maternity leave and led the charge during the added pressures brought about as a result of Covid-19. To our Boards, Committees, Working Groups, members and volunteers, thank you for your continued commitment and shared vision for our organisation. I also thank our Funders for your trust and support which not only enabled us to navigate through 2020 with confidence but also to continue on our path of making Glenree a centre of excellence for peacebuilding and a vital resource for those who need us.



# Who we are, what we do

## Our Work

Glencree was founded in 1974 in response to the conflict in Northern Ireland. We played an important role in the Irish Peace Process, bringing together those in conflict for confidential dialogue and helping to build relationships across divides. Today, Glencree contributes to developing the conditions and relationships that support peace and reconciled communities across the island of Ireland, within Northern Ireland, between Ireland and the UK, and internationally.

### We work with:

- Victims, survivors, and VS groups impacted by violent conflict in Northern Ireland
- Women activists and leaders from disadvantaged communities, particularly those experiencing social exclusion, isolation and marginalisation, individual women who have experienced the trauma of political conflict/violence and women peacebuilders who are actively engaged in developing and maintaining sustainable peace on the island of Ireland and elsewhere
- Members of ethnic and faith minority communities, migrants and refugees to support their own efforts to integrate into, and contribute to, Irish society which also incorporates building partnerships with statutory and local authority stakeholders and majority community leaders and groups
- Students and young adults both as actors in peacebuilding and as participants in our peace education work on a cross-border, north-south basis
- Conflict and post-conflict societies around the world both through sharing our lessons from the Irish peace process and learning from their peacebuilding experiences
- Policy-makers, politicians, diplomats and civil society actors who work to end conflict, find solutions to achieve sustainable peace and build inclusive societies.

## How we work

### Facilitating dialogue

Core to Glencree's work is facilitating dialogue that empowers people in, or suffering from, the legacies of violent conflict to transform relationships. We practice a process-centric method of facilitating dialogue whereby participants control the agenda and Glencree manages the process providing a non-violent, non-judgemental safe space to explore conflict and promote relationships and interdependence.

### Networking and building relationships

Glencree brings diverse groups, individuals and organisations together to build both the supportive and challenging relationships and networks that are required to achieve social change, intercultural integration and political reconciliation.


### Promoting public discourse

Glencree fosters spaces for public discourse where diverse voices, compelling stories, creative approaches, and innovative research in the area of reconciliation and peacebuilding can be witnessed, heard, acknowledged and critically engaged with by the wider public.

### Sharing learning and building capacities

Glencree is a learning organisation. We share our experiences and creative approaches to conflict, peacebuilding, exclusion and integration, and lessons from the Irish peace process with societies affected by conflict around the world.

We also help build capacities of groups and individuals by providing technical support, training and education.



We work within communities impacted by conflict and at our Peace Centre campus in Glencree. This safe and welcoming space in the Wicklow mountains is steeped in history and surrounded by nature.

“

**We owe a great debt to the Glencree Centre for its many contributions to reconciliation and the building of positive relationships, across the island and beyond. There is no more important work than this work for peace. As you gather today, I am sure the combined wisdom of all participants will steer your conversations, in a shared appreciation of the vital importance of not only ethics but also creativity in seeking new pathways to peace and reconciliation. How we remember, how we may come to forgive, and how we choose what to reconsider – those are the key questions that inform our ability to construct, together a peaceful, fair and truly reconciled society.**

**May I wish you every success for your meeting, and thank you all most sincerely for your work in promoting greater understanding and appreciation for the need to recognise the differing narratives of our pasts, which we share.**

*Extract from comment by President Michael D. Higgins, Patron of Glencree in advance of the 3rd Una O'Higgins O'Malley Lecture 2020. Read in full on: [www.glencree.ie/news/webinar](http://www.glencree.ie/news/webinar)*



# Strategic Priorities 2017 - 2021

Since 2017, four strategic priorities have guided the key areas of focus of Glencree's work. An overview of the impact of our work in line with these priorities during 2020 is outlined below. Details of the work across all programmes, funding and operations can be viewed from page 18.

## Goal 1: To deepen reconciliation within and between communities on the islands of Ireland and Britain.

- Established a network of over 50 participants in a new Leaders Dialogue Forum to explore key issues and develop relationships on an all-island, east-west basis
- Hosted 2 group briefings with 27 Ambassadors from the EU states on the current political situation including the implications of Brexit and the Northern Ireland Protocol and ongoing individual meetings and bespoke briefings to the broader diplomatic community in Ireland
- Over 100 engagements with community and political representatives as part of efforts to improve inter-community relations and engagements on a cross-border, all-island, east-west basis in support of the Belfast / Good Friday Agreement, Stormont House Agreement, and New Decade New Approach 2020
- Initiated a process to develop Trauma-informed Guidelines for working with victims and survivors of violent conflict in Northern Ireland which will be finalised in 2021
- Commenced production of the Glencree Journal on the theme of 'Dealing with the Legacy of Violence in Northern Ireland', due for publication in early 2021
- Produced a Midterm Evaluation of the Peace IV funded Addressing the Legacy of Conflict through Facilitated Dialogue project to report on findings from over 800 engagements with Victims and Survivors (VS) groups in Northern Ireland
- Formed new strategic partnerships with women peacebuilders at grassroots level from cross-community contexts in Northern Ireland, cross-border groups and groups representing migrant / refugee women involved in peacebuilding work internationally
- Launched an All-Island Women's Peacebuilding Network, with over 45 women from across traditions, cultures, ages and political divides engaged in the first 3 months
- Facilitated mediation training for 14 women peacebuilders from grassroots organisations and marginalised communities which supports UN Resolution 1325 on Women, Peace and Security

- Engaged 60 students and teachers from 4 post-primary schools north and south of the border in dialogues and exchanges which has become part of the Irish Government's Programme for Government, 'New Decade, New Approach' (2020)

## Goal 2: To support the building of an inclusive, hospitable and welcoming society on the island of Ireland that respects and embraces ethnic, faith-based, linguistic, and cultural minorities.

- Collaborated with organisations advocating on behalf of asylum seekers and refugees as part of a National Advocacy Network focused on bringing an end to Direct Provision which contributed to the Report of the Advisory Group on the Provision of Support to Persons in the International Protection Process (Oct 2020)
- Contributed to documentation being captured by Mount Street Trust based on learnings from Glencree's work with groups experiencing social exclusion which will be shared across sectors
- Facilitated wellness, relationship building and information sharing group meetings with over 35 women residents in Clondalkin Towers Direct Provision Centre. With the onset of Covid-19, project focus and resources shifted to supporting and maintaining relationships with residents, and liaising with other bodies to provide gestures of support to Muslim residents in Direct Provision and Emergency Accommodation Centres during Ramadan
- Facilitated safe space dialogues with second generation Irish Muslim and African Irish young people on the issues of belonging and identity, with the participation of statutory agencies with obligations under the National Migrant Strategy. Over 200 participants have attended these dialogues with a Report on learnings due in 2021
- Established a working relationship with An Garda Síochána Diversity and Equality Unit and facilitated dialogues with leaders from the African Irish Community to identify co-designed solutions for workforce diversity in support of the AGS EDI Strategy on recruitment and retention of minorities

- Adapted a planned national dialogue to a smaller forum for Irish Muslim women of diverse backgrounds and ages to share their stories which will be available in 2021
- Facilitated dialogues between 9 Local Authority and Local Area Partnerships, and 13 Public Participation Networks on integration strategies relating to the National Migrant Integration Strategy
- Joined the Social Inclusion strand of the County Wicklow PPN and participated in the County Wicklow Local Inter-cultural Integration Strategy consultation process
- Established networks and partnerships within the Muslim community and with diverse ethnic community organisations including local refugee and African Irish community support groups
- Participated at the Shared Island Unit, Department of An Taoiseach, All-Island Women's Dialogue event
- Collaborations resulted in ESRI interest in engaging directly with minority communities on EMN and other research in future

## Goal 3: To share lessons with other conflict and post-conflict societies and internationally, and to learn from the experiences of these societies that may be of relevance to the island of Ireland.

- Launched a two-year multi-track conflict analysis dialogue programme in partnership with indigenous peacebuilding organisation Lakou Lapè, with the aim of contributing to the sustainable development of effective peacebuilding processes in Haiti
- Provided conflict analysis training to 20 Lakou Lapè Programme Facilitators
- Identified and recruited 82 leaders across 8 sectoral areas and the 4 marginalised communities of Belair, St Martin, Martissant and La Saline to engage in an intra-sector analysis of the root causes of the conflict in Haiti
- Established a Political Peace Forum comprising 10 Haitian political leaders and government representatives which now seeks to engage in dialogue with U.S. politicians aimed at encouraging a more collaborative approach to addressing violent conflict in Haiti.

## Goal 4: To cement Glencree as a leading peace centre on the island of Ireland and internationally.

- Glencree under consideration by the Expert Advisory Group for Centenary Celebrations as a potential site of a memorial for those who lost their lives in the Civil War

- Commenced on-campus renovations, supported by OPW, to improve facilities for Glencree's dialogue, encounter and education work, and a multi-functional space for use by diverse community and cultural organisations
- With the support of the Swiss Embassy, commissioned an Independent Scoping Report on key international peace centres and peace education bodies, which was shared on [www.glencree.ie](http://www.glencree.ie)
- Ensured compliance with Government protocols as a result of the Covid-19 pandemic to prioritise the health and safety of staff and the wider Glencree community
- Invested in IT infrastructure upgrades and delivered key events online
- Grew social media audiences by 41% on 2019
- Produced and disseminated two programme brochures to support promotion of Glencree's work in the areas of Women's Leadership and Peace Education
- Began work to establish an intra-network discussion forum for the All-Island Women's Peacebuilding Network
- Developed Glencree Podcast Series with initial 3 podcasts: An Introduction to Glencree; The Glencree Dynamic Dialogue Process; Belonging & Identity in the Second Generation Ramadan Podcast
- Contributed to 2 international podcasts with Restorative Justice International and ABC Radio, Australia and to the Department of Education's Junior Cycle Teacher Support Service for Religion podcast on dialogue and reconciliation as a resource for schools and teachers
- Re-Launched [www.glencree.ie](http://www.glencree.ie) website with over 60,000 webpage views, an increase of 49% year-on-year
- Generated 30% increase in funds raised by adapting the Annual Peace Walk Fundraiser to a remote event and promoting through social media

### Strategic Direction 2021 - 2026

Much has changed in geo-political, cultural, social and economic contexts in the four years since Glencree's strategic priorities were developed. Led by the Board and senior management, a strategic review and planning process is currently underway to strengthen Glencree's ability to adapt and respond to the changing circumstances and challenges for peace in Ireland, within Northern Ireland and internationally. This new strategic plan will be published in mid-2021.



“ I just want to say how much I’ve enjoyed this [social inclusion] meeting. It is the first one with such diversity of Muslim people and I’ve been working with intercultural communities since 2003.

*Sr Kay Mulhall, Intercultural Activist, commenting on Glenree social inclusion event, 2020*

“ What you are doing is the future....Everything is connected, art, racism, peace, justice - all, interlinked. There is a lot of interest in the conversations you are promoting and facilitating.

*Glenree Belonging & Identity Project Arts Sector Partner, 2020*

“ Will empower women leaders to share experiences in a supported and safe space.

*Participant at the launch of the Glenree All-Island Women’s Peacebuilding Network, 2020*

“ I deeply admire the vital peacebuilding work the (Glenree) Centre is doing with individuals and communities impacted by conflict and I am deeply grateful for the wonderful co-operation between the Centre and the German Embassy over the last few years.

*German Ambassador to Ireland, H. E. Deike Potzel announcing her support for the Glenree Annual Peacewalk fundraiser, Sept 2020*

# 2020 at a Glance



Barbara Walshe, Chair, Pat Hynes, Community & Political Dialogue Programme Manager and Naoimh McNamee, CEO, join President Michael D. Higgins and Sabina Higgins at a reception for the Permanent Representatives of UN Member States



Barbara Walshe, Chair welcomes The Hon. Gary Gray, Australian Ambassador



Tom Kitt meets CEO Naoimh McNamee and Community & Political Dialogue Programme Manager Pat Hynes



Parents network from Tallaght take part in a training workshop on communication and team building



Maureen O’Riordan volunteer & co-facilitator, Hope & Ambition project prepares books, art materials and self-care supplies for residents of Clondalkin Towers Direct Provision Centre



Louise Keating delivers Christmas gifts to the families in Clondalkin Towers Direct Provision Centre welcomed by Naima Chaudhry from the Residents Committee



Pat Hynes, Geoffrey Corry, Barbara Walshe, Ian White with technical support from Oscar, Long Lost Design, recording the Glenree Dynamic Dialogue Podcast



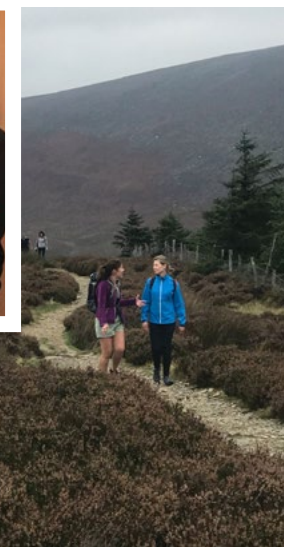
Over 45 women leaders from around the island of Ireland join the launch of the Glenree All-Island Women’s Peacebuilding Network



Pat Hynes and Former Archbishop of Armagh Dr. Alan Harper



Chief Inspector Gary Reid and Inspector Uel Boyd, West Belfast PSNI meet Roisin McGlone, Programme Manager, Peace IV Addressing the Legacy of Violence through Facilitated Dialogue



Peace Walk 2020



Barbara Walshe, Chair, Joan O’Flynn, Acting CEO with H.E. Louis-José Touran, Ambassador of Switzerland to Ireland



Social distant connections: Louise Keating and Nita Mishrah use nature as the backdrop for their meeting

“ More important than ever, in our current situation, that the voices of smaller countries are able to be heard. We can all learn from this global pandemic that no people are greater than anyone else - and this is the time to take down walls and build bridges.

