

back to serious fun

2021 Annual Report
and Financial Statements

BARRETSTOWN
a seriousfun camp



2021 Annual Report

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Review of the Year

Welcome from our Chair and CEO



Donagh O'Sullivan
Chair

The sun was shining in Barretstown on June 4th, 2021, when we reopened our gates and welcomed our campers back on site for the first time in 15 months. The fun, laughter and excitement was captured by RTÉ News as families arrived to a huge welcome from the Barretstown team.

Our families were so grateful for Barretstown Live, our virtual programme launched in 2020, with many saying that this was the only support they received during a very challenging time.

“Although the world is currently in disarray and uncontrollable, the fact that Barretstown is still here for us gives a sense of safety and comfort to our children.” *McDonnell Family*

Barretstown's mission is to rebuild the lives of children affected by serious illness, through life-changing therapeutic programmes. Barretstown's programme brings campers and their families through a fun, activity-based process of challenge, success, reflection, and discovery designed to rebuild confidence, self-esteem and independence, all provided entirely free of charge.

Despite the challenges posed by Covid-19, in 2021 we served over 8,000 campers through our residential and outreach programmes. We receive 2% of our



Dee Ahearn
CEO

funding from the HSE and the remaining 98% comes entirely from voluntary contributions. We had a strong performance in income with an increase of 31% on 2020 bringing our income to €7.2m. We also saw a 17% increase in expenditure to €5.3m as we returned to residential programmes in Barretstown, with additional costs for PCR testing and other COVID-19 measures to reduce any risks to our campers. During 2020 Barretstown was also very fortunate to avail of the Covid-19 wage subsidy schemes.

We continue to innovate and develop new programmes and in 2021 we introduced a new programme for Young Adults. Working closely with the National Cancer Control Programme, this new programme was established to address the needs of young adults between the ages of 18 and 24 who have been diagnosed with cancer.

2021 was the second year of our four-year strategy, and to date we have made the following progress on our four goals:

Drive programme growth and innovation to ensure that every child in Ireland affected by a serious illness who could benefit from one of our programmes has the opportunity to do so.

- Served 8,101 campers in 2021 with a 2022 target to serve over 10,000.
- Piloted an Adolescent and Young Adult programme.

Drive brand and mission awareness to build our reputation and enable growth.

- Barretstown won the Charities Institute Ireland Charity of the Year award, the Chartered Accountants Ireland Leinster Society Published Accounts Award for small to medium sized non-profits, and the NISO Occupational Safety Award, Category 1.
- Reduced carbon footprint by a further 2% in 2021 and 27% in total since the launch of this strategy.
- Established Community & Wellness partnerships.

Drive revenue growth and diversification by maximising the commercial potential of the Barretstown brand.

- Launched residential Transition Year programme, partnering with secondary schools.
- Relunched site hire with a new marketing campaign.

Build our capacity for growth.

- Developed a master site plan and identified areas for investment over the next ten years.
- Completed organisational review resulting in the establishment of a Marketing Department and the restructure of our Programme, Operations and Facilities Teams.

We remain committed to our ESG agenda. On the environmental front, we have reduced our carbon footprint by 27% since the start of our current strategy, with plans to be carbon neutral by 2030. As we continue to focus on our social agenda, we enhanced our well-being programme with initiatives including Mental Health First Aid Training.

Inclusion and Diversity remains a key focus. Our Inclusion & Diversity Mission is to foster an environment at Barretstown that is inclusive for all, one where everyone feels recognised and valued. We will strive to ensure that Inclusion & Diversity best practice is at the core of everything we do.

We continue to operate to the highest standards of Governance at Barretstown. Our accounts are prepared

to the standards set by the Statement of Recommended Practice (SORP) for Charities in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102). Accountability and transparency are central to everything we do, and we adhere to the Charities Institute Ireland Triple Lock Standard which encompasses good governance, good fundraising practice, and transparent reporting.

In May 2022 we held meetings with the Minister for Children, Equality, Disability, Integration and Youth Roderic O'Gorman and the Ukrainian Ambassador to Ireland Larysa Gerasko to discuss how Barretstown can support Ukrainian families with sick children.

Barretstown would not exist without the amazing support of our donors and volunteers. We would like to thank them for all their efforts in making 2021 such a special year both for Barretstown and our campers despite the extraordinarily difficult circumstances.

We would also like to express our gratitude to our Board of Directors and Standing Committee members.

Finally, we must recognise the team at Barretstown for their unwavering dedication and incredible commitment throughout the year and for their enormous contribution to dealing with the challenges during this pandemic.

Donagh O'Sullivan
Chair

Dee Ahearn
CEO

Our Impact

2021 Impact

8,101

Campers Served

1,351

Recruited Volunteers

13

Illness Groups Served

Cardiology, Dermatology, Endocrinology, Gastroenterology, Genetic, Haematology, Immunology, Metabolic, Nephrology, Neurology, Oncology, Pulmonary, Rheumatology

3

Charity Partners Brain Tumour Ireland, Debra Ireland, and the European Haemophilia Consortium

46

Corporate Groups engaged in Team Building

2%

Further Reduction in our Carbon Footprint

Piloted an Adolescent & Young Adult Programme

Waste Recycled

2021 Awards

Charities Institute Ireland Excellence Awards

Charity of the year
Big impact

Chartered Accountants Ireland Leinster Society Published Accounts Awards, Small/Medium Not-For-Profit Category

NISO Occupational Safety Awards, Category 1 - Business Category

Completed the following Research Projects



Perceived Impacts of a Therapeutic Recreation based hospital outreach programme (HOP) for children with chronic or severe illness: Qualitative Analysis.



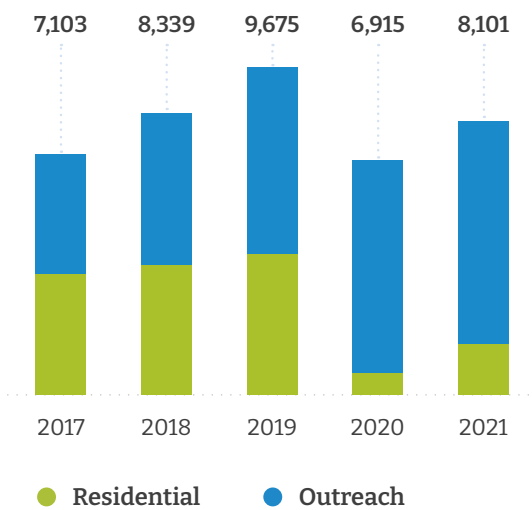
An online therapeutic recreation-based support during the COVID-19 pandemic for families of a child with chronic illness: An exploratory study.