*Christine Taylor, Australia - @GlenreeCentre Facebook Follower, 2020*

“ You are a true champion of rural women and rural peacebuilding.

*Participant at the launch of the Glenree All-Island Women’s Peacebuilding Network, Sept 2020*

“ This unique cross border schools programme creates a safe space to explore so many important issues North, South, East and West in a respectful and dignified way.

*Donegal TD and former Minister for Education, Joe McHugh, 2020*

“ Appreciation of the importance of co-creation and the methodology of dialogue as tools in this type of work.

*Member of Glenree Belonging & Identity Project Advisory Group, 2020*

“ Thanks to all contributors of #PeaceIV Joint Academic Journal with @GlenreeCentre & editorial board colleagues @UlsterUni Jordanstown.

*Twitter post by Irish Centre for Human Rights, NUI Galway, 2020*





A centre for peace and reconciliation since 1974, the Bridge Building was originally an Army Barracks built in the 1800's

# We work for peace. We transform conflict by focusing on 6 key programme areas and sharing our expertise internationally.

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# Women's Leadership Programme

Glencree's Women's Leadership Programme supports women, across the generations, as actors in post-conflict peacebuilding and transformation on the island of Ireland or in their conflict-affected country of origin. It supports engagement in policy conversations related to women's needs and rights, and empowers women who have experience of political conflict/violence to become active leaders in the political processes that promote peacebuilding.

Building on learnings from a series of Women's Leadership Programme events and a scoping exercise conducted in 2019, it was identified **"that a programme, singularly focused on supporting the political and influencing capacity of women who have experienced political conflict/violence in a range of contexts, was a gap in current provision."**

Further consultations, and with the continued support of the Reconciliation Fund of the Department of Foreign Affairs, a new vision for the programme emerged.

## Glencree Women's Leadership Programme supports:

- the policy frameworks of the Good Friday/Belfast Agreement and its successors
- UN resolution 1325 on Women Peace and Security
- 2030 Sustainable Development Goal 5 (women and girls' empowerment), and Goal 16 (peaceful societies)



Contributes to Glencree's **strategic goal** no. 1 of deepening peace and reconciliation on the islands of Ireland and Britain and goal no. 2 of building an inclusive society.

## Glencree All-Island Women's Peacebuilding Network

### Activities and Impact

In early 2020, Glencree convened a **Project Steering Group** to clarify the aims and define the parameters for a women's peacebuilding network. Throughout the first half of the year, the Group held 8 online meetings developing the workplan for the Network in readiness for launch.

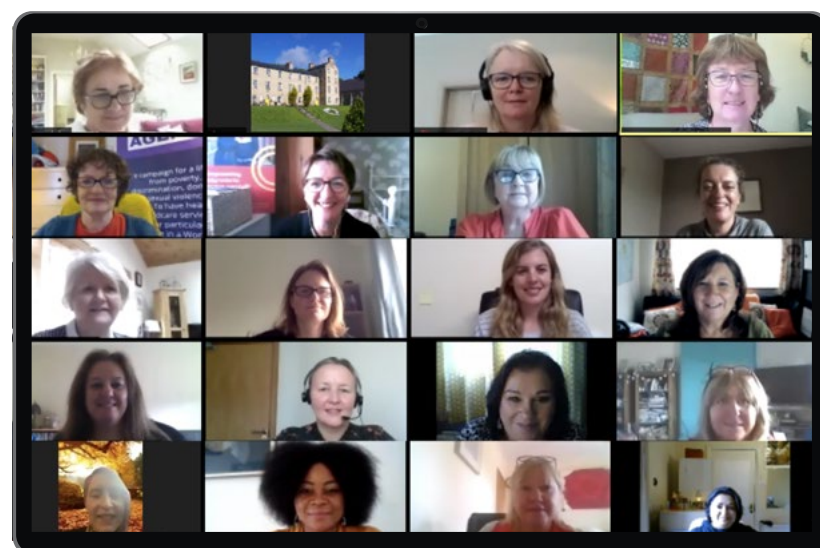
The official launch of the Glencree All-Island Women's Peacebuilding Network (WPN) took place in September. Hosted online due to Covid-19 restrictions, the **Launch Webinar** was attended by 47 women leaders from across the island. The event featured guest speakers and a panel discussion with Aine Hearn, Director of Conflict Resolution Unit, Department of Foreign Affairs, and Claire Sugden, Independent

MLA, East Londonderry and member of the Stormont all party group on UNSCR 1325, Women Peace and Security.

A second panel discussion featured grassroots activists Cecilia Amabo, human rights advocate and Integration Officer with the Migration and Refugee Rights Centre, and Majella Murphy, member of Forkhill Women's Group, instrumental in the formation of South Armagh Women's Network and Northern Ireland Rural Women's Network.

An important element of the launch event was to engage the women participants in sharing their thoughts and aspirations to **contribute to the development of the network**. It also provided a **forum to connect** based on common interests and issues of concern relating to their peacebuilding work.

Following the event, a **Report** was produced which was used to inform future programme planning and fundraising.



Launch of Glencree All-Island Women's Peacebuilding Network

**“ Powerful, bringing diverse voices together from across our Island.**



**“ It has never been more important for women to be visible, audible and work together towards the future we deserve.**

**“ Bringing grassroots women to these conversations will give them the confidence to talk about this and to form opinions about issues that affect them.**

**“ I think [the network] will become even more important as Brexit unfolds.**

*Feedback from participants at the WPN launch (2020)*

Another key event **Stepping into Leadership** engaged women from ethnic minority backgrounds with experience of taking up leadership positions in local communities in Ireland and Northern Ireland.

This online event was facilitated by Charo Laneo, international activist and animator, based in rural County Derry. Guest speaker Nita Mishra spoke about

her journey from becoming involved in her children's local primary and post-primary schools to her role on the National Parent's Council of Ireland.

**“ I love events like this where we meet like-minded people, changers beside you who are also pushing through, and as practitioners that we get to support one another and reflect.**

*Quote from participant of the Stepping into Leadership event*

**A Residential Training Course** in Mediation Skills, held when restrictions allowed, involved participants from community organizations north and south.

Throughout the year, social media was harnessed to promote awareness and interest in programme activities. In December, the project steering group took part in an externally facilitated evaluation which will help inform the ongoing development of the programme and a Brochure was produced to promote the programme more widely in 2021.

Our Women's Leadership programme resulted in:

- 85 women from diverse backgrounds in Ireland and Northern Ireland participating directly in programme events.
- Their expressed support for collaborations that give women a greater voice in decision making on this island and shared learnings about each other's communities and identities
- New relationships were built with women, including young women and ethnic minority women both north and south, with experience of conflict in different contexts north, south and internationally
- Increased awareness of the barriers to migrant/refugee women who are experienced peacebuilders in their countries of origin 'breaking into' this sector in Ireland/Northern Ireland
- Increased awareness of the common concerns that act as barriers to women participating in political leadership and having their voice being heard
- 14 women leaders developing knowledge and skills in mediation



# Addressing the Legacy of Violence through Facilitated Dialogue

The PEACE IV-funded “Addressing the Legacy of Violence through Facilitated Dialogue” (LOV) project continued its work with Victims and Survivors (VS) Groups in Northern Ireland through meaningful contact, dialogue and perspective sharing. This project was developed in response to inadequacies of the Good Friday / Belfast Agreement and subsequent political efforts to address the legacy of past violence - a deficit most acutely felt in the persistently divided relationship between VS groups and the individuals, groups, and institutions perceived to have inflicted harm upon them in the past. The project employs a co-designed process to promote and facilitate contact between these groups, who also co-determine their own pace of involvement. Learnings from this process and from dialogues will be shared with national and international audiences including other VS groups, policy makers, academics and practitioners to help inform how to productively engage with Northern Ireland’s contentious past.

## Activities & Impact

In the first quarter of 2020, a process to develop **Trauma-Informed Guidelines** for working with victims and survivors of violent conflict was initiated. This piece of work came about through an identified need by project participants, and was led by an external consultant, Dr Cathy Bollaert. A facilitated dialogue workshop and a number of interviews were held with VS groups and individuals to inform this work, which will be finalised in 2021.

Another major piece of work that continued throughout 2020 was the production of the **Glencree Journal** featuring nineteen essays from contributors across the island of Ireland and internationally, on the theme of ‘Dealing with the Legacy of Violence in Northern Ireland’. An editorial team led by Assistant Programme Manager Rory Finegan, along with academics from the Irish Centre for Human Rights at NUIG and from Ulster University, have concluded the review process for journal submissions, which will be launched via an online webinar in March 2021.

While COVID-19 restrictions halted some progress in terms of direct works in the groups, Programme Manager Róisín McGlone **continued in-depth engagement** with one group in relation to ongoing legacy-related events. The remaining VS groups were also continually engaged throughout, with the project adopting remote methods of communication where possible.

A project milestone was reached with the delivery of the **Midterm Evaluation**, compiled by Researcher Joe Robinson following interviews and focus group discussions with participants from each of the VS groups. Key findings highlighted how contextual factors and political instability in Northern Ireland over the lifetime of the project have presented challenges for our work and contributed to social mistrust amongst some VS groups. Despite this, the evaluation revealed a number of project successes:

- building trust between Glencree and VS groups
- building confidence within less-established groups
- positive engagement with the co-design process
- shared learning through VS groups’ engagement with education professionals
- development of trauma-informed guidelines
- production of the academic journal focused on legacy-related issues.

The co-design process employed by the LOV Project is particularly valued by the groups, some of whom have had negative experiences working with external projects previously:

“ **I thought they’re [the LOV Project Team] really trying to bend over backwards to facilitate us, to go along the lines of how we want. They’re not trying to put words in our mouths, trying to suggest what we do, they’re leaving it entirely to us. So obviously, we’re going to want to investigate the things that are important to us, which is good.** ”

*Group 101 member, interview with author (2017)*



Contributes to Glencree’s **strategic goal** no. 1 of deepening peace and reconciliation on the islands of Ireland and Britain.

The impact of the project was also evidenced through the meaningful engagement of project participants with individuals outside of their groups facilitating a **humanisation and contextualisation process**. This has led to some evidence of an increase in empathy towards the stories and life experiences of other people effected by violence as a consequence of LOV interventions.

In addition to the contextual and COVID-related challenges, a number of personnel changes also took place. Sarah Butler, Programme Administrator and Roberta Cappieri, Assistant Project Manager joined in September and November respectively, whilst a new researcher will join the project in January 2021.

The LOV project is actively planning for the launch of the Glencree Journal and accompanying webinar early next year and devising a programme of events that can be run through a combination of remote and in-person methods. Engagement with major legacy events external to the project will form a primary part of the work, with further residencies and workshops exploring key project themes planned for the latter half of 2021.

**A project supported by the European Union’s PEACE IV Programme, managed by the Special EU Programmes Body (SEUPB).**

## Key Findings 2020

- ▶ **Information and dialogue are key to strengthening the capacity of people affected by conflict to engage in addressing violence.**
- ▶ **The capacity and knowledge of civil society can provide people with the tools and resources they need to avoid a re-occurrence of violence.**
- ▶ **The point at which violent conflict ends is potentially a transformative moment.**
- ▶ **The pursuit of justice in conflict transformation does not automatically lead to democratisation or closure.**



Illustrated Peace bridge in Derry Londonderry. Designed to have a symbolic role, the bridge connects traditionally unionist and nationalist areas. The architect describes the bridge as a “structural handshake”.



**45**

preparatory and ongoing engagement meetings



**1**

roundtable



**9**

facilitated dialogue workshops since the beginning



**817**

participants engaged



# Intercultural & Refugee Programme



Contributes to Glencree's **strategic goal** no. 2 of building an inclusive, hospitable and welcoming society on the island of Ireland that respects and embraces ethnic, faith-based, linguistic, and cultural minorities.

## Hope and Ambition 2019-2022

The Hope and Ambition Project contributes to Glencree's specific area of focus on integration and welcoming work with migrants, including asylum seekers, refugees, and host communities incorporating self-care and attentiveness to trauma. This work aims to build the confidence of marginalised women who are living in, or moving out of, Direct Provision to feel safe and express their needs.

### Activities & Impact

2020 marked the second year in this three-year project, funded by the Mount Street Club Trust. Activity focused on strengthening engagement with women in **Clondalkin Towers, Dublin's largest 'Direct Provision' centre** housing over 300 people, including many families housed in one room.

**Monthly Women's Wellbeing Group** meetings with residents facilitated by Louise Keating and volunteer Maureen O'Riordan provided 'circles of support', incorporating self-care and attentiveness to trauma - including trauma healing exercises developed by Capacitar International ([www.capacitar.org](http://www.capacitar.org)). These meetings also supported the women in making connections with other groups and services in the locality.

Covid-19 brought an abrupt end to the in-person activities at the Centre. In consultation with the women, the project focus shifted to delivering **urgently needed assistance and support** through the provision of:

- Books and art materials to assist with home schooling of 78 children
- Self-care supplies for 35 mothers
- Face masks for 50 residents, made by Shuttleknit, a Traveller Women's Enterprise in Wicklow
- Christmas gifts for 74 children, in partnership with Young Mothers' Network

“ **Don't buy art materials, they're too messy and there's no space in the room. Get things to challenge their minds, copy books to practice writing, puzzles, and encyclopaedias.** ”

*Resident of Clondalkin Towers 2020*

As restrictions eased, a modified series of in-person activities including outdoor one-to-one meetings and gatherings were held. Though limited to small numbers in adherence with Government

guidelines, these **engagements provided a welcome social connection in nature** away from the confines of the Centre. They also reinforced the support and relationships that had been established throughout the project.

Though engagement with the women of Clondalkin Towers continued through text, email, phone calls and online sessions during Covid restrictions, the lack of personal interaction **impacted our ability to maintain meaningful contact** with some residents, particularly the more vulnerable and those who struggled with technology and literacy.

The Hope and Ambition project is actively planning in-person and virtual engagements in 2021 including re-connecting with women who have moved out of Clondalkin Towers and integrating new residents. Emphasis will also be given to supporting the **psychological wellbeing and emotional need** for connection with nature, change of environment, space, exercise and play for the women and their children.

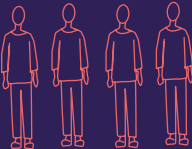
“ A deprivation of the senses was expressed through a longing to get out into nature. One woman tried to recall the name of 'a beautiful place with boats and water' she had once visited. It turned out to be Dun Laoghaire. Open spaces are inaccessible or too far to walk with children and the lack of disposable income makes public transport prohibitive. ”

*Louise Keating, Project Lead, Hope & Ambition Project*

“

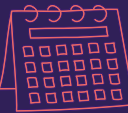
## The impact of Covid-19 on Residents Living in Direct Provision

The abundant failings of the Direct Provision system came into sharp focus during Covid-19. While it may be some years before the full impacts on residents are known, the issues highlighted in the Report of the Advisory Group on the Provision of Support including Accommodation to Persons in the International Protection Process (Oct 2020) have in the meantime led to informing the Government on options to end Direct Provision. Glencree supports the findings of this report. The work of our Intercultural & Refugee Programme and the well-being support provided through our Hope and Ambition project can only be sustained, and the benefits fully realised, by participants when this system of living is finally replaced and reformed.



7,400

As of April 2020 there are around 7,400 people in Direct Provision and emergency accommodation.



3-7 years

Due to significant delays in the asylum process, most people spend an average of three years in Direct Provision and in some cases more than seven years.



Belonging & Identity in the Second Generation 2019-2020

Glencree's Belonging and Identity Project links to the **National Migrant Integration Strategy**, in line with the Irish Government's obligations under the UN Convention on the Elimination of Racial Discrimination. Funded by the Integration Unit of the Department of Children, Equality, Disability, Integration and Youth (formerly under the Department of Justice and Equality) this project builds on Glencree's earlier work on the Muslim Communities Dialogue Project.

Throughout 2020, the focus of this project was to facilitate **safe space dialogues** to explore the issues of belonging and identity for second generation young Irish Muslims and young African Irish (18-30) and their parents' generation. It also engaged key stakeholders at national level and in South Dublin County Council (SDCC), the main geographic centre of the local dialogues.

Activities and Impact

A **Project Advisory Group** (PAG) was established to support and inform the

development of the project and facilitate the dialogues. The PAG comprised of four key Muslim activists, a representative of the Africa Solidarity Centre Ireland (ASCI), four staff and two Board members of Glencree.

Initially through outreach, a **network of dialogue participants** in the Irish Muslim and African Irish communities was established and the active involvement of statutory and community stakeholders was secured. These included staff of local authorities, Local Area Partnerships and Public Participation Networks (PPNs), An Garda Síochána, the National Youth Council, Foróige and Education and Training Boards.

Restrictions imposed by Covid-19 brought new **innovations** as project work moved online. Staff training, social media and creative methodologies including podcasts, spoken word, photography and music enabled the team to connect with the youth base in the Irish Muslim and African Irish communities. These shifts also led to opportunities to engage with participants outside the planned geographic target areas and the use of creativity drew a very positive response from participants.

Over the course of the year **16 facilitated dialogues engaging 200 attendees** were held. These included independent PAG-led dialogues and evaluation sessions, dialogues in partnership with community organisations such as ASCI and Under One Tent, and an online creative dialogue as part of South Dublin County Council Festival of Social Inclusion. Peer support dialogues between 9 Local Authority and Local Area Partnerships, and between 13 Public Participation Networks on Integration Strategies relating to the National Migrant Integration Strategy were facilitated. A dialogue between An Garda Síochána Diversity and Equality Unit (AGS) and leaders from the African Irish Community also responded to the AGS strategy on recruitment and retention of minorities.

Underneath all our differences we are the same. We all have similar desires for peace, family, friends, health, belonging, prosperity, community.

Glencree PAG member



Glencree 'Inclusive Participation: Our Stories - Irish, African, Muslim!' South Dublin County Council Social Inclusion Festival

Key learnings highlight the need for:

- sensitivity and flexibility in terminology used
- the voice of second generation viewpoints to be heard
- acceptance of multiple Irish identities
- recognition of the contribution of minority ethnic communities to Irish society
- labour market discrimination to be effectively addressed
- the teaching and policing professions to be promoted as careers
- minority communities to work with allies
- greater minority representation in the media, politics and decision-making
- effective action to combat anti-racism
- Covid-19 concerns to be addressed

You feel like you are two identities in one. You are still an Irish individual that has lived in Ireland most of your life and is able to deal with different nationalities and cultures.

Dialogue Participant

The work of the program was dialogue in a safe space and it was all really impactful and useful. The programme opened up spaces to discuss topics that have not been discussed enough in Ireland. It would be interesting to see what could be accomplished if more time was available.

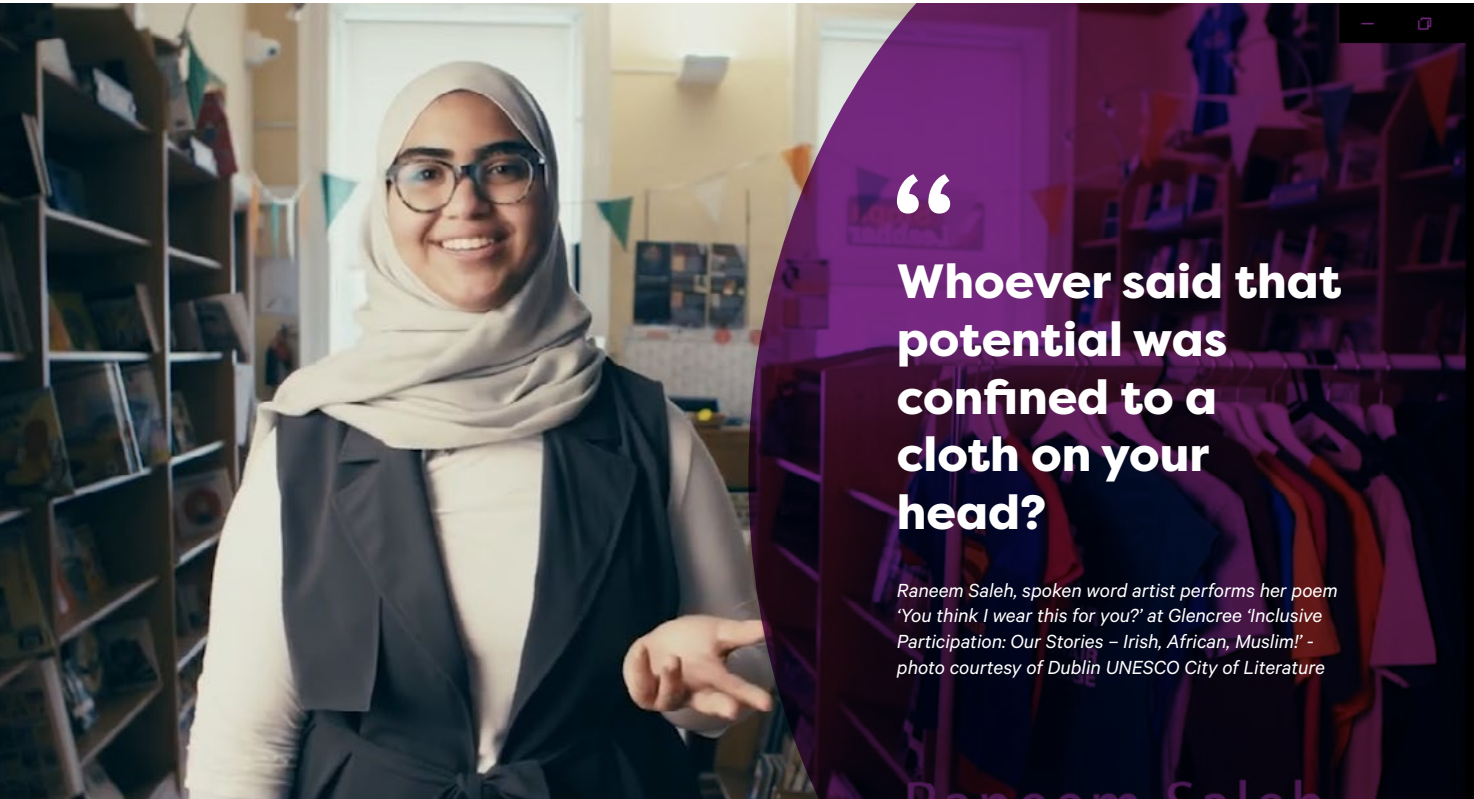
PAG Member

Ongoing project work led to **new networks and partnerships** being established with the Muslim community and with diverse ethnic community organisations including several Islamic Centres and Muslim Women's groups. Glencree also joined the Social Inclusion strand of the County Wicklow PPN which led to participation in the County Wicklow Local Intercultural Integration Strategy consultation process. Membership of this network in turn led to fostering networks with local refugee and African Irish community support groups in Wicklow.

**Collaborations** resulting from the project included participation at the Shared Island Unit, Department of An

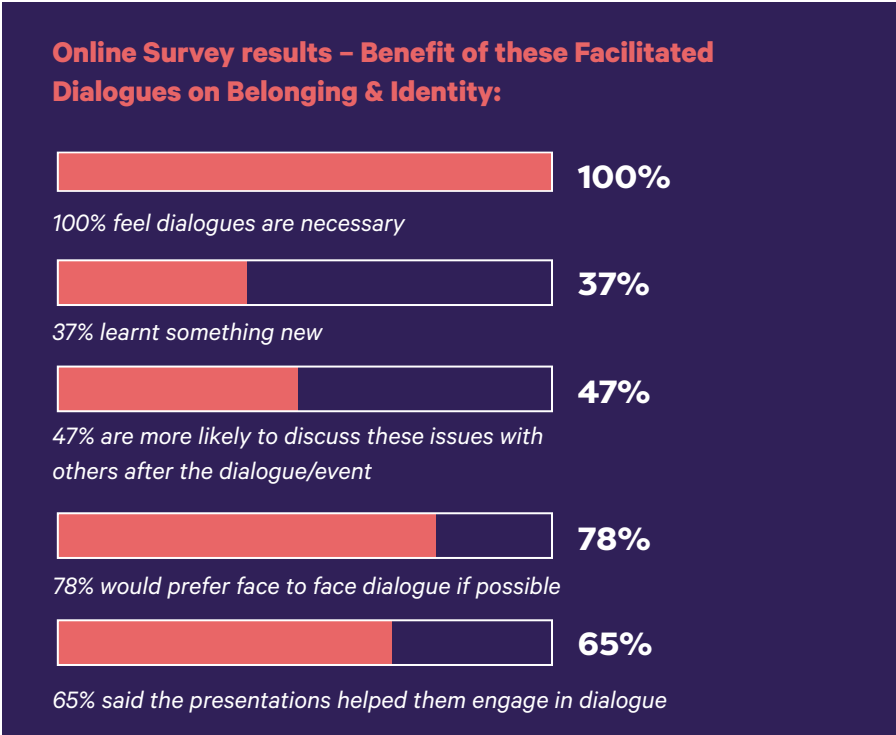
Taoiseach All-Island Women's Dialogue event. Participating local authorities and Staff in local authorities and PPNs have expressed interest in further sharing experiences on implementing Integration Strategies. The ESRI has also expressed interest in engaging directly with minority communities on EMN and other research.

Funder approval allowed work to continue into early 2021 to complete public audio and video resources and the publication of a **Belonging and Identity Lessons Learnt Report**. Preliminary work was done on hosting a **Learning Exchange** event to share lessons learned, in early 2021.



Whoever said that potential was confined to a cloth on your head?

Raneem Saleh, spoken word artist performs her poem 'You think I wear this for you?' at Glencree 'Inclusive Participation: Our Stories - Irish, African, Muslim!' - photo courtesy of Dublin UNESCO City of Literature





# Community and Political Dialogue Programme



Contributes to Glencree's **strategic goal** no. 1 of deepening reconciliation within and between communities on the islands of Ireland and Britain

Glencree's Community & Political Dialogue (CPD) programme aims to create and sustain a process where people of different traditions, political persuasions and cultural identities can come together in confidential spaces to discuss issues that arise as disrupting factors in their relationships with each other.

Throughout 2020, CPD work continued to focus on the **key pillars of the Good Friday Agreement**: within Northern Ireland; North-South relations; East-West relations; and relations with the European Union. These are the pillars under which we work with leading politicians, academics, civil society leaders and policy advisors. Some of the main areas for discussion include Brexit, The Protocol on Northern Ireland, community and political relations, the Centenary of Northern Ireland, legacy issues and building the essential relationships which will maintain how these jurisdictions work together for the coming months and years.

The Community and Political Dialogue Programme is primarily funded by the Reconciliation Fund of the Department of Foreign Affairs. New funding, which includes from the Community Foundation for Ireland, also enabled the launch of an initiative designed to support political leaders on an all-island, east-west basis through the Glencree Leaders Dialogue Forum.

## Activities and Impact

### Glencree Leaders Dialogue Forum

The Glencree Leaders Dialogue Forum supports political leaders on an all-island, east-west basis.

This new area of Glencree's work explores the possible implications of Brexit for relationships across the island of Ireland. It also aims to **develop and solidify partnerships between communities and identities** which may have been neglected.