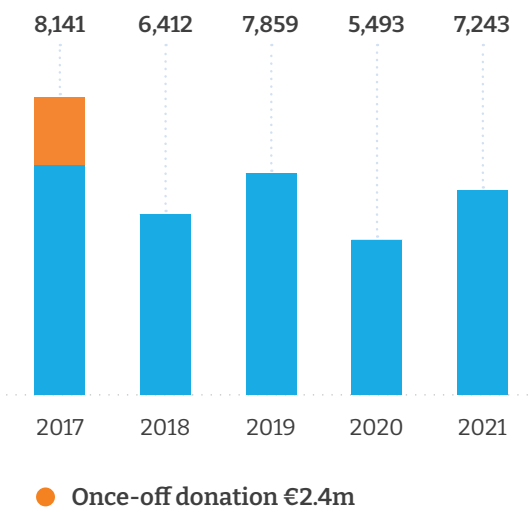
Lasting Impacts of Participation in SeriousFun Summer Camps, in conjunction with the American Institutes for Research® (AIR®)

The Last Five Years

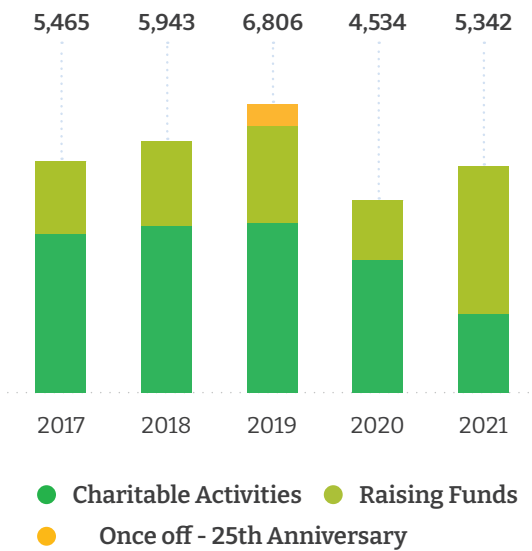
Campers



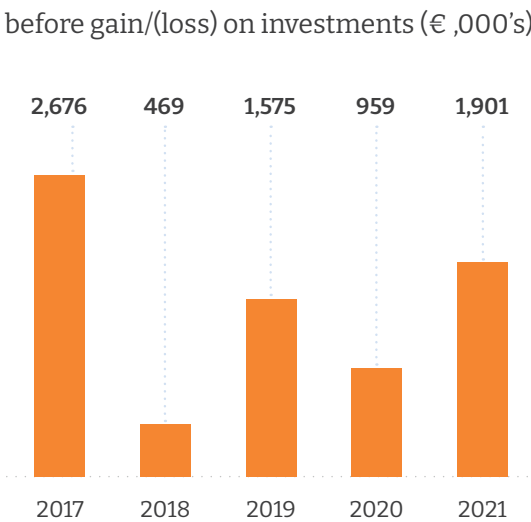
Income
(€ ,000's)



Expenditure
(€ ,000's)



Net Income



What The Doctors Say About Barretstown

“

Barretstown’s as important as the chemotherapy we give kids with cancer in adolescence, it’s as important as the nursing care, the doctoring care; it is part and parcel equally a part of their treatment.

Prof. Owen Smith, Barretstown Medical Patron and Consultant Paediatric Oncologist, CHI at Crumlin, Dublin

“

As a consultant Paediatric Oncologist, I feel privileged to witness the effects of the magic of Barretstown on a regular basis on the ward and in outpatients. A stay in Barretstown offers something that we can never achieve in hospital – it gives our patients their childhood back and completes the healing process. These are the kids who come to clinic with a spring in their step and a sparkle in their eyes, ready to tackle whatever challenge life throws at them next.

Dr. Jane Pears, Barretstown Medical Director and Consultant Paediatric Oncologist, CHI at Crumlin, Dublin

“

We have had a hugely positive response in our patients who seem genuinely changed by their stay in Barretstown in terms of self-esteem, confidence and positive outlook.

Dr. Rosemary Watson, Consultant Dermatologist, CHI at Crumlin, Dublin

“

A trip to Barretstown brings a ray of sunshine to the lives of our patients and their families, and it continues to shine bright after they leave camp. The benefits to our patients and their families are immeasurable and the camp staff must be commended on their wonderful achievements. Perhaps most telling is the question I am often asked by the children... when can they go back to Barretstown?!

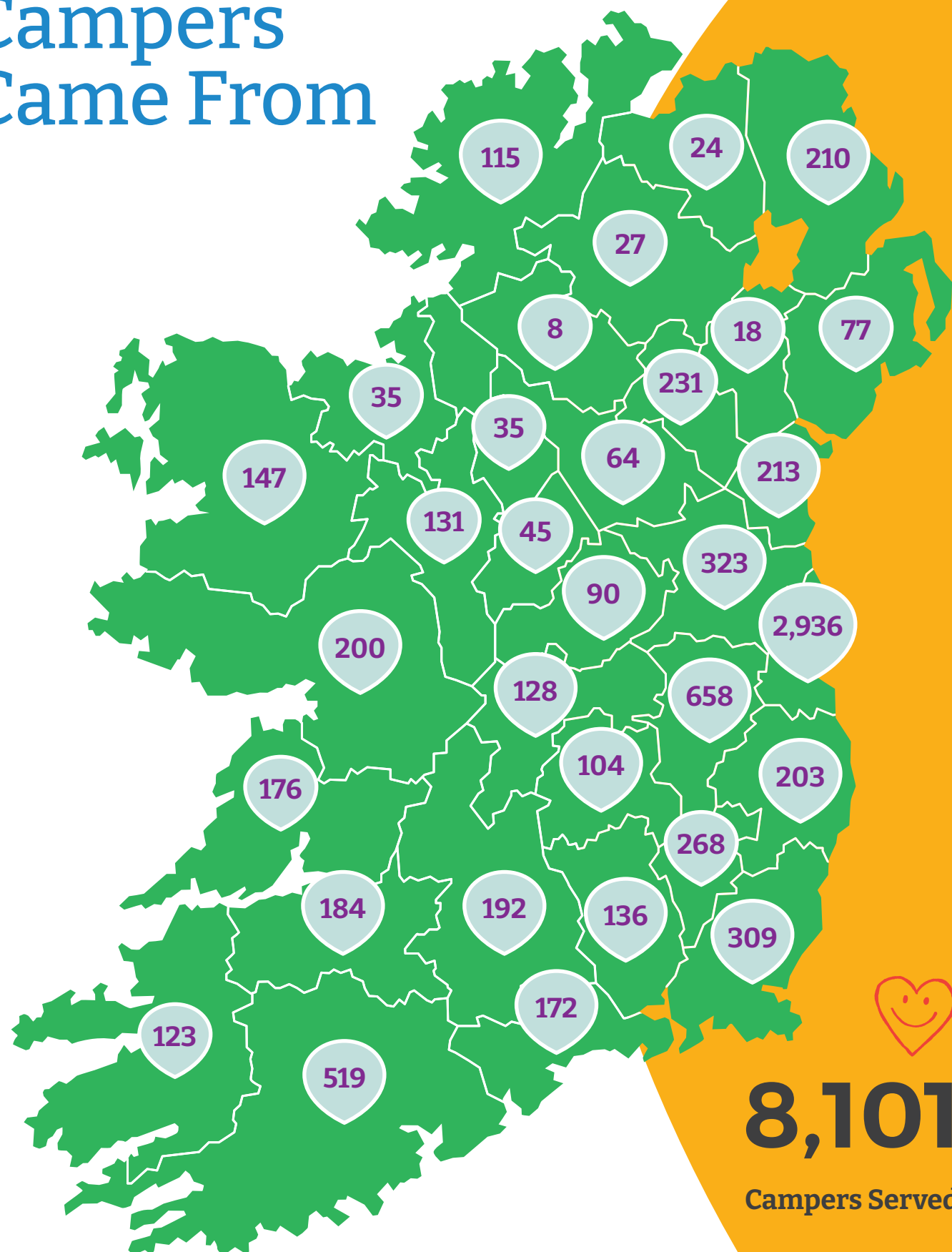
Dr. Clodagh Ryan, Consultant Paediatric Haematologist, Mercy University Hospital, Grenville Place, Cork

“

Barretstown is an essential part of the treatment we provide to young people with a serious illness like cancer. Barretstown is there to look after and support not only the patient, but also their family. Through the camp programmes and hospital outreach, Barretstown is there every step of the way. At the National Children’s Cancer Service, we regularly see the positive and life-changing impact this has for these families who need it the very most.