The Forum comprises influential politicians and thought leaders from

leading political parties, the civil service, academia and civil society in Ireland, Northern Ireland and Great Britain. While Covid-19 delayed commencement of the dialogues, much work was done on developing the pathway and establishing the Forum network. A full programme of dialogue engagements will get underway in early 2021 during which the group will look at issues such as the Protocol, education, societal challenges and issues of identity.

### Diplomatic Briefings

Much of Glencree's Community & Political Dialogue work involves **informal diplomacy** including briefing the **EU Ambassadors** in group and



Barbara Walshe, Joan O'Flynn and Pat Hynes meet Barbara Thomas, Deputy Chief of Mission and Matthew Lehrfeld, Political Affairs Unit Chief at the United States Embassy



Community & Political Dialogue Programme Manager Pat Hynes briefs a delegation from the Norwegian Embassy and Foreign Ministry



HE Ambassador Mrs Yolisa Maya, Mr Zandisile Pase and Mr Willem Geerlings, Chargé d Affaires Counsellor (Political) South African Embassy meet with Glencree's Joan O'Flynn, Barbara Walshe and Pat Hynes

individual settings on issues in relation to the ongoing political situation, the implications for Northern Ireland and some of the worries of the Northern Irish communities. These meetings are an essential source of information for the Ambassadors to inform their governments and authorities.

While traditional face-to-face meetings with the Ambassadors were cancelled from March, the briefings continued online with participation of experts including senior policy figures, academics, civil society leaders and politicians who provided background, expertise and perspective. As well as these group meetings, regular briefings with **individual Ambassadors** and embassy staff both in Ireland and abroad also continued throughout the year.

### Political Discussions

Glencree's engagements with Northern Ireland politicians and influential party members from across the political spectrum continued throughout 2020. These dialogues primarily focused on the impact of the Northern Irish Protocol on political life and the lives of their constituents. These discussions enable Glencree to maintain **personal links across the political parties and understand the current political situation from a number of perspectives**.

As efforts to **redevelop the vital East-West relationship** between the governments of Dublin and London continued, Glencree continued regular dialogues with MPs and Lords on issues such as the Northern Ireland Protocol, the Centenary of Northern Ireland and

the future of the union. These engagements provide a British perspective of the ongoing political discourse in Northern Ireland and between these islands, and inform efforts to create a roadmap towards redeveloping the strong political bonds across these islands.

“ **The past year, Glencree has been crucial in helping Embassies speaking to relevant players from all sides on the developments in Northern Ireland, at a time when personal visits are not possible and reliable information on both the political and economic situation is essential. With Brexit and EU-UK relations as one of the main subjects for our Embassy in 2020, Glencree has been a very important spider in the diplomatic web, where we could get crucial information, where confidential discussions could take place and where critical questions could be asked. And when some doors elsewhere may have been closed, the doors at Glencree have (virtually) always remained open!**

*H.E Adriann Palm, Ambassador of the Netherlands 2020*

“ **I really appreciate Glencree striving to get different voices within a society heard so as to build confidence and trust. Finnish Embassy's interactions with Glencree have deepened our understanding of the past and its continued impact on the situation on the island of Ireland today. We look forward to working together for peace and reconciliation in the years to come.**

*H.E Raili Lahnalamoi Ambassador of Finland 2020*



# Peace Education and Young Adults



Contributes to Glenree's **strategic goal** no. 1 to deepen reconciliation within and between communities on the island of Ireland and goal no. 4 to establish Glenree as a leading peace centre

## North South Post Primary Schools Civic Action Programme

The success of the 2019/20 pilot programme jointly designed and delivered by Glenree and Politics in Action Northern Ireland that brought together 70 students from 6 post-primary schools across the island of Ireland, their teachers and senior politicians, was the catalyst for the **launch of phase 2** of the civic action programme in the 2020/21 academic year. This programme was funded by the Reconciliation Fund of the Department of Foreign Affairs and supported by the Department of Education.

**Building on the success of the recent pilot programme of bringing pupils together – from schools North and South of the Border, from Nationalist and Unionist communities, and from the Integrated Schools sector – to meet, discuss issues of mutual concern and visit sites of significant shared historic relevance, we will expand the scheme over the lifetime of the next Government with a target of achieving 100 such cross border engagements per annum within a 5 year programme.**

*From the Irish Government's Programme for Government, 'New Decade, New Approach' (2020).*

The North South Post Primary Schools Civic Action programme promotes **dialogue and exchanges between senior students** from diverse backgrounds north and south of the border on issues of mutual concern and the opportunity to learn about each other's traditions, identities, commonalities and differences. It also fosters student awareness and participation in politics and leadership for the future by providing opportunities for **senior politician and community leader engagement**.

### Activities and Impact

Targeting four schools – two in each jurisdiction, collaboration with school and elected representatives identified the importance of **urban/rural, cross-community, gender, ethnic, economic and social diversity** in the schools engaged. Following a series of meetings,

agreement was reached with Ballyclare High School, Co. Antrim, Dominican College both in Co. Antrim, Loreto Community School, Co. Donegal and Luttrellstown Community College, Dublin engaging 60 students and their teachers.

While the programme was originally focused on Transition Year students (ROI) and Politics Students (NI), consultation with the schools led to a key and beneficial change of having the programme **incorporated into the 5th year politics curriculum** in Loreto and Luttrellstown. This proved a better fit with the curriculum, timetable, students' learning outcomes and bringing together students of a similar age in both jurisdictions.

Planning and facilitated meetings with teachers and students initially took place during school hours in school buildings.

### The programme also supports:

- EU Regional Development & Cohesion Policy objective for a more social Europe, implementing the European pillar of social rights
- Department of Education NI, Community Relations, Equality and Diversity Policy to improve relations between communities with different traditions and backgrounds
- Successive Northern Ireland Executive Programmes for Government priority towards building a strong and shared community
- Good Friday/Belfast Agreement importance of 'partnership, equality and mutual respect as the basis of relationships within Northern Ireland, between North and South, and between these islands'
- EU Commission Border Orientation Paper 2020 which acknowledges 'education is a priority issue for further peace and reconciliation work'.

However as Covid-19 restrictions came into force in both jurisdictions, the challenges as a result of home schooling, connectivity issues and limitations to available technologies had to be overcome. With the engagement and support of the teachers and students the programme design was **re-purposed to enhance the online student experience**.

By December 2020, a series of meetings had taken place with students, teachers and the Programme Team. From these discussions the students identified four issues of mutual interest that they wanted to address with the politicians / community leaders. These included: **Mental health; Covid-19; Brexit; Identity.**

**Politician engagements** are set to commence in early 2021 with commitments already in place with An Tanaiste Leo Varadkar and Former Unionist Party Leader Mike Nesbitt MLA.

### International Visits

The temporary closure of the Glenree campus and accommodation due to Covid-19 restrictions led to the cancellation of bookings by overseas university and college students for our on-site dialogue and workshops activities in 2020. The resumption of this programme strand will be contingent on reaching a post-restriction environment in 2021.



**“ This unique cross border schools programme creates a safe space to explore so many important issues North, South, East and West in a respectful and dignified way.**

*Joe McHugh TD, former Minister for Education 2020*



Students take part in an online session



**“ It was a pleasure to meet the young people and to engage with them on such important issues. I meant what I said – we need to encourage them to become involved in politics. It is their future and the time will soon come for these young people to take on the mantle of leadership.**

*Sir Jeffrey Donaldson MP, Leader of the DUP at Westminster 2020*

Sir Jeffrey Donaldson during Prime Minister's Questions at the House of Commons, London / PA Media



# Southern Voice for Peace

Glencree's Southern Voice programme creates opportunities for public dialogue on the challenges to peace and reconciliation on an all-island basis. Funded by the Reconciliation Fund of the Department of Foreign Affairs, programme activities centre on two flagship events - the Annual Summer Conference and the Una O'Higgins O'Malley Annual Lecture - supplemented by additional engagement in civil society / community-based dialogues north and south of the border.

## 3rd Annual Una O'Higgins O'Malley Lecture

As restrictions to manage Covid-19 both north and south of the border evolved, we had to forego our annual Summer Conference and instead channelled our resources into hosting the 3rd Una O'Higgins O'Malley Annual Lecture. Traditionally an in-person autumn event, adapting to 'new normal' led to an online webinar in November.

With the theme of **"The Possibility of Reconciliation: People and Politics"**, the webinar examined how healing divisions at personal and political level contribute to reconciliation and peace-building.

The keynote address was given by peacebuilder Jo Berry, founder of Building Bridges for Peace, who shared her personal journey of reconciliation following the violent loss of her father, Sir Anthony Berry, in the IRA Brighton bombing of 1984.



Contributes to all 4 of Glencree's **strategic goals** of deepening reconciliation on the island of Ireland, building an inclusive society, sharing lessons and learnings from other conflict societies and establishing Glencree as a leading peace centre.

**"Glencree always has a special place in my heart as without my time there I would not be where I am now. The healing and transformation which happened there was phenomenal. After my talk there is an extraordinary panel and we will look at what is reconciliation in all its complexities and dimensions."**

*Jo Berry (2020)*

Jo Berry also joined in a panel discussion with Senator Emer Currie, community worker and peace advocate Helen Henderson, Muslim activist Fardus Sultan and victims and survivors advocate Alan McBride. Moderated by former RTÉ journalist Joe Little, the panel explored: the meaning of reconciliation and living together without violence, the contribution of personal healing and relationship building and the impact of gender on reconciliation, and the efforts to support and strengthen reconciliation on the island of Ireland and between Ireland and Britain.

As the first flagship event to be held online by Glencree, in addition to learning and exploiting technology as a medium to host an interactive event of this stature, it also called on new thinking to deliver an engaging experience for the panel and audience. The composition of the panel engaged the expertise of participants from across

four of Glencree's programmes. This **synergised approach** led to organisation-wide sharing of perspectives in the context of a dialogue on reconciliation.

Inhouse communication support also enabled broader promotion of the event than in previous years and despite concerns about the impact of moving to an online webinar, 134 attendees joined the Webinar, a **29% increase on 2019**. **Broader geographic reach** beyond Ireland and Northern Ireland to Britain, Europe, the US and Africa was also recorded. **Increased engagement** was also achieved through organic promotion on social media channels with 24,100 Twitter impressions with 4.7% engagement, Facebook reach of 7,354 with 6.2% engagement, and 190 YouTube views of the Webinar recording on [www.glencree.ie](http://www.glencree.ie).

Participant and audience feedback highlighted the **cross-jurisdictional, all-island public interest** in discussions relating to reconciliation. It also reaffirmed the value of bringing the **authentic voice and lived experience** of conflict and reconciliation to public attention and of using a **multi-perspective** event to bring greater understanding of the complexities of the reconciliation process. These learnings will inform the design and development of the Southern Voice programme into 2021.

“

We owe a great debt to the Glencree Centre for its many contributions to reconciliation and the building of positive relationships, across the island and beyond.



**President Michael D. Higgins**, Glencree Patron

“

In achieving reconciliation, we must ask for the support of society. We need to address the issues that started the conflict.



**Fardus Sultan**, Muslim Activist (Panellist)

“

(Reconciliation) allows people to talk their truth and build empathy. It's not just about our generation, it's about inter-generation trauma. The route we have to take is one of building bridges and reconciling.



**Senator Emer Currie**, (Panellist)

“

Reconciliation is a continual process. I don't imagine that we will come to a time when everyone on this island is reconciled. I very much believe everyone goes at their own pace.



**Alan McBride**, Victim & Survivors Advocate (Panellist)



“

The lecture has become an important forum in which to explore how both civil society and political leaders can best support the vital work of reconciliation.



**Simon Coveney, TD**, Minister for Foreign Affairs

“

Though a lot of women are doing the work to rebuild the community and bring the issues to the peace table, they're not the ones signing the agreement, they're not the ones at the table.



**Jo Berry**, Peacebuilder & Founder of Building Bridges for Peace (Panellist)

“

Young people in communities are often demonised and blamed for violence and I think they feel very voiceless, they feel forgotten about and that they didn't benefit from the peace process.



**Helen Henderson**, Peace Advocate (Panellist)



# International Programme

## Cultivating Inclusive Leadership at Multiple Tracks to Build Peace in Haiti

Glencree commenced its peace building work in Haiti in 2005 and focussed much of its energies at that time on working to transform the leaderships of street gangs and build the capacity of Haitians to engage in peace building. This work resulted in the formation of an indigenous peace building organisation called **Lakou Lape** (Peace Yard).

In late 2019 the EU granted funding to Lakou Lape, with technical support from Glencree, to deliver the two-year multi track conflict analysis dialogue programme entitled 'Cultivating Leadership at Multiple Tracks to Build Peace in Haiti'. The aim of this programme is to contribute to the sustainable development of effective peacebuilding processes in Haiti by transferring practical capacities to constructively manage conflict to key stakeholder leaders and strengthening the network of peacebuilding practitioners.

The programme uses the deeper analysis of violent conflict in Haiti to build improbable relations and consensus between stakeholder groups.

### Activities & Impact

A **field visit** to Haiti was undertaken in January 2020 to gather perspectives on the current context from other actors in


peacebuilding and lay the final detailed plans for the implementation and launch of the programme.

In tandem with **training of 20 Lakou Lape Programme Facilitators** in conflict analysis, **leaders from key sectors** to be engaged in the programme were also identified and recruited. These included leaders in politics, civil society, the media, the private sector as well as community leaders from across the 4 marginalised communities of Belair, St Martin, Martissant and La Saline.

The outbreak of Covid-19 necessitated moving the programme online. While this was effective in bringing stakeholder groups together to **analyse the roots of violent conflict**, the programme team is keen to resume field work support as soon as easing of restrictions allows.

Under the chairmanship of Tom Kitt, former Irish Minister of State with responsibility for Overseas Development and Human Rights, a group of 10 political leaders from different political groups including former Haitian government ministers were recruited to a **Political Peace Forum (PPF)**. The group had 14 online meetings and completed a shared analysis of the conflict in Haiti.