Dr. Peter McCarthy, Clinical Research Fellow at the National Children’s Cancer Service at Children’s Health Ireland at Crumlin and University College Dublin

Where Our Campers Came From



What Our Campers Say About Their Barretstown Experience



"There is nothing she can't do if she puts her mind to it. Barretstown gave her back her confidence and she has brought that with her since."

- Patricia, Áine's Mum



"It really is a little magic wonderland, hidden away. Packed full of the best medicine of all – serious fun and lots of laughter! It's like it's in our DNA now, it's part of us... Barretstown is part of our family now."

- Louise, Alex & Cal's Mum



"I felt like I'd been holding my breath for years. Waiting. Hoping. Struggling. Worrying. And just surviving. At Barretstown, we started living again. It lifted the most exceptional weight off our shoulders."

"What you give families like ours, is so much more than a weekend camp. It's what we bring home from Barretstown that's life changing. The feeling of hope and lightness. The special memories. And most importantly, the connection with each other. It's just magic."

- Ann-Marie, Emily & Cormac's Mum



"Being at camp was just magical, every minor detail taken care of by the Barretstown team. It's amazing how there is no difference in any child, every child is loved and treated with this upbeat full of life friendly approach - once you go through those gates it's like being in a different world, one where those in that land have walked in your shoes, an invisible safety net is wrapped around your family and you slip into the fun, and see your own children in a different way. Not only does their childhood spark alive but their parents too. It really is the most magical place."

- Ashley, Isaac and Madison's Mum



When it comes to Barretstown's medically endorsed therapeutic programme model, we talk about three zones for our campers. Their comfort zone, their panic zone, and where we want our campers to be is in the middle, in the stretch zone. Never panic. Stepping outside of their comfort zone and gently pushing themselves to do something they never believed they could do. Some of the greatest privileges in my life have been witnessing seriously ill children do that, realising their strength and finding their confidence again.

- Hugh, Barretstown Volunteer

A Message from Our Patron Ms. Sabina Coyne Higgins

“I feel very honoured and proud to be Patron of such a wonderful organisation which provides such vital life changing therapeutic programmes for children affected by serious illness and their families. A high point in 2021 was the return of Barretstown’s Residential Programmes in June and Outreach Programmes in hospitals across Ireland in August bringing much yearned for fun and magic back into the lives of so many campers who had been in isolation for far too long. Barretstown has an ambitious target to reach over 10,000 children and family members in 2022. I commend the hard work, innovation and commitment of the team and cannot thank them enough for the life-changing work that they do.”

- Sabina Coyne Higgins

Sabina Coyne Higgins



Welcome To Our Newest Patron Mr. Maurice Pratt

Maurice Pratt joined the Board of Barretstown as Chair in September 2010 and retired in March 2021.

Under Maurice’s leadership as Chair, Barretstown experienced extraordinary growth and expansion, allowing us to reach more children and families than ever before - over 60,000 children affected by serious illness and their families experienced the magic of Barretstown’s life changing therapeutic programmes during this time. Working with the CEO and Leadership Team, Maurice ensured Barretstown developed a sustainable strategic plan to help future proof the organisation. Maurice helped rejuvenate the Board of Barretstown to ensure the organisation could benefit from diverse expertise.

Maurice’s outstanding achievements provide a wonderful legacy for the future of Barretstown and we are hugely grateful to him for his dedication and commitment to Barretstown during his years as Chair. We are delighted that Maurice will continue his long standing support of Barretstown by becoming a Patron.



A Message from Our Medical Patron Prof. Owen Smith

“Barretstown brings much needed fun and magic into the lives of seriously ill children, but that’s not all,” according to Barretstown’s Medical Patron, Consultant Paediatric Haematologist Professor Owen Smith. “It’s part of the patient care algorithm,” he says. “It’s such a fantastic facility to have on our doorstep. The message needs to be got across that what Barretstown does is an essential part of cancer treatment. It should be seen as a key component of the treatment plan.”



Scientific advances have done much to improve cancer treatment in recent years but that is just part of the story. “Once a child is diagnosed with cancer medicine does its best for them,” Prof Smith notes. “Psycho-social well-being is critically important. If you are in the right psychosocial place you heal much quicker,” says Prof Smith. “Barretstown is a fantastic resource for psycho-social well-being to support cancer

treatment. It is an exemplar for the delivery of psycho-social well-being. I have seen kids before they go to Barretstown and they are sullen and feeling quite down. When they meet their friends and peers, the positive impact is incredible. I have seen it in the UK as well. If you treat adolescents and young adults in an age appropriate environment, they heal much better.”

Our Impact Ambassadors



Barry Keoghan

We were delighted to welcome Irish actor, Barry Keoghan to the Barretstown family as our newest ambassador in March 2022. Barry has starred in films such as Dunkirk and more recently in the Marvel Cinematic Universe (MCU) film Eternals and made his DC Films debut as The Joker in The Batman. With the help of some very special campers, Alex and Cal Moore, Barry launched our new Aladina Studios on March 11th 2022. Speaking about the studio launch, Barry said “Acting has always been an outlet for me, and I love it – which is why I’m so proud to come on board as an ambassador for Barretstown”. We look forward to working with Barry in 2022 and beyond.



Tadhg Beirne

Irish International, Lion and Munster Rugby star Tadhg Beirne joined Barretstown as Ambassador in 2021. Tadhg was instrumental in driving awareness and support for our Dublin Mountains Challenge event in May 2022 and after visiting our Brothers & Sisters camp recently said “To see the kids, how happy they were getting to do all these different activities, including the brothers and sisters of the sick children, was a special thing. The work Barretstown does is incredible.” We are hugely grateful to Tadhg for all of his support.



Gordon D'Arcy

Former Irish International, Lion and Leinster Rugby legend, Gordon D'Arcy has been an amazing long time Ambassador for Barretstown. Gordon has supported many Barretstown events over the years including campaigns and Galas and in 2021, Gordon embarked on a Tour de Provinces 850km cycling challenge throughout the four provinces of Ireland, in aid of Barretstown.

Aine's Story

Áine was a perfectly healthy ten-year-old, when one day towards the end of a family holiday in 2017, her family noticed an issue with her movement, particularly Áine's leg. Her GP was concerned and instructed them to go to the emergency room. From what seemed like something routine, suddenly everything changed. Before long, Patricia was given the news that Áine had a brain tumour.

"Within an hour, we were in an ambulance, being rushed from Limerick to Dublin, where Áine underwent one of the most high-risk surgeries you can have. Life, as we knew it, stopped that day. They removed the tumour. But this was only the start of her journey to recovery - a journey she is still on today, nearly five years on."

Áine was left with significant losses to her speech and the ability to walk independently, she basically had to go back and learn everything from scratch again. She spent three months in hospital after the operation. After that, to make sure she stayed tumour free, she had to go through a gruelling 30 radiotherapy treatments, followed by a full nine months of chemotherapy.

"Our whole life was hospitals and treatment. It was horrendous for Áine. There's no other way to describe it."

By the end of that year, Áine was still wheelchair reliant with a long road to recovery ahead, but it looked like the worst was over. Áine was throwing herself into rehabilitation with physio, speech and language and occupational therapies.



"I remember we felt so optimistic about the year ahead - 2019 was going to be her year. We couldn't wait to get out and back to some degree of normal life. But our early attempts were disasters. From trying to get her wheelchair through doors, to being the only child without hair and struggling to break the ice with peers - it was all so hard. That January we'd reached our lowest point. We were driving up to Dublin for a procedure, and I remember the silence. We felt so flat. Both of us wondering: 'Will life ever feel normal or good again?'"

You've been through this huge thing that people don't really know how to relate to. They don't know how to find the right words. Áine felt very lonely and isolated, and uncomfortable with standing out as looking sick and different. It's something that most adults would struggle with, not to mind a young girl on the cusp of becoming a teenager.

The family attended camp in March of 2019 for the very first time.

"When March rolled around, and we came in those gates - wow! You know sometimes you're half afraid to build things up in your head, in case they're not as good as you'd hoped. Well Barretstown and that family camp, exceeded every expectation I had! It was everything I could have dreamed it would be for Áine, and then some. It gave her the greatest gift of all - her confidence back."



There is a climbing wall in Barretstown which is a very popular activity. Often for children with physical challenges, like Áine, they can go up in tandem with a volunteer. But Áine was determined to do it herself. And she did. Despite her limited mobility - she got out of her wheelchair and up that climbing wall, propelled by absolute, sheer and utter determination.

"I just cried watching her. I've never been so proud or felt so lucky to be her mum. She was incredible. And from that day on, she has just known - that there is nothing she can't do if she puts her mind to it. Barretstown gave her back her confidence and she has brought that with her since."

Áine was due to come to Barretstown on her own for a summer camp in 2021, but unfortunately it was cancelled due to Covid. However, Summer 2022 will see Áine coming to camp on her own for the first time, a huge step for Áine and a great boost for her self-confidence and independence.

"I know all mums think they've the most amazing child in the world - but honestly, I think Áine is a little walking saint. She's been through so much and is just the most positive, determined and strong person I've ever met."



Scan the QR code to meet Patricia and Áine as they share their personal journey.

Darragh's Story



Darragh was a perfectly happy, healthy, soccer mad, six-year-old who loved nothing more than being outside or jumping on his bike. But one Saturday night, at his mum Paola's, he suddenly woke up with awful pains in his upper thighs. Pains so severe that she took him to the A&E in Cork. But all his bloods and assessments seemed fine, so he was sent home.

After two more visits to A&E over the next 2 weeks more invasive tests had to be ordered. Darragh was sent for a full MRI and lumbar puncture. Before the end of that day, Karl and Paola were sitting in a room, in shock, as a team broke the horrific news... Darragh had leukaemia. Within four hours they were in Crumlin in Dublin ready to start his treatment. That was on the 31st of July 2019.

Within weeks Darragh was in the throes of a gruelling battle with his cancer. He'd lost his hair, and an incredible amount of weight. And life had become about medications, injections and feeding tubes.

"Absolutely exhausted. Pale. Seriously under-weight. Not able to take much more. This is what cancer had done to our beautiful little boy Darragh by Christmas in 2019. It was devastating," recalls Karl, Darragh's Dad.



Paola, his mum, described how in the run up to that Christmas, he spent more time in their local hospital – the Mercy in Cork – than at home.

By early 2020, they were at one of their lowest points. The cancer and treatments had taken such a toll on him, both physically and emotionally. It's here that we were so grateful to be able to reach out with a special invitation to Barretstown.

Cancer throws children into such an adult world, overnight, and while medicine is busy treating the illness, Barretstown will treat the child.

"We arrived at these gates, in the middle of nowhere. And as we drove in, we just thought wow! Even that moment alone – taking in the castle, the lake, the deer wandering through fields – was like being hit by a sudden ray of sunshine. It was the first time we'd felt excitement in so long. We were greeted at the carpark by volunteers who took our bags and brought us to our cottage where we met the lovely McGonigle family we'd be sharing with.



We didn't know it then. But it was a meeting that was going to change our lives. Darragh was at such a low and difficult point in his treatment. He was on the cusp of just not having enough energy to go at all, he was so sick. Everything was so raw. Seeing their little girl, Katie-Mai, jumping around the sofa – her hair grown back – it was the best thing that we could have seen. We took so much hope and inspiration from seeing her, further down the road with her treatment. It's one of those small but transformational things Barretstown do... pairing a family early in their journey, with one further on."

The family got to return to Barretstown in 2021 and Darragh is very excited about being able to come to a summer camp this year, on his own.

Karl recalls after their first visit in 2020 that "Darragh came away from Barretstown a completely different child! He just had so much fun. He literally couldn't climb the stairs before we went, he was that sick. But when he was there, through sheer determination and a little Barretstown magic, he found the energy to scale the climbing wall. We couldn't believe it! It gave his shattered confidence the biggest boost. And from singing and dancing, to games popping balloons, to the camaraderie – it brought him back. It allowed our child to just be a child again."



In addition to coming to camp, the Barretstown School Outreach team went to Darragh's school in Cork. The School Outreach Programme explains what cancer is, in an age appropriate way, whilst dispelling myths and fears associated with it. This free programme encourages children to be supportive of their classmate who has cancer as they return to school and reduces the likelihood of bullying, exclusion, confusion or anxiety. On returning to school children can often look different as a result of the side effects from their treatment – this is explained to the class to help them understand what their classmate is going through.

"It was a huge help to his class, it helped them understand what Darragh was going through and how to support him."



Scan the QR code to meet Darragh and Karl as they share their personal journey.

Meet Dr. Karen O'Neill

Dr Karen O'Neill shares her Barretstown journey from camper, to volunteer, to committee member and now to Board Member.

Karen's Barretstown story began when she was diagnosed with leukaemia when she was 16 years of age in 2008. "I had just done my Junior Cert," she recalls. "I was feeling tired during the summer but didn't think I was sick. I had a blood test on my first day in Transition Year and was told I had leukaemia. There was no dramatic illness, I was well enough to be in school on the day I was diagnosed. I went on chemotherapy straight away. I was almost flung onto the journey without being able to think about it."

She spent almost five months living in Crumlin Children's Hospital before she was well enough to go home. "I missed a good bit of fifth year as well. I was so run down that I had to be careful to avoid infections like Swine Flu. I was isolating at home and cocooning long before anyone had heard of Covid-19." The overall experience prompted her to choose a career in medicine. "I had never considered doing medicine before I was diagnosed. I had thought about business because I liked maths and accounting in school, but I left hospital wanting to work in medicine and healthcare. The community atmosphere and camaraderie during my stay in hospital really inspired me to work in healthcare."