This work will inform an **international session** in planning for 2021 with inputs from former Northern Ireland MLA Sammy Douglas and Ibrahim Salama, General Secretary of the Palestinian Ministry for the Interior, a former political prisoner and member of Fatah negotiating team with Israel and Hamas.



Contributes to Glencree's **strategic goal** no. 3 to share learnings internationally, help build more inclusive communities and to learn from other post conflict societies

By the end of the year, the PPF was examining the potential to engage in a new **discourse with U.S. politicians** to try to encourage a more collaborative approach to addressing violent conflict in Haiti in the short and long term.

As the **media leaders** worked together to develop an agreed analysis of the conflict, they will be supported by two meetings with Northern Ireland journalists William Graham and Kevin Cooper in 2021.

All 8 **sectoral groups** worked within their groups throughout 2020 and are close to completing their intra-sector analysis of the root causes of the conflict in Haiti. 2021 will focus on bringing the sectoral groups together in **bilateral and multi-lateral processes** to develop and agree a multi-track analysis of the causes of violent conflict in Haiti.

Through our work in Haiti, Glencree is reminded of the importance and complexity of peacebuilding work in a fragile context where sporadic and escalating violence and social unrest feeds into extreme political polarisation. Together with Lakou Lape, we will continue to apply maximum flexibility and creativity to this programme as it continues in 2021.

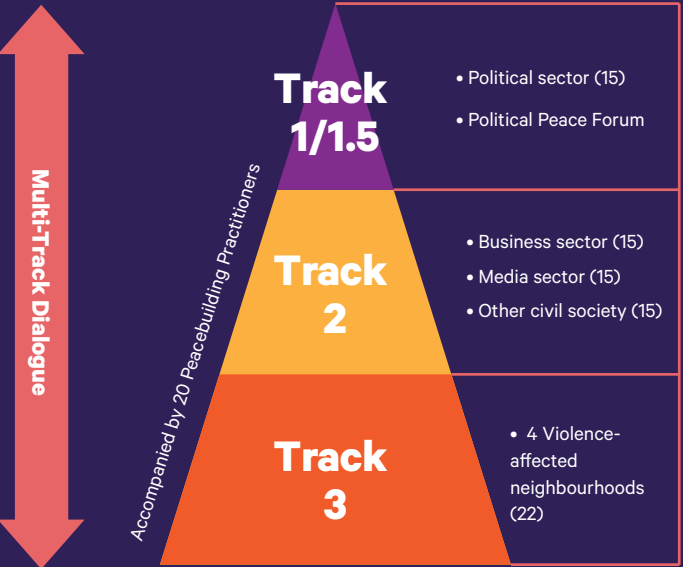


Facilitators participating in six-day intensive training course in conflict analysis delivered by Geoffrey Corry, Jan 2020

Nasson (checked shirt) is the former leader of the Grand Ravine armed gang. Following a visit to Ireland to participate in a Glencree programme and a subsequent workshop delivered by Glencree with gang leaders, he decommissioned his 47 weapons in 2012 and is now a trained facilitator on the Haitian programme



## The Lakou Lape Glencree Multi-Track Intervention



Support practical process of Participatory Conflict Analysis (multiple phases)

- Go deeper – move beyond positions to identify interests, needs & acceptable solutions
- Constructive – rebuild / humanise broken relationships, depersonalise issues
- Forward looking – identify and support SH actions for positive change in their own spheres of influence and cooperation across Tracks
- Build capacity of stakeholder leaders and local facilitators at all levels (Tracks 1.5, 2 & 3)



As a non-profit,  
non-governmental  
organisation, our work  
depends on government  
grants, funding  
from our members,  
donors, the business  
and philanthropic  
community.

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# Operations



Supports Glencree's peace and reconciliation programme work and the **strategic goal** no. 4 of establishing Glencree as a leading peace centre

## Annual Peace Walk Fundraiser

### Your Walk, Your Way

In these toughest of years, our rallying cry to support our “Your Walk, Your Way” remote walk for peace in lieu of our traditional on-site Peace Walk was heard far and wide. We profoundly thank the many supporters from Australia to Antrim, the Middle East to Mayo who walked and donated to this vital source of funding.

## Our Site

### From famine and war to the welcoming home of peace and reconciliation

As custodians of a site of such historical significance, we are ever conscious of the need to sensitively, and reverently, preserve and sustain the campus grounds, buildings and heritage. Equally important is that Glencree remains a place of welcoming hospitality, nourishing food, comfortable accommodation and connection with nature. This has always been vital to our peace and reconciliation work. It also enables Glencree to serve as a hub for the wider community including the many customers, visitors, tourists, artists, artisans, cyclists, mountain walkers, lovers of history, nature and the great outdoors who pass through our gates each year.

Following a Feasibility Study supported by the Office of Public Works and Wicklow County Council, renovations began in 2020. Though work was stop-start in line with Covid-19 restrictions, good progress was made to bring buildings in compliance with health and safety regulations, provide new internet capabilities, and complete much needed repairs. When easing of restrictions allows work to continue, we look forward to realising the potential of these and further site developments.

## Armoury Café

### Out little corner of the world is about heart, hospitality and nourishment

“I joined the Armoury Café mere weeks before Covid-19 restrictions closed our doors for the first time. It was a tough year for all but we streamlined, adapted and persevered, with the welcomed help of government wage subsidies and the ongoing support of Pobal. New dishes, takeaway picnics, a new logo and increased social media activity balanced our old reliables – the great coffee, Gosia's cakes, the friendly welcome from the team, the intermittent mobile service, the community spirit. Though challenged, we had great moments – especially when restrictions eased and we could open our doors to our many loyal customers and, surprisingly for the year that was in it, a great many new friends and visitors. We thank you all for supporting us through these rocky days and look forward to welcoming you back.”

**Gavin Kelly, Armoury Café Manager**



Supporters take part in our Annual Peace Walk Fundraiser 2020



Armoury Cafe ready for another reopening

## Columbarium/Garden of Remembrance and Reflection

### Planning for the future

The Columbarium Committee continued in the planning phase in 2020. A rigorous engineering review and detailed costings provided the information needed to prepare financial forecasts and risk analysis. The outcome of these projections showed a longer term to profitability than earlier anticipated. As a result, the Committee is currently revising the design and plans focused on a staged implementation and delivering earlier profitability. The new proposal will be presented to the Board for approval in 2021 and this will be followed by a new planning application.

## Communications

### A year of communications innovations

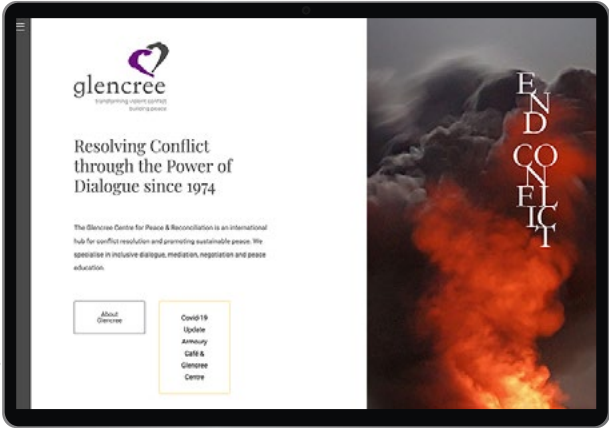
Given the sensitive and confidential nature of much of our work, as a non-advocacy organisation, and in the absence of communications funding, for many years Glencree was not publicly vocal about our work and impact. 2020 however was a year of communications innovations. Funding for part-time in-house communications support enabled us to focus on increasing engagement with our existing stakeholders and public awareness of our public-facing peace and reconciliation work.

Building on the work of our Website Committee and new branding in 2019, our new website [www.glencree.ie](http://www.glencree.ie) was launched in March. The Glencree Podcast series got underway with two of the three initial podcasts recorded remotely, two programme brochures were produced and a common house-style was developed for presentations. A renewed focus was applied to communicating across @GlencreeCentre Facebook and Twitter channels incorporating #glencree4peace, image and video content, and driving traffic to our website for more information.

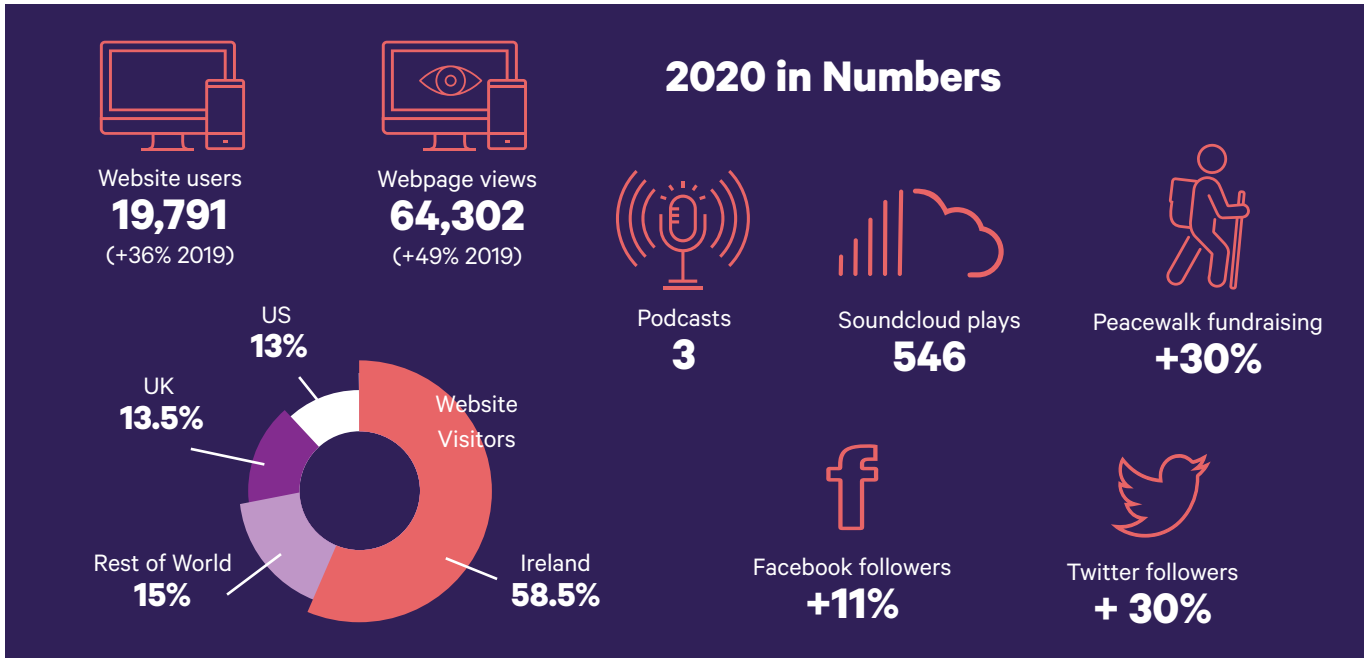
We also learned to leverage new technologies to ensure continuity of work and deliver key events online with the benefit of increasing engagement, geographic reach and fundraising potential. Thought leadership articles by Glencree Chair Barbara Walshe also brought another new dimension to building our profile. These initiatives will continue along with increasing the frequency of dedicated Member communications in 2021.



The Glencree Dynamic Dialogue Podcast with Pat Hynes, Geoffrey Corry, Barbara Walshe and Ian White



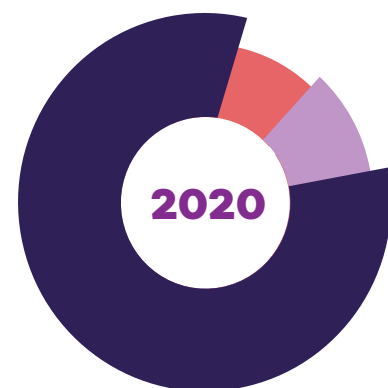
Our new website [www.glencree.ie](http://www.glencree.ie) launched in March 2020





# Funding

## Income



**94%**

Programme Revenue From Funders

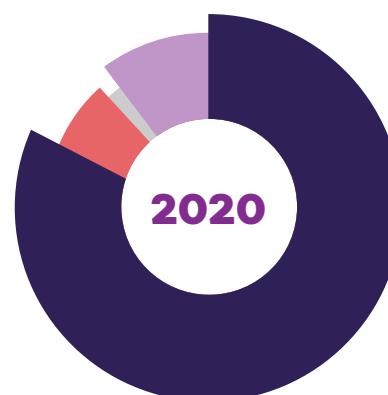
**3%**

Donations & Membership

**3%**

Services

## Expenditure



**76%**

Direct Programme Costs

**16%**

Personnel Costs

**6%**

General Admin

**2%**

Governance

## Funding

As an independent, not-for-profit, non-governmental organisation, Glencree's peace and reconciliation work is supported through government grants, the philanthropic and business community, members and donors. Income from on-site activities and an annual fundraising initiative is also a key funding source.

In 2020 we received an increase of 5.8% from the Reconciliation Fund of the Department of Foreign Affairs and Trade for our Community and Political Dialogue, Women's Leadership and Southern Voice for Peace Programmes, and to support core operational and staff costs. We also secured funding to develop new projects informed by earlier work including the Community Foundation for Ireland funding for the Leaders Dialogue initiative in our Community & Political Dialogue Programme; the Department of Justice & Equality funding for the Belonging & Identity project of our Intercultural and Refugee Programme; and a second strand of funding from the Reconciliation Fund for our North South Schools Civic Action Programme, run in partnership with Politics in Action.

Key funding support for up-and-running projects continued. These included: the European Union's Peace IV funding for the Addressing the Legacy of Violence project; the Mount Street Club Trust Hope & Ambition project; EU support for Glencree's work in Haiti; and the Tony Ryan Trust support for our new Political Discourse Programme due to commence in 2021. While membership subscriptions, donations and peace partner support remained static, funds raised in our annual Peace Walk increased by 30% on 2019.