Her first experience of Barretstown was just before her 17th birthday in the summer of 2009. "It was a 10 day teenage camp for teenagers from all over Europe. I was a bit apprehensive and didn't know quite what to expect. There were some other people that I knew from hospital going. My parents dropped me down and we hadn't spent more than an hour apart since I got ill. Getting my parents to leave me for the week was the hardest for them. The camp turned out to be the best 10 days of my life. My parents picked up a different child. The impact it had on my self-esteem was incredible. I came back a happy, confident child who was excited and elated to be back in the world. I realised that everyone in the camp was in the same boat. And everyone there was so positive and encouraging."

That proved to have a major influence on her life. "My time in Barretstown gave me the confidence to pursue my dreams," she says. "When you are sick you have so many people telling you what you can't do; how missing so much school will prevent you doing things. Barretstown tells you what you can do. It really builds your confidence. You leave all your worries at the gate going in and you come out feeling lighter – it's such a positive environment. My family went later that year. My parents were eager to find out what went on. The Family Camp was absolutely brilliant. A cancer diagnosis doesn't just affect the person who is ill. It affects their family, friends and the community around them as well, so things like Family Camps are really important."

Karen attended Trinity College Dublin to study medicine. She volunteered at summer camps in Barretstown for the first time in 2011. "I was bringing children to activities and providing support for parents. I got to live in Barretstown for those summers and it was a great experience working with like-minded people and supporting campers to live their best lives. It's great to see the children coming out of their shells and developing so much after each visit." She continued to volunteer for different camps at weekends during her medical studies at TCD and since graduating, often volunteers in the Med Shed.

"Barretstown wouldn't be Barretstown without the Med Shed," she says. "It's the heart of Barretstown and is at the very centre of the camp. When children come to Barretstown they get treated the same as any other child, but we know they have medical needs to be cared for and that's where the Med Shed comes in. Without it, parents wouldn't be able to bring their children to camp."

It also plays a key role in the overall camp experience. "The nurses who run the Med Shed are absolutely fantastic," Karen continues. "People like Eimear have been there for over 20 years. She looked after me when I was there as a child, and she continues to look after other children. The first person the children meet is usually Eimear. They look after them so well during their stay. The children can pop in to get their meds whenever they need them and there is no big fuss or big issue made about it. That's so important as it means that their medical needs are supported while they enjoy their time at Barretstown. I was delighted to be able to volunteer to work as a Med Shed doctor this year."

"I graduated in 2017 and I'm now a paediatric specialist registrar at Portiuncula Hospital in Ballinasloe, Co Galway. Back in 2016 I was asked to join the Childcare Advisory Committee and I still sit on that committee. The Childcare Advisory Committee is made up of volunteers from a number of disciplines, we support Barretstown's childcare and child protection policies. Last year I was asked if I was interested in joining the Board of Directors. I was a bit shocked, to be honest. They said they wanted someone with the lived experience as well as people from corporate and other backgrounds. That experience is important but so is the lived experience."

Looking back, she says Barretstown was one of the biggest contributors to her recovery from illness, and acknowledges that she was fortunate to be still young enough to come to Barretstown. "I always question if I had been a year older what my recovery would have looked like. Thankfully Barretstown have now launched an Adolescent and Young Adult Programme. Every child should get the opportunity to enjoy their childhood and achieve to their best potential. It's so hard to describe the magic of Barretstown. It's such a special place."



Innovation: New Programmes

Young Adult Programme

The Young Adult programme is based on research from the National Cancer Control Programme and the six concepts of transition (Psychosocial, Health and Lifestyle, Education and Vocation, Sexual Health, Self-Advocacy, and Independent Health Behaviour) and geared towards young people aged between 18 and 24 years. Barretstown recognises that transitioning from youth to adult services can be a difficult path to navigate. Access to services and information may not always be at your fingertips and there are lots of key moments happening at this point in your life: going to college, joining the workforce, leaving home, applying for financial aid, starting a family, and so on.

As well as a fun therapeutic recreation-based activity experience, we will provide education workshops and resources for young people to get the information they need at this critically important time. The weekend schedule also allows free time for peer-to-peer interaction and for the group to get a chance to bond and get to know each other.

The first Young Adult programme took place in November 2021, with three programmes scheduled for 2022.



“Making great new friends, meeting people who understand our experiences, having such a fun weekend. Overall it was an excellent experience, I would absolutely come and do it again. It was such a good opportunity to connect with other people and have fun at the same time.”



Innovation: New Programmes

Residential TY Programme

Barretstown launched our first Residential TY programme in Summer 2021 and now welcomes schools from all around Ireland to enjoy this exciting experience. Barretstown’s Residential TY Programme takes place on our beautiful 500 acres campus over five days, and caters for groups of 25+ students, who get to experience what life is like at camp and learn about Barretstown’s life changing therapeutic programmes.

The programme covers a broad scope of content to meet the needs of the TY students. It takes the Department of Education’s criteria into account and offers the students an opportunity to:

- Fully immerse themselves in the fun, exciting and magical experience of Barretstown.
- Participate in educational talks and workshops from external and internal speakers.
- Develop life skills through workshops focusing on communication... and problem solving.
- Strengthen existing team bonds through fun peer to peer team-building activities and challenges
- Make a positive contribution to the charity sector through fundraising and learn new skills to achieve the fundraising target.
- Actively participate in preparing Barretstown for our campers arrival.
- Gain knowledge through practical experience and talks from various departments across the organisation.

We continue to run our traditional day TY Programme twice yearly in spring and autumn where we welcome students from local schools.

“As a TY Coordinator, I cannot recommend the Barretstown TY Residential Programme highly enough! The fundraising targets were very manageable and the students developed so many skills organising the various events. However, the real magic happened during the week at Barretstown. It was the highlight of the year for all the students and was described, by them, as a life changing experience. This was my first experience with the programme and it certainly won’t be my last.”

TY Coordinator, Confey College



“This experience has been amazing. I’ve learned so, so much, experienced new things and had a blast. Everybody here is so nice and I felt so welcomed my entire time here. I always felt a sense of joy and loved exploring the grounds. I would love to come back here again! Thank you all so, so much!!”

Student, King’s Hospital College, 2022

A Key Milestone For Our Bereavement Programme

In recognition of 21 years of Barretstown's Bereavement Programme in 2021, Barretstown hosted a unique event to mark this special anniversary and the milestone of serving over 1,500 families through the Bereavement Programme.

The Bereavement Programme offers families who have lost a child through serious illness a supportive environment within which they can spend quality time together, find support, share their experience of loss and find ways to look to the journey ahead.



Long-time supporter Minister Simon Harris join us on the day as our special guest. The event marked the anniversary and also served to raise awareness within the medical and support services community, and amongst other bereavement charities, of the bereavement services that Barretstown offers.

Dr Peter Hanlon, who has been instrumental in working with Barretstown to develop and deliver the Bereavement Programme, along with bereaved mum Orla Wallace, shared with guests the importance and impact of this vital programme.

To mark the occasion, Minister Harris and Marion Lynch, a member of the Barretstown Team who has herself attended the Bereavement Programme along with her family, unveiled a commemorative artwork to be displayed in Barretstown. The artwork incorporated one large balloon filled with 1,500 smaller balloons, each one representing one of the 1,500 families who have been through the Barretstown Bereavement Programme, and lifted by the support it has offered to families during such difficult times.