The closure of the Glencree campus to comply with Covid-19 restrictions severely impacted income generated by the Armoury Café, room hire and accommodation. We anticipate Café income to return to post-Covid levels as soon as restrictions lift, but room hire and accommodation will continue to be impacted mainly due to resultant delays to renovation works by the OPW and restrictions on travel for international students to our workshops.

Glencree wishes to thank our funders, our peace partners: Total Produce, An Post, Manguard Plus and Arthur Cox for their pro-bono legal support, customers, visitors, members and donors and to the many Peace Walk fundraisers who supported us and championed the cause for peace in 2020.



## Financial Statement

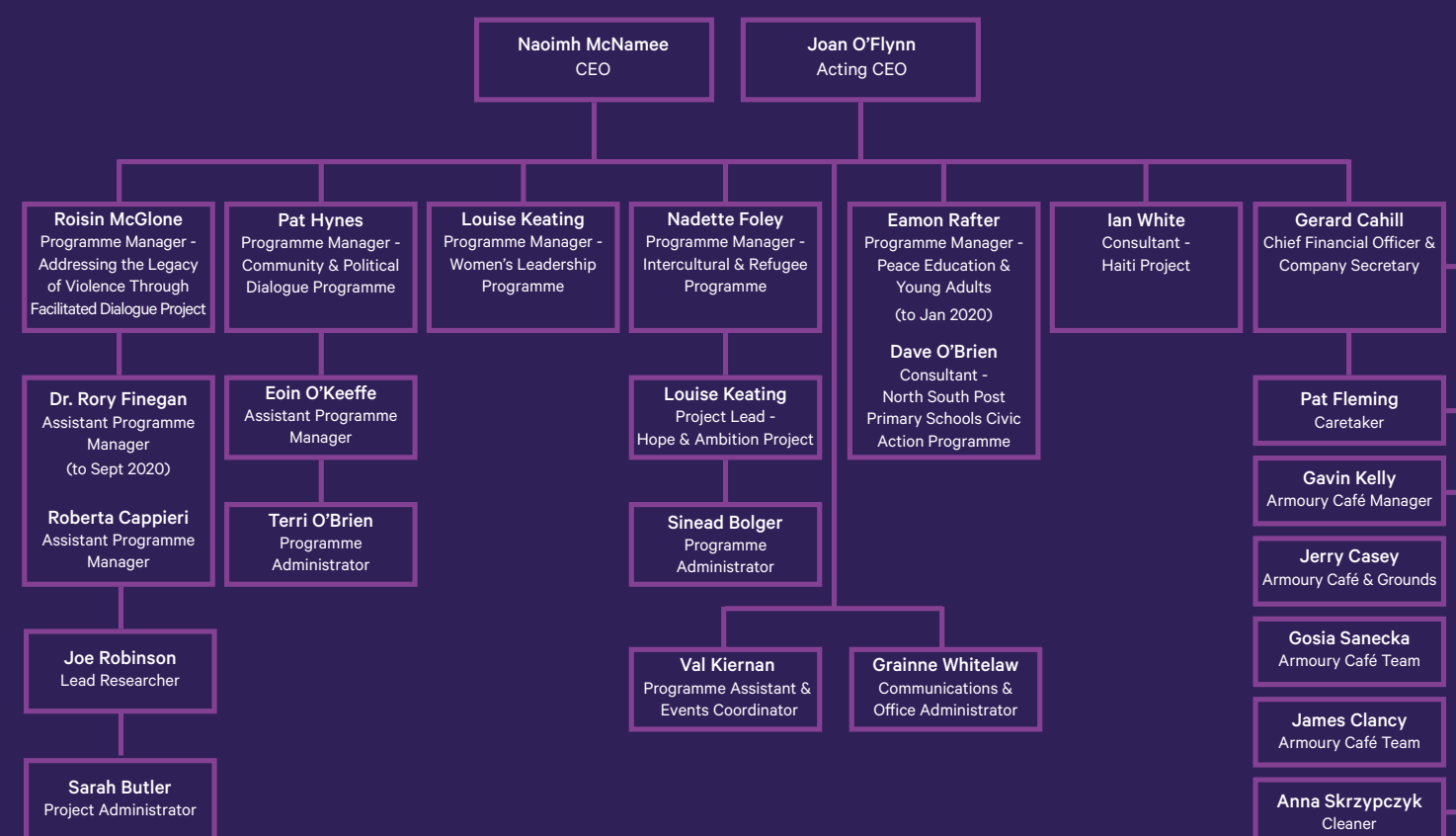
The results for the year ended December 2020, show a deficit of €6,805 against a small profit of €703 for 2019, before annual amortisation on revaluation reserves of €16,500 occurred. In line with similar charitable organisations the Glencree Centre for Peace & Reconciliation was not immune to the effects of Covid-19 during the year 2020. The impact on the total income for the year saw a reduction of 6.56% on last year. The Board, cognisant of the Covid-19 pandemic and the impact it was likely have on our income, took appropriate remedial actions to mitigate this impact and this resulted in a saving of 5.68% on last year, leading to the loss as shown in the financial statement.



# Our Team

## Glencree Board

Chair - Barbara Walshe, Vice Chair - Alan Tyrrell, Acting Treasurer - Mary Curtin, Martin Long, Mary Madden, Niamh Darcy, Robin Hanan, William O'Brien, Dara Hayes, Seán McGearty, Paul Kierans







# Governance Report

Mary Curtin, Chairperson Governance Committee

2020 was the first year in which charities were obliged to monitor and report on their adherence to the new Charities Governance Code. In December 2019, the Charities Regulator published a Revised Sample Completed Compliance form as a guide for charities. This document formed the basis for much of the work of the Glencree Governance Committee throughout 2020 as it moved on from its compliance with the original Governance Code for charities.

In the early part of the year the Committee members examined the 49 compliance form standards in detail and logged the existing level of compliance under each one, setting out what necessary evidence was either available, or still to be produced, to demonstrate compliance by year-end.

The Committee focused initially on gaps in existing documentation. As a result, the following new or revised documents were recommended to, and approved by, the Board in 2020:

- Roles and Responsibilities of the Board, CEO and Secretary (which includes information on both reserved and delegated decision-making powers)
- Support To Chair of Board Policy
- Induction Policy for New Board Members
- Code of Conduct for Directors
- Conflict of Interest and Loyalty Policy
- Privacy Policy
- Social Media Policy
- Complaints Policy & Complaints Form
- Staff Induction Policy
- Child and Vulnerable Persons Protection Policy
- Return to Work Safety Protocol.

All of the above policies, in addition to the Constitution of the organisation, are available to view on [www.glencree.ie/governance](http://www.glencree.ie/governance).

Work is currently underway on a Fundraising Policy, a Board Recruitment Policy and an updated Communications Policy and procedure. The implications for Glencree of 'Making Remote Work: The National Remote Working Strategy', published by the Government in January last, will also be on the agenda of the Governance Committee in 2021. A salary benchmarking review is due to take place in autumn 2021. Currently the salary of the CEO (€72,500) is the only salary which exceeds €65,000 per annum.

During 2020, Glencree also registered under the Registration of Lobbying Act 2015. As required, the online return form for activities under the Act is now completed on a quarterly basis.

The new website, launched in Q1 2020, became a major tool for communication in particular as COVID-19 took hold and severely restricted direct contacts. A series of podcasts served to provide up-to-date information on individual programmes, while maximum use was also made of social media such as Facebook, Twitter and You Tube. Throughout the year, there was increased communication with major stakeholders and funders to ensure that they were aware of the efforts underway to continue programme work. Glencree is grateful to all its stakeholders for their understanding and continuing support.

The marked increase in programme and other work in Glencree, in recent years, has led to a review of the Board's oversight of Risk issues and its mitigation strategy. As a result, the Risk Register is now reviewed monthly by management, quarterly by the Audit and Risk Committee and bi-annually by the Board.

Some planned activities had to be postponed. Due to the temporary closure of the Glencree site as a result of restrictions, it was not possible to conduct an on-site review of the Health and Safety Policy and Procedures. This review will take place as soon as circumstances permit. The revision of the entire suite of HR documents and the development of a Reserves Policy have been held over pending the completion of the new Strategic Plan, which will affect the content of each of these. It is expected that work on both will begin in autumn 2021.

## The Board

The Board of Glencree operates under a Constitution (which replaced the original Memorandum and Articles document in 2018) which sets the term of office for Directors at two years, with the maximum number of terms set at three. In exceptional circumstances, a fourth term may be allowed. This was exercised at the 2020 Annual General Meeting when the Board and Members approved a fourth term for Chair Barbara Walshe reflecting the importance of ensuring continuity of leadership at both a critical time in the development of the organisation and the exceptional challenges posed as a result of the Covid-19 pandemic.

Board Of Directors 2020			
Name	Appointed	Attendance	Skills/Experience
Barbara Walshe (Chair)	24/11/2013	5/6	Peace Activist, Servant Leader, Organiser, Optimist
Alan Tyrrell (Vice-Chair)	15/09/2017	5/6	Strategy, Crisis & Issues Management, Corporate Reputation, Communications
Andy Pollack	01/09/2014 retired 3/07/2020	4/6	Cross-Border Cooperation, Writing, Communications
Mary Curtin	01/01/2015	6/6	Governance, Mediation/Conflict Resolution, Communications, Advocacy
Dónall Curtin	15/09/2017 resigned 1/07/2020	2/6	Strategic Planning, Leadership, Governance, Finance & Risk Management
Niamh Darcy	06/07/2018	5/6	Management, International Development, ICT, M&E, Health Informatics
Robin Hanan	25/07/2018	3/6	NGO Management, Human Rights Advocacy, Intercultural Communications, Facilitation and Training
Dara Hayes	15/09/2017	4/6	Barrister, Advocacy, Policy, Law
Martin Long	06/07/2018	4/6	Strategic Communications, Crisis Management, Policy Development, Governance, Justice & Peace
Sean McGearty	06/07/2018	4/6	Peacebuilding, Research, Analysis, Policy Advice, Mediation, Dialogue
Dave O'Brien	15/09/2017 resigned 2/11/2020	2/6	Relationship Building, Innovative Approach to Peacebuilding, Marketing, Communications
Mary Madden	appointed 17/01/2020	4/6	Strategic planning, political dialogue, policy development, communications, Deep understanding of the machinery of government
Billy O'Brien	appointed 27/11/20	1/6	Business management, sales and marketing expertise, leadership of community projects
Paul Kierans	appointed 27/11/20	1/6	Financial Services, Risk Management, Compliance, Corporate Governance

### The Board has two standing committees:

**Audit and Risk:** Dónall Curtin - Chair (res'd 1/7/2020); Paul Kierans - Chair (appt'd 27/11/2020); Barbara Walshe; Mary Curtin; Conor Molloy (Ind, ret'd 15/5/2020); Rob Iden (Ind, appt'd 18/05/2020).

**Governance:** Mary Curtin – Chair; Barbara Walshe; Debbie Donnelly (Ind); Dara Hayes; Martin Long (appt'd 14/04/2020).

The CEO (Naoimh McNamee) and Secretary (Gerard Cahill), neither of whom is a Board member, attend meetings of both of these committees.

### Other sub-committees active in 2020:

Strategic Planning; Site Development; Columbarium & Garden of Reflection; Annual Peace Walk.



# Board Assessment 2020

The Glencree Centre for Peace and Reconciliation is a company limited by guarantee which was established in 1974 and has charitable status. In 2020, eleven Board members served voluntarily on the Glencree Board and contributed to this evaluation. While the graph below is quantitative, the Board were also asked to share their experience of being on the Board and what was important to them as Glencree transitions to a new five-year strategic plan aimed at strengthening the organisation, expanding its peace and reconciliation work, and developing the commercial potential of the Glencree site.

### What is important to the Glencree Board members?

- Supporting peace on the island of Ireland, north/south, east/west and internationally
- Supporting the development of the 2021-2026 five-year strategic plan including appropriate monitoring and evaluation working in collaboration with the CEO and staff at Glencree
- Supporting and strengthening the Glencree organisation to be resilient, steady and financially sustainable
- Supporting the development of the Glencree site to provide good quality accommodation and services and contribute to the local economy in Wicklow

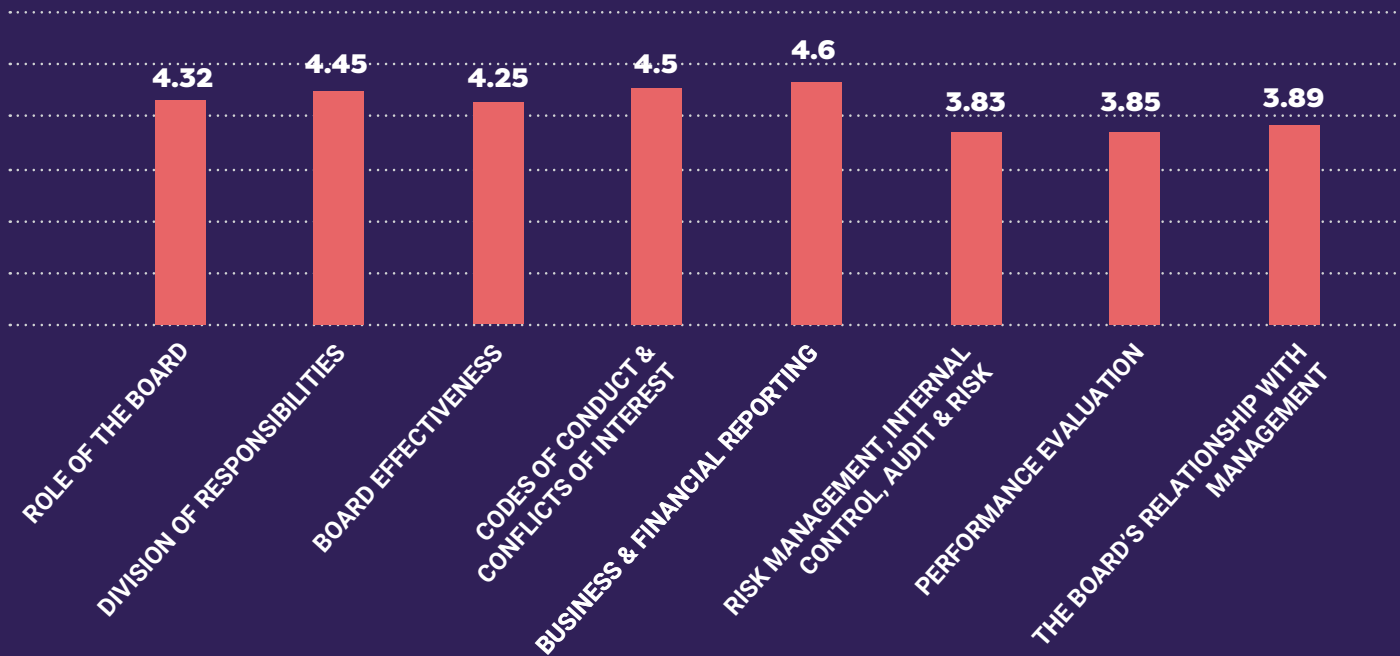
- Enabling each Glencree Board member to act as an Ambassador for Glencree, explaining its work and expanding its network of interests and contacts
- Supporting Glencree in sharing its learning and resources while making a positive contribution to peacebuilding locally and globally.

**Board Recruitment, Induction and Training:** Board recruitment was undertaken based on the skills needed to oversee, and in some cases supplement, the needs and requirements of Glencree to operate effectively in the areas of good governance, financial probity, policy expertise and national and international peacebuilding. Help was enlisted in recruiting members through Board match, the Institute of Directors and relevant personal expressions of interest from members.

In the absence of a formal induction process for new Board members, this was a priority for the Chair of the Glencree Board in 2020. As a result, the Glencree Board Induction Policy was approved by the Board in November 2020 which will guide future orientation of new Board Members. As part of governance requirements, a more structured process is currently being considered which could include training for board members in identified areas of need.

### Board Self-Evaluation of Role & Performance

(out of a score of 5)



# Directors' Report & Financial Statements

For the Year Ended 31 December 2020



(A Company Limited by Guarantee)

## DIRECTORS AND OTHER INFORMATION FOR THE YEAR ENDED 31 DECEMBER 2020

### Directors

Niamh Darcy  
Barbara Walshe  
Mary Curtin  
Andrew Pollak (resigned 18 September 2020)  
David O'Brien (resigned 18 September 2020)  
Donall Curtin (resigned 2 July 2020)  
Sean McGearty  
Martin Long  
Robin Hanan  
Alan Tyrrell  
Paul Kierans (appointed 27 November 2020)  
Mary Madden (appointed 17 January 2020)  
Billy O'Brien (appointed 27 November 2020)  
Dara Hayes

### Company registered number

50088

### Charity registered number

CHY5943

### Charity registration number

20009823

### Registered office

Glencree, Enniskerry, Co Wicklow

### Company secretary

Gerard Cahill

### Independent auditors

Nexia Smith & Williamson (Ireland) Limited, Chartered Accountants Statutory Audit Firm, Paramount Court, Corrig Road, Sandyford Business Park, Dublin 18

### Bankers

AIB Bank, 100/101 Grafton Street, Dublin 2

Ulster Bank, 33 College Green, Dublin 2

### Solicitors

Arthur Cox, Arthur Cox Building, Earlsfort Terrace, Dublin 2

(A Company Limited by Guarantee)

## DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

The directors present their report together with the financial statements of The Glencree Centre for Reconciliation CLG (the company) for the year ended 31 December 2020. The directors confirm that the Annual Report and the financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland.

### Objectives and activities

#### a. Principal Activities

The principal activity of the company is that of the provision of reconciliation services to communities in Ireland and overseas.

### Achievements and performance

#### a. Review of activities

Both the level of activity and year end financial position were in line with directors' expectations and the directors are examining a number of projects with a view to enhancing the current level of activity.

#### b. Result for the year

The deficit for the year amounted to €23,305 (2019: deficit €15,797)

#### c. Political contributions

The company made no political donations during the year, as defined by the Electoral Act 1997.

### Financial review

#### a. Going concern

The directors have considered the ongoing uncertainty around the likely impact of Covid-19 and the manner in which the organisation delivers its services and also any wider economic and funding implications. After making appropriate enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in note 3 of the financial statements.

#### b. Risk management

The directors have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.



(A Company Limited by Guarantee)

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**c. Principal risks and uncertainties**

The company is faced with a number of risks encountered by similar organisations in the current economic climate.

**Economic Risks**

Irish government budgetary restrictions continue to affect contributions from this source. The company does however expect to have the resources to cover its operating costs and discharge liabilities as they fall due.

**Market Risks**

The directors manage market risk by due consideration of their market. There continues to be significant competition for charitable donations.

**Financial Risks**

The company operates budgetary and financial reporting procedures, which are supported by key performance indicators, to manage credit, liquidity and other financial risks.

**Structure, governance and management**

**a. Constitution**

The company is registered as a charitable company limited by guarantee and was established in accordance with its Memorandum and Articles of Association on 18 December 1974. These documents have been adopted as its Constitution in accordance with the Companies Act 2014.

The principal object of the company is to provide reconciliation services to communities in Ireland and overseas.

**b. Methods of appointment or election of Directors**

The management of the company is the responsibility of the directors who are elected and co-opted under the terms of the Constitution.

**Directors and their interests**

The company was incorporated for charitable purposes, is limited by guarantee and does not have share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of the same being wound up while a member or within one year of ceasing to be a member, for the payments of the debts and liabilities of the company contracted before they cease to be a member and of the costs, charges, and expenses of winding up, and for the adjustments of the rights of the contributions among themselves, such amount as may be required not exceeding €1.27.

(A Company Limited by Guarantee)

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**Directors' responsibilities statement**

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Generally Accepted Accounting Practice in Ireland and Irish Law.

Company law requires the directors to prepare financial statements for each financial year. 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 state of affairs of the company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2014 and enables 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.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Impact of Covid-19**

At the time of writing, the world is experiencing a global pandemic of the Covid-19 virus. Management and Directors are continually monitoring the impact on operations both in the short term and long term. At this point, nobody can predict the duration and impact of this public health crisis. The Glencree Centre for Reconciliation has remained partially operational since the arrival of Covid-19. Staff are working remotely and the most notable change to service delivery is the postponement of face to face meetings.

**Accounting records**

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting system. The company's accounting records are maintained at the company's registered office at Glencree, Enniskerry, Co. Dublin.



**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**Disclosure of information to auditors**

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**Auditors**

The auditors, Nexia Smith & Williamson (Ireland) Limited, have indicated their willingness to continue in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the directors, on 23/6/21 and signed on their behalf by:



**Niamh Darcy**



barbara.walshe@glencree.ie (Jun 23, 2021 20:14 GMT+1)

**Barbara Walshe**

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE GLENCREE CENTRE FOR  
RECONCILIATION**

**Opinion**

We have audited the financial statements of The Glencree Centre for Reconciliation (the 'charitable company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standards applicable in the UK and Republic of Ireland. In applying the framework the directors have elected to have regard to the Statement of Recommended Practice applicable to Charities (SORP).

In our opinion the financial statements:

- give a true and fair view of the state of the assets, liabilities and financial position of the Company's affairs as at 31 December 2020 and of its results for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standards applicable in the UK and Republic of Ireland as applied with regard to the Charities SORP; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law. Our responsibilities under those standards are further described in the Auditors' 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, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

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



(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE GLENCREE CENTRE FOR RECONCILIATION (CONTINUED)

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Directors' Report and Financial Statements, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

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

- The information given in the Directors' Report is consistent with the financial statements;
- The Directors' Report has been prepared in accordance with applicable legal requirements;
- We have obtained all the information and explanations which we consider necessary for the purposes of our audit; and
- 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 material misstatements in the Directors' Report.

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE GLENCREE CENTRE FOR RECONCILIATION (CONTINUED)

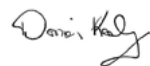
Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/publications/ISA-700-(Ireland)). This description forms part of our Auditors' Report.

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

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.



Damien Kealy  
Statutory Auditor

for and on behalf of:  
Nexia Smith & Williamson (Ireland) Limited

Chartered Accountants  
Statutory Audit Firm

Paramount Court

Corrig Road

Sandyford Business Park

Dublin 18

Date: 24th June 2021



## (A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	Restricted funds 2020 €	Unrestricted funds 2020 €	Total funds 2020 €	Total funds 2019 €
<b>Income from:</b>					
Activities generating funds	4	373,226	404,497	777,723	833,190
Rental income	5	-	11,785	11,785	11,785
<b>Total income</b>		<b>373,226</b>	<b>416,282</b>	<b>789,508</b>	<b>844,975</b>
<b>Expenditure on:</b>					
Charitable activities	6	373,226	406,191	779,417	824,768
Governance costs	7	-	16,896	16,896	19,504
<b>Total expenditure</b>	8	<b>373,226</b>	<b>423,087</b>	<b>796,313</b>	<b>844,272</b>
<b>Net income/ (deficit) before other recognised gains and losses</b>		<b>-</b>	<b>(6,805)</b>	<b>(6,805)</b>	<b>703</b>
Amortisation on revaluation surplus		-	(16,500)	(16,500)	(16,500)
<b>Net movement in funds</b>		<b>-</b>	<b>(23,305)</b>	<b>(23,305)</b>	<b>(15,797)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	834,033	834,033	849,830
<b>Total funds carried forward</b>		<b>-</b>	<b>810,728</b>	<b>810,728</b>	<b>834,033</b>

The Statement of Financial Activities includes all gains and losses recognised in the year. All amounts relate to ongoing operations.

The notes on pages 55 to 70 form part of these financial statements.

## (A Company Limited by Guarantee)

BALANCE SHEET  
AS AT 31 DECEMBER 2020

	Note	2020 €	2019 €
<b>Fixed assets</b>			
Tangible assets	11	956,282	957,647
		<b>956,282</b>	<b>957,647</b>
<b>Current assets</b>			
Debtors	12	22,146	93,574
Cash at bank and in hand		403,798	180,546
		<b>425,944</b>	<b>274,120</b>
Creditors: amounts falling due within one year	13	(561,401)	(397,734)
<b>Net current liabilities</b>		<b>(135,457)</b>	<b>(123,614)</b>
Creditors: amounts falling due after more than one year	14	(10,097)	-
<b>Net assets</b>		<b>810,728</b>	<b>834,033</b>
<b>Reserves</b>			
General funds		67,728	74,533
Revaluation reserve		743,000	759,500
<b>Total funds</b>	16	<b>810,728</b>	<b>834,033</b>

The financial statements were approved and authorised for issue by the Directors on 23/6/21 and signed on their behalf by:



Niamh Darcy



Barbara Walshe

The notes on pages 55 to 70 form part of these financial statements.



STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 €	2019 €
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	21	311,298	41,749
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(17,636)	(3,193)
<b>Net cash used in investing activities</b>		(17,636)	(3,193)
<b>Cash flows from financing activities</b>			
<b>Change in cash and cash equivalents in the year</b>		<b>293,662</b>	<b>38,556</b>
Cash and cash equivalents at the beginning of the year		110,085	71,529
<b>Cash and cash equivalents carried forward</b>	22	<b>403,747</b>	110,085
<b>Cash and cash equivalents at the end of the year comprise:</b>			
Cash at bank and in hand		403,798	180,546
Bank overdrafts		(51)	(70,461)
		<b>403,747</b>	110,085

The notes on pages 55 to 70 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

The Glencree Centre for Reconciliation CLG is a company limited by guarantee (registered under Part 2 Companies Act 2014), incorporated in the Republic of Ireland. The registered office and its principal place of business is at Glencree, Enniskerry, Co. Wicklow.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in Ireland and the Companies Act 2014.

The Glencree Centre for Reconciliation meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the company, can be reliably measured.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the time of volunteers is not recognised.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated to the applicable expenditure headings.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

2.4 Tangible fixed assets and depreciation

Tangible fixed assets costing €NIL or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives .

Depreciation is provided on the following bases:

Leasehold property	- Straight line over 50 years
Motor vehicles	- 20% straight line
Fixtures and fittings	- 15% straight line
Computer equipment	- 20% straight line

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.8 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Taxation

The company does not carry out any activities with a view to profit and therefore no liability to taxation arises.

2.10 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into euros at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into euros at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of Financial Activities.

2.11 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

2.12 Retirement benefits

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



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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

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**2. Accounting policies (continued)**

**2.13 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

**2.14 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**2.15 Revaluation of tangible fixed assets**

The company has adopted the revaluation model to revalue items of property whose fair value can be measured reliably. The revaluations shall be made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Revaluation gains and losses are recognised in other comprehensive income and accumulated in charity funds.

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

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**3. Going concern**

The financial statements have been prepared on the going concern basis, which assumes that The Glencree Centre for Reconciliation will continue in operational existence for the foreseeable future.

The validity of this assumption depends on the following:

The Board of Directors is actively managing prevailing uncertainties in relation to future funding and has put in place a risk management procedure based on a number of funding scenarios. As part of this process the board are monitoring the finances of the organisation against this procedure and taking appropriate action as and when necessary.

The Directors have carefully considered the impact of Covid-19, noting the widespread disruption to normal activities and the uncertainty over the duration of this disruption. Due to the nature of the company the Directors are satisfied that they are in a position to manage the activities of the organisation, and that there will be sufficient funds to meet the organisations obligations and that it will continue as a going concern for a period of at least 12 months from the date of approval of the financial statements.