Celebrating Reopening

After 15 long months of closure due to COVID-19 Barretstown reopened its gates to sunshine and smiling faces on 4th June 2021. Welcoming seriously ill children and their families back to Barretstown and allowing them to experience the magic and therapeutic benefits of our programmes once again was incredibly special.

This special occasion was captured and featured on the RTÉ News, and The Irish Times ran a four page feature focusing on the importance of reopening with renowned journalist Patrick Freyne spending a full day on site to capture the magic.

Our gradual reopening saw us serve significantly reduced numbers of families initially. This reduced capacity was required to ensure the safety of families, volunteers and staff. We gradually increased our capacity after the initial reopening.

Strict Covid protocols were in place to ensure the safety of all involved, including robust testing and safeguarding measures, but nothing could have dampened the sense of magic in the air as the sound of families and laughter filled Barretstown once again.

Through consultation with our Childcare Advisory Committee and our healthcare partners Precision Health we were able to identify nine camp activities that we felt offered great value to the programme and could be run in a safe way with the additional enhanced protocols in place.

Family Camps took place each weekend throughout the summer, in place of the usual children only camps. However, August saw the first of our children only camps return as we welcomed 60 children to Siblings Camp. Family Camps continued through autumn and into winter, with signs of normality returning each month, such as the reopening of the Dining Hall for all campers, in place of the temporary measure of families eating in their cottages.

Families have spoken of their excitement and relief at being back in Barretstown, the only place they felt safe to go during what was a period of extraordinary uncertainty and anxiety in 2021 and early 2022.

The Colfer Family

"Barretstown is a place that has allowed my daughter to be the little girl she was and is. It allowed her to be happy, have fun, laugh, play with her peers, while not having to worry about her illness, and not worrying about being different. It has allowed her to heal both physically and mentally. Even though the cancer is gone, the long-term effects and the mental scars are very real. Barretstown is her magical place. Being back there really showed us how lucky we are to have the support of Barretstown and all its truly amazing staff."



Research

Barretstown is committed to conducting and supporting research and evaluation that will contribute to the development and delivery of Barretstown's own programmes and to the development of understanding in the area of childhood illness.

Completed Research

An online therapeutic recreation-based support during the COVID-19 pandemic for families of a child with chronic illness: An exploratory study.

Authors: Suzanne (Suzie) Guerin¹, Gemma Kiernan², Aoife McGrath¹, Isolt Ni Reardon¹, Jason Booth³, Eimear Kinsella³, John (Mitch) Mitchell³, Tim O'Dea³ & Shoni Tavendale³

1. School of Psychology, University College Dublin
2. School of Nursing, Psychotherapy and Community Health, Dublin City University
3. Barretstown Children's Charity

Aim: This research explored the design and user experience of the online therapeutic recreation-based support programme Barretstown Live, developed for families of a child with chronic illness in Ireland.

Methods: This research adopted a mixed methods approach, combining survey feedback gathered routinely from families taking part in Barretstown Live in Spring/Summer 2020 with interviews completed in Spring 2021 with staff involved in the delivery of the programme.

Findings: This research demonstrated how Barretstown Live has resulted in the transformation of camp and how families can access therapeutic recreation. Although the virtual programme was established as an immediate response to COVID-19, Barretstown Live can be viewed as a catalyst for lasting change.

Perceived Impacts of a Therapeutic Recreation based hospital outreach programme (HOP) for children with chronic or severe illness: Qualitative Analysis.

Authors: Emma Delemere*, Suzanne Guerin^a, Gemma Kiernan^b, Eimear Kinsella^c, Isaiah Gitonga* and Rebecca Maguire*

*Department of Psychology, Maynooth University, Ireland. ^aSchool of Psychology, University College Dublin. ^bSchool of Nursing, Psychotherapy and Community Health, DCU, Dublin. ^cBarretstown Children's Charity, Co Kildare, Ireland

Aim: This study examined parent, volunteer, and health care provider (HCP) perceived core features and outcomes of a hospital-based TR programme run by Barretstown Children's Charity for children with serious illness.

Methods: Participants were either 1) a HCP within a hospital setting, 2) A volunteer with HOP, or 3) the parent of a child with serious illness. Nineteen participants (5 parents, 5 HCPs, 9 volunteers) were interviewed. A reflective thematic approach was used to analyse interviews.

Findings: The findings highlighted the positive effects of Barretstown's Therapeutic Recreation based short term hospital outreach program on child and parent outcomes, with connection to the present moment, valued living, and self-expression some of the key benefits noted. Further positive impacts on anxiety, sense of self and connection with others were also reported. These results also suggest an important role of TR strategies themselves within the programme to support reaching these goals, with access to leisure activities and the creation of therapeutic landscapes important components of the HOP. The findings are encouraging and suggest continued expansion of such programmes to better support children with illness.

Lasting Impacts of Participation in SeriousFun Summer Camps, in conjunction with the American Institutes for Research® (AIR®)

Aim: In 2020, Barretstown participated in a descriptive study that examined:

- the personal, social, and health-related outcomes that are intended to be influenced by SeriousFun Member Camps such as Barretstown
- differences in those outcomes based on the demographic characteristics and attendance of campers
- key elements of camp and other experiences of campers that may influence those outcomes.

Methods: Survey responses were received from more than 2,200 alumni, 17–30 years of age, representing 16 SeriousFun camps.

Findings: Alumni believe that camp was influential in their development of various outcomes that SeriousFun identified as centrally aligned to their mission, including willingness to try new things, appreciation of diversity, self-identity, empathy and compassion, self-confidence, perseverance, and friendship skills.

- Demographic characteristics—such as gender, race/ethnicity, age, education, employment status, and medical diagnosis—had no or minimal bearing on the perceptions of alumni about the influence of camp on outcomes.
- Alumni indicated several camp elements that were important to their experiences, including feeling accepted and not judged, feeling a sense of freedom, feeling a sense of possibility, and trying new things.

Research In Progress

An Exploration of the Psychosocial Needs of Adolescents and Young Adults with Cancer (AYACs) aged 15-24 years.

Steering Group: Dee Ahern (Barretstown); John Mitchell (Barretstown), Eimear Kinsella (Barretstown), Lorraine Whelan (Young Adult Representative), Dr Peter McCarthy (CHI Crumlin) Professor Suzanne Guerin (UCD), Dr Kathy Looney (UCD), Karen Neylon (Doctorate Student, UCD), Anna Collins (Student, UCD), Dr Gemma Kiernan (DCU), Niamh O Sullivan (ADON, CHI Crumlin).

Brief Summary: This research involves conducting a systematic review exploring the psychosocial needs of AYACs. In conjunction with this, interviews with healthcare professionals and AYACs will be undertaken to explore the psychosocial needs of this target group and the role of supports including the role of a potential therapeutic recreation programme. This research study is informing the ongoing development of Barretstown's AYAC therapeutic recreation programme.



Helping Hands from Kerry Group

When we reopened the gates at Barretstown to campers in June 2021, the Facilities Team quickly realised they would need all hands on deck to get the site pristine and ready for our campers. Site maintenance is always a priority at Barretstown but with the ongoing Covid-19 pandemic, it was more important than ever to ensure our campers and families were welcomed to a safe environment while taking part in our therapeutic programmes.

Barretstown reached out to corporate supporters to see if they would be in a position to send employees to Barretstown to take part in our Helping Hands Days. Kerry Group did not disappoint! They welcomed our request and recruited over 300 volunteers, ensuring our site was ready for children and families, which was overwhelming during such an uncertain time.

John Grant, Sales Director at Kerry Group explains the difference volunteering at Barretstown made to the team:

“Barretstown opened its doors to Kerry volunteers in 2021 and hundreds of our team answered the call. Everyone was truly inspired and has a deeper appreciation of the critical support provided by Barretstown to children and their families. We are grateful for this rewarding and uplifting volunteering opportunity for our people.”

Our small Facilities team were hugely grateful to Kerry Group for sending wonderful volunteers to Barretstown during 2021, as we rely heavily on our amazing corporate volunteers who take part in our Helping Hands Days. These days ensure that camp is pristine for our children and families and give companies the chance to have a direct involvement in making Barretstown the safe, secure, beautiful and peaceful place it is for children and their families living with serious childhood illness. A special thank you to John Grant, Marian Kiernan, Erika Curran and all of the amazing Kerry Group volunteers for their wonderful support for making the days a great success.



Rosemarie's Volunteer Story

Rosemarie Kenny is no stranger to volunteering, through her work in the community and through her workplace, Irving Oil, which operates fuelling locations in Ireland as Top Oil. Understanding the impact a serious illness can have on a family, she wanted to do something a little different and give back. A simple search online led her to Barretstown and in 2013 she attended her first camp as a volunteer. Rosemarie says the work Barretstown does and her experience there is what continues to bring her back.

“After taking part in my first training session, although I was still a little nervous of what lay ahead, I knew this place was something special and that I would be surrounded by such a supportive team,” says Rosemarie. **“Volunteers, campers and parents will talk about the “magic” of Barretstown and honestly, now, after nearly ten years at camp, I can’t find any word to describe it better. No matter how many times I volunteer at camp, each time the experience is different. To have the opportunity to be part of a family’s journey, albeit in a very small way, is so special.”**

In 2019, Irving Oil partnered with Barretstown after it consistently ranked among its employees’ favourite causes in Ireland, helped in no small part by Rosemarie’s love of Barretstown.

“To see the change in a family in just 48 hours is heart-warming. Arriving to camp on a Friday evening, nervous and anxious, with parents worried about their kids and their kids curious about what lies ahead, to Sunday morning, when parents are leaving feeling a little lighter, with smiles on their faces and their kids crying because they don’t want to leave!”

In March 2020, as Barretstown closed temporarily due to the pandemic and began to adapt to delivering programmes virtually, the Irving Oil team launched a campaign where €1 from every domestic home heat order was donated to Barretstown, which raised over €17,000.

In 2021, as restrictions began to loosen and Barretstown reopened, Irving Oil teams had the opportunity to be directly involved through attending a Helping Hands Day.

“To hear my colleagues talk about their experiences, about the welcome they received when arriving on site and the natural beauty that surrounds the camp further confirms this is a very special place.

“Camp has become a part of who I am, and I’ve met many likeminded people, also fellow volunteers, who have now become lifelong friends. I will be forever grateful for the online search that led me to Barretstown and even more grateful that I get the opportunity to share this experience with my colleagues at Irving Oil.” says Rosemarie.



The Sibling Programme & the Vertex Foundation

When a child is diagnosed with a serious illness, normal family life is put on hold and all the focus goes on doing everything possible to make the child better. Regular hospital stays, often difficult treatments, surgeries and set backs can dominate everyday life.

For siblings this can be an incredibly difficult time too. They have the fear for their sibling's health and what the outcome of their illness will be, they often feel a sense of guilt about the fact that they are well when their sibling is ill. They sometimes feel that they need to hide their own problems as they believe they are not as important as their sibling's illness. This can also lead to resentment that their sibling is getting all the attention in the family.

Niamh's Story

"My brother had a very rare form of childhood leukaemia when I was young, we came to Barretstown as a family and I came alone to a sibling camp. I will never be able to describe how Barretstown changed our lives but I would really like to let you know our story."

I'm 24 now, and I still remember the way that Barretstown changed my life when I was 13. When you have a sibling who is ill, your focus is completely on them, but so is everyone else's. I always have found it difficult to describe sibling camp because I don't want to sound like a selfish person. But when your brother has leukaemia and you have a 3 year old sister, you end up in the background. It's nobody's fault, the attention goes to those who need it the most at the time. But for me, Barretstown was and still is, everything. Barretstown showed me that I was strong, for accepting that I didn't need as much attention. It showed me that I was kind, I was understanding, I was selfless. As a 13 year old, you don't realise there's a word for putting up with a lack of attention whilst fearing for your brother's life.

It's called bravery, and if I didn't come to sibling camp, I'd never have realised that. I'd have always thought I was selfish. For resenting him, in a way, for 'stealing' the attention. I know now that my brother felt guilty for taking all the attention.

Neither of us will ever tell each other truly how we felt at that time in our lives, but we both talk about and appreciate how Barretstown changed our individual lives and our family life."

Barretstown has run a summer sibling programme since 1997, bringing together up to 125 siblings of a child with a serious illness at each camp. This week long programme gives siblings an opportunity to spend time with other children in the same situation as them, to realise they are not alone and that their feelings are entirely normal. Perhaps most importantly, they are the stars of the show for the week, with all of the attention on them.

Since 2019, Barretstown has been fortunate to have the unwavering support of the Vertex Foundation who sponsor our summer sibling programme.

Established in 2017, the Vertex Foundation is a nonprofit foundation which seeks to improve the lives of people with serious diseases and contribute to the communities where Vertex is located through education, innovation and health. The Foundation is a long-term source of charitable giving and is part of Vertex Pharmaceutical's corporate giving commitment.

One focus of The Foundation is providing support to families with children living with serious diseases and they very quickly realised Barretstown shares this focus.



When COVID-19 hit, Barretstown had to make the difficult decision to cancel our onsite residential programmes. In the face of great uncertainty around our funding, the Vertex Foundation was very quick to confirm their support and worked closely with the team in Barretstown to reallocate the generous grant towards our virtual programmes supporting siblings in the safety of their own homes.

The Foundation also generously supported Barretstown's 'Rising to the Challenge' fundraising campaign and they continued their incredible support of the Siblings Programme into 2021, providing a much-needed confidence boost as Barretstown planned for potentially challenging times.

Barretstown hosted two in-person sibling camps in August and October of 2021, both made possible through the generosity and partnership of the Vertex Foundation.



Fundraising

The individual generosity we experienced throughout 2020 continued into 2021, with a very strong performance across fundraising channels. Fundraising income in 2021 totalled €7.2 million, an increase from €5.4 million in 2020. The year did finish with a very successful Christmas campaign for which we are incredibly grateful.

We were finally able to host events in the latter half the year, namely our Dublin Mountains Challenge and our Golf Outing, both of which were very well supported. Our corporate partners continued to be very supportive despite the challenges they faced, and many of them were delighted at the opportunity to again volunteer on site to help with camp preparations when we reopened in June.

Sources of Support

Major Donors

Our 'Rising to the Challenge' campaign which was started in 2020 continued into 2021. This was directed at our Major Donors to ensure we had the funds in place to again serve campers when we reopened camp. Major Donors accounted for 6% of funds raised in 2021.

Trusts & Foundations

We received a number of grants from various Trusts and Foundations during 2020 totalling 7% of funds raised.

HSE

Government support through a grant from the HSE has been unchanged from 2013 and represents some 2% of our income.

Government

Barretstown secured an additional grant for €90k on top of the €200k received in 2020 from the Government's Covid-19 Stability Fund which was aimed at addressing fundraising income shortfalls in the charity sector due to the pandemic.

Corporate Fundraising

Support from corporate companies has always been a critically important element of Barretstown's fundraising mix. Companies have supported Barretstown in a number of ways from financial contributions to in-kind support such as product donations, as well as through staff volunteering. Barretstown is fortunate to have a wide range of corporate partners from small organisations

though to global organisations. Corporate fundraising represented 18% of our overall income in 2021.

Individual Giving

Individual Giving is the support we receive from individuals through either cash or regular gifts like direct debits and standing orders. Donors who choose to support Barretstown do so because of the stories from our camper families to whom we are forever grateful for their willingness to share their experiences. We are incredibly grateful for the continued loyalty of our existing direct debit and regular donors during 2021. Once off donations from individuals in response to campaign appeals continued to be very strong throughout 2021 highlighting the great sense of generosity that existed throughout the pandemic. Barretstown was also fortunate to receive a significant legacy from a donor at the end of 2021. In total Individual Giving accounted for 56% of funds raised in 2021.

Barretstown Events

2021 continued to be a challenging time for events due to ongoing lockdowns and restrictions. We were delighted to be able to host a limited Dublin Mountains Challenge with some 150 participants in September. Our annual golf outing also took place in September, thanks to the kind support of our hosts, the K Club. Both events were only possible with the support of long time sponsors Suntory Food and Beverage. In total, events represented 3% of funds raised in 2021.

Third Party Events (Community)

As we experienced during 2020, people continued to find innovative ways to support Barretstown despite restrictions. We are very grateful to all our supporters who walked, jogged, squatted, swam, sang and did countless other creative, challenging activities all to raise funds for our work in difficult circumstances. Third party events brought in 4% of funds raised in 2021.

Gift in Kind

Every year Barretstown receives donations of goods and services from corporates which helps reduce our expenditure. In 2021, this accounted for some 2% of funds raised.



Recognising Our Amazing Employees

Recognising the commitment and dedication of our employees is a key component of our Inclusion and Diversity strategy. A key recent highlight was an employees service award evening on May 5th where we celebrated our amazing employees for their dedication to Barretstown. This celebration also thanked employees for their outstanding commitment and support over the

past two challenging years. During this ceremony we recognised in particular our longest serving employees, six of who have been with Barretstown over twenty years and thirteen of whom have been with Barretstown over ten years. The evening was a great success and enjoyed by all. We will continue to hold an Awards Ceremony annually to recognise our employees.

Number of Employees Reaching Major Milestones

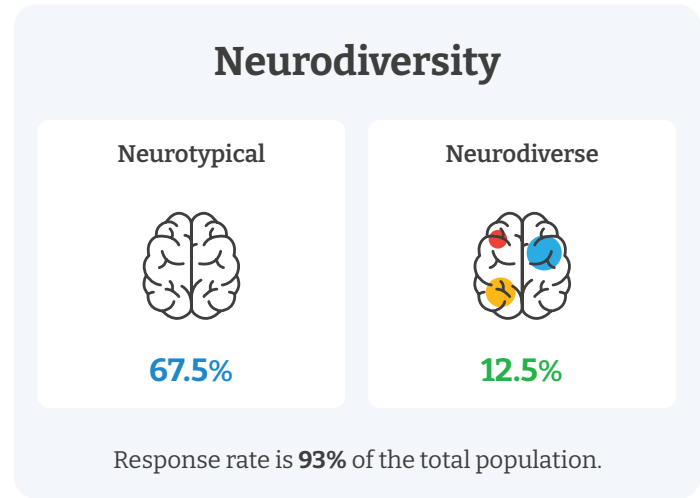
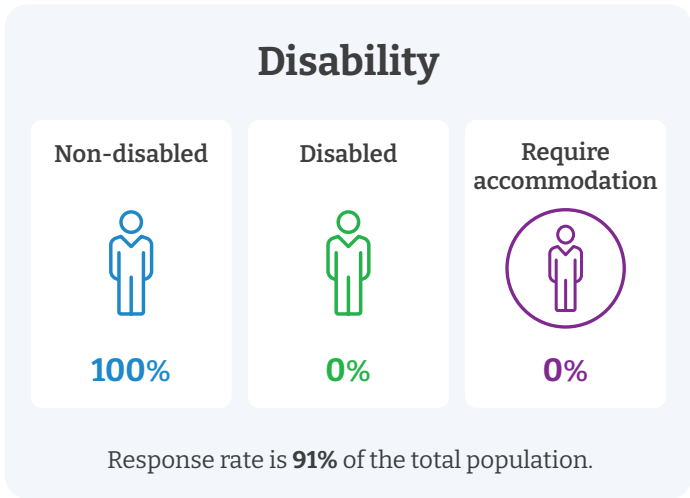
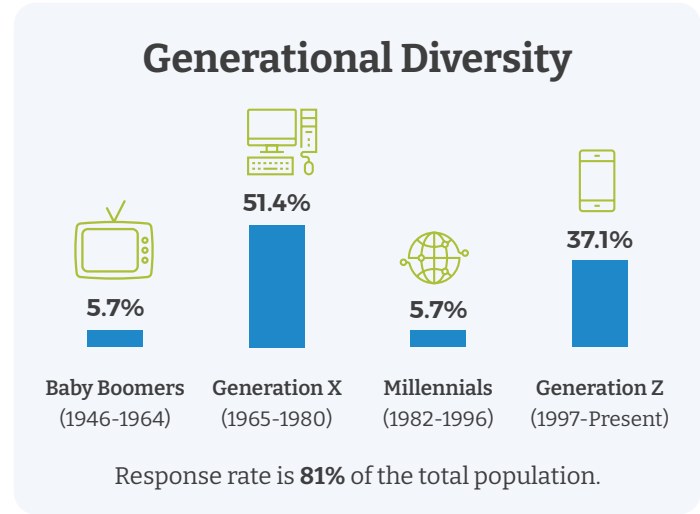
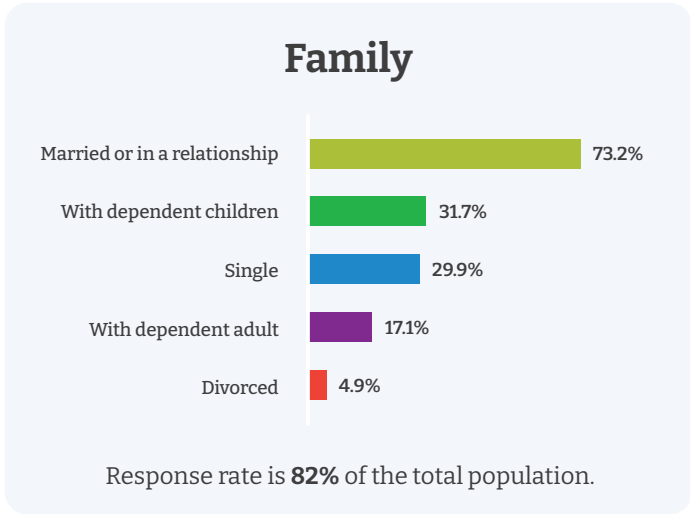