On that basis, the Directors do not consider that a material uncertainty exists in relation to going concern and have deemed it appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments that would result if the company was unable to continue as a going concern.



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**4. Income**

	<b>Restricted funds 2020 €</b>	<b>Unrestricted funds 2020 €</b>	<b>Total funds 2020 €</b>	<b>Total funds 2019 €</b>
Donations and membership	-	27,581	27,581	42,644
Other service	-	10,309	10,309	75,953
Programme revenue from funders	373,226	59,107	432,333	436,593
Government grants - DFAT Reconciliation Fund	-	307,500	307,500	278,000
Total Income from Charitable Activities	<u>373,226</u>	<u>404,497</u>	<u>777,723</u>	<u>833,190</u>
Total 2019	<u>336,740</u>	<u>496,450</u>	<u>833,190</u>	

**5. Other income**

	<b>Restricted funds 2020 €</b>	<b>Unrestricted funds 2020 €</b>	<b>Total funds 2020 €</b>	<b>Total funds 2019 €</b>
Rental income	-	11,785	11,785	11,785
Total 2019	<u>-</u>	<u>11,785</u>	<u>11,785</u>	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**6. Analysis of expenditure on charitable activities**

	<b>Restricted funds 2020 €</b>	<b>Unrestricted funds 2020 €</b>	<b>Total funds 2020 €</b>	<b>Total funds 2019 €</b>
Direct Programme Costs	158,310	-	158,310	218,669
Insurance	-	11,592	11,592	11,044
Light and Heat	-	16,163	16,163	17,180
Cleaning	-	1,006	1,006	2,265
Repairs and maintenance	-	6,104	6,104	7,790
Printing and stationery	-	5,867	5,867	6,229
Advertising	-	166	166	289
Telephone	-	4,230	4,230	4,749
Travel and motor expenses	-	696	696	7,977
General expenses	-	2,556	2,556	-
Redundancy payment	-	27,916	27,916	-
Legal and professional	-	92	92	308
Non-programme activities	-	46,918	46,918	69,910
Bank charges	-	827	827	655
Bank interest	-	310	310	856
Foreign exchange	-	-	-	170
Running costs	-	-	-	4,309
Subscriptions	-	2,318	2,318	1,989
Staff costs	214,916	276,632	491,548	468,387
Depreciation	-	2,502	2,502	1,992
Bad debts	-	296	296	-
	<u>373,226</u>	<u>406,191</u>	<u>779,417</u>	<u>824,768</u>
Total 2019	<u>336,740</u>	<u>488,028</u>	<u>824,768</u>	



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**7. Governance costs**

	<b>Restricted funds 2020 €</b>	<b>Unrestricted funds 2020 €</b>	<b>Total funds 2020 €</b>	<b>Total funds 2019 €</b>
Governance Auditors' remuneration	-	8,590	8,590	8,610
Governance compliance - wages and salaries	-	8,306	8,306	10,894
	-	16,896	16,896	19,504

**8. Analysis of resources expended by expenditure type**

	<b>Staff costs 2020 €</b>	<b>Depreciation 2020 €</b>	<b>Programme costs 2020 €</b>	<b>Total 2020 €</b>	<b>Total 2019 €</b>
Expenditure on charitable activities	491,548	2,502	285,367	779,417	824,768
<b>Costs of raising funds</b>	491,548	2,502	285,367	779,417	824,768
Expenditure on governance	8,306	-	8,590	16,896	19,504
	499,854	2,502	293,957	796,313	844,272
Total 2019	479,281	1,992	362,999	844,272	

**9. Net income resources / (resources expended)**

This is stated after charging:

	<b>2020 €</b>	<b>2019 €</b>
Depreciation of tangible fixed assets: - owned by the charity	17,543	18,492
Auditors' remuneration - audit	8,590	8,610

During the year, no directors received any remuneration (2019 : €NIL).  
During the year, no directors received any benefits in kind (2019 : €NIL).  
During the year, no directors received any reimbursement of expenses (2019 : €NIL).

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**10. Staff costs**

Staff costs were as follows:

	<b>2020 €</b>	<b>2019 €</b>
Wages and salaries	442,869	421,665
Social security costs	51,260	49,201
Other pension costs	5,725	8,415
	499,854	479,281

The average number of persons employed by the company during the year was as follows:

	<b>2020 No.</b>	<b>2019 No.</b>
Administration	3	3
Programmes	8	8
	11	11

The number of higher paid employees was:

	<b>2020 No.</b>	<b>2019 No.</b>
In the band €60,001 - €70,000	1	-
In the band €70,001 - €80,000	1	1



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

## 11. Tangible fixed assets

	Freehold property €	Long-term leasehold property €	Plant and machinery €	Motor vehicles €	Office equipment €	Total €
<b>Cost or valuation</b>						
At 1 January 2020	240,000	825,000	18,470	14,700	157,482	1,255,652
Additions	-	-	-	-	17,636	17,636
At 31 December 2020	240,000	825,000	18,470	14,700	175,118	1,273,288
<b>Depreciation</b>						
At 1 January 2020	-	115,500	16,685	14,700	151,120	298,005
Charge for the year	-	16,500	327	-	2,174	19,001
At 31 December 2020	-	132,000	17,012	14,700	153,294	317,006
<b>Net book value</b>						
At 31 December 2020	240,000	693,000	1,458	-	21,824	956,282
At 31 December 2019	240,000	709,500	1,785	-	6,362	957,647

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

## 12. Debtors

	2020 €	2019 €
Trade debtors	-	65,660
Amounts owed by connected undertaking	7,843	-
Prepayments and accrued income	14,303	27,914
	<u>22,146</u>	<u>93,574</u>

## 13. Creditors: Amounts falling due within one year

	2020 €	2019 €
Bank overdrafts	51	70,461
Trade creditors	46,798	111,509
Amounts owed to connected undertaking	1,105	2,190
Lease liabilities	4,641	-
Other taxation and social security	14,229	10,630
Deferred income and accruals	494,577	202,944
	<u>561,401</u>	<u>397,734</u>

## 14. Creditors: Amounts falling due after more than one year

	2020 €	2019 €
Long term lease liability	10,097	-
	<u>10,097</u>	<u>-</u>



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

## 15. Deferred income movement

	Deferred income opening balance €	Received in the year €	Recognised in the year €	Deferred income closing balance €
<b>DFAT - Reconciliation Fund</b>				
Women in peacebuilding	-	13,803	11,712	2,091
Community, Political & Restorative Dialogue	-	7,272	5,035	2,237
Southern Voice	-	7,000	5,811	1,189
Core contribution	-	397,500	307,500	90,000
Politics in Action: North - South Schools Civic Action Programme	17,182	24,000	16,615	24,567
<b>Department of Justice</b>	77,967	-	73,751	4,216
<b>DFAT - CRU International</b>				
International - CRU	8,391	-	-	8,391
<b>Other</b>				
Tony Ryan Trust	80,000	-	-	80,000
Peace IV	-	323,388	176,752	146,636
Tusla	1,073	-	-	1,073
An Post	366	2,000	762	1,604
Swiss Embassy	-	12,500	12,500	-
Porticus UK	-	50,000	14,104	35,896
Community Foundation Ireland	-	74,968	13,808	61,160
Mount Street Trust	5,750	16,500	11,282	10,968
Haiti LKLP	-	47,608	33,094	14,514
The Ireland Fund of GB	662	-	-	662
<b>Total</b>	<b>191,391</b>	<b>976,539</b>	<b>682,726</b>	<b>485,204</b>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

## 16. Statement of funds

## Statement of funds

	Balance at 1 January 2020 €	Income €	Expenditure €	Gains/ (Losses)	Balance at 31 December 2020 €
<b>Unrestricted funds</b>					
Property Revaluation	759,500	-	-	(16,500)	743,000
Other General funds	<u>74,533</u>	<u>416,282</u>	<u>(423,087)</u>	<u>-</u>	<u>67,728</u>
	834,033	416,282	(423,087)	(16,500)	810,728
<b>Restricted funds</b>					
Other Restricted funds	<u>-</u>	<u>373,226</u>	<u>(373,226)</u>	<u>-</u>	<u>-</u>
<b>Total of funds</b>	<u>834,033</u>	<u>789,508</u>	<u>(796,313)</u>	<u>(16,500)</u>	<u>810,728</u>

## Statement of funds - prior year

	Balance at 1 January 2019 €	Income resources €	Resources expended €	Gains/ (Losses) €	Balance at 31 December 2019 €
General funds	<u>849,830</u>	<u>844,975</u>	<u>(844,272)</u>	<u>(16,500)</u>	<u>834,033</u>
	849,830	844,975	(844,272)	(16,500)	834,033



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**17. Analysis of net assets between funds****Analysis of net assets between funds - current year**

	Restricted funds 2020 €	Unrestricted funds 2020 €	Total funds 2020 €
Tangible fixed assets	-	956,282	956,282
Current assets	-	425,944	425,944
Creditors due within one year	-	(561,401)	(561,401)
Creditors due after one year	-	(10,097)	(10,097)
	<u>-</u>	<u>810,728</u>	<u>810,728</u>

**Analysis of net assets between funds - prior period**

	Restricted funds 2019 €	Unrestricted funds 2019 €	Total funds 2019 €
Tangible fixed assets	-	957,647	957,647
Current assets	-	274,120	274,120
Creditors due within one year	-	(397,734)	(397,734)
	<u>-</u>	<u>834,033</u>	<u>834,033</u>

**18. Members' liability**

The company was incorporated for charitable purposes, is limited by guarantee and does not have share capital. Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member or within one year after he/she ceases to be a member, such amount as may be required, not exceeding €1.27 for the debts and liabilities contracted before he/she ceases to be a member.

**19. Tax clearance**

The directors have considered their obligations in respect of the company's compliance with tax clearance procedures with particular reference to Government Grants. In this regard, the directors are satisfied that the company is in compliance as tax clearance certificates were obtained for all supplier payments in excess of €10,000 plus VAT in the year ended 31 December 2020.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020**

**20. Reconciliation of net movement in funds to net cash flow from operating activities**

	2020 €	2019 €
Net income/ (expenditure) for the period (as per Statement of Financial Activities)	(6,805)	703
<b>Adjustments for:</b>		
Amortisation to revaluation reserve	(16,500)	(16,500)
Depreciation of tangible fixed assets	17,543	18,492
Movement in debtors	71,428	(80,407)
Increase in amounts owed by group undertakings	(1,085)	17,581
Movement in creditors	246,717	101,880
<b>Net cash provided by operating activities</b>	<u>311,298</u>	<u>41,749</u>

**21. Analysis of cash and cash equivalents**

	2020 €	2019 €
Cash in hand	403,798	180,546
Overdraft facility repayable on demand	(51)	(70,461)
<b>Total cash and cash equivalents</b>	<u>403,747</u>	<u>110,085</u>



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2020

22. Analysis of changes in net debt

	At 1 January 2020	Cash flows	At 31 December 2020
	€	€	€
Cash at bank and in hand	180,546	223,252	403,798
Bank overdrafts repayable on demand	(70,461)	70,410	(51)
	<u>110,085</u>	<u>293,662</u>	<u>403,747</u>

23. Related party transactions

Connected undertakings included in the financial statements:

	Opening balance €	Receivables €	Payables €	Closing balance €
Glencree Visitors Centre CLG	(2,190)	18,320	(9,392)	6,738

At 1 January 2020, The Glencree Centre for Reconciliation CLG owed an amount of €2,190 to Glencree Visitors Centre CLG. During the year, the charity engaged in transactions with the Glencree Visitors Centre CLG and at 31 December 2020 there was an amount receivable of €6,738.

24. Operating Lease Commitments

The company currently does not have a formal lease agreement in place with OPW in respect of certain buildings at the organisations facility at Glencree. Whilst the OPW have indicated their willingness to issue a lease in respect of these buildings, discussions remain ongoing and no lease is currently in place.

25. Post balance sheet events

There have been no other significant events affecting the company since the year end.

26. Approval of financial statements

The Board of Directors approved these financial statements for issue on 23rd June 2021

IN MEMORIUM

Colin Murphy,

1936 – 2020

By Val Kiernan

What a sad day it was for everyone in the Glencree community when we received the news that our dear friend and colleague Colin Murphy had passed away on 15 October 2020. A ripple of sadness stretched far beyond the Wicklow hills.

In 2005, Colin received a letter from the Glencree Centre for Reconciliation, as it was known then, offering him the role as a Project Coordinator with the Churches Programme. He was to join on Saturday 1 October for a two-year period until 30 December 2007. This, we are happy to say, was never going to happen. It was the start of a 14-year fruitful relationship during which Colin became our Chair, Acting CEO, Board member and Honorary Life member.

Colin embraced every aspect of Glencree’s work, the history, the site itself, and became a recognised peacebuilder to the point of receiving an OBE from Her Majesty The Queen in 2006.

We remember Colin for his contributions, friendship and passion for Glencree and our work. He will remain in our hearts always. To Margaret his wife, Sheelagh and Lynn his daughters once again, our deepest condolences.

“He will be forever with us in those old stone buildings up in the hills and in the work we do.”

Naoimh McNamee

“A privilege to work with, a true gentleman.”

Sue Paterson

“Glencree became a part of him.”

Geoffrey Corry

“Such a decent man of peace, so full of kindness.”

Sean O’Boyle

“He was the heart and soul of Glencree, blessed are the Peacemakers.”

Barbara Walshe

“Glencree’s current flourishing is a tribute to those early times when he contributed so much to keeping the show on the road.”

Gay Brocklesby



Colin, sporting his OBE awarded to him for his peace work by Her Majesty the Queen in June 2006, in contrast, sporting too, a cardboard badge saying, ‘I did it good’, but we all know “He did it brilliantly”.



Naoimh and Colin in front of Bridge Building.



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**@GlencreeCentre  
#glencree4peace**

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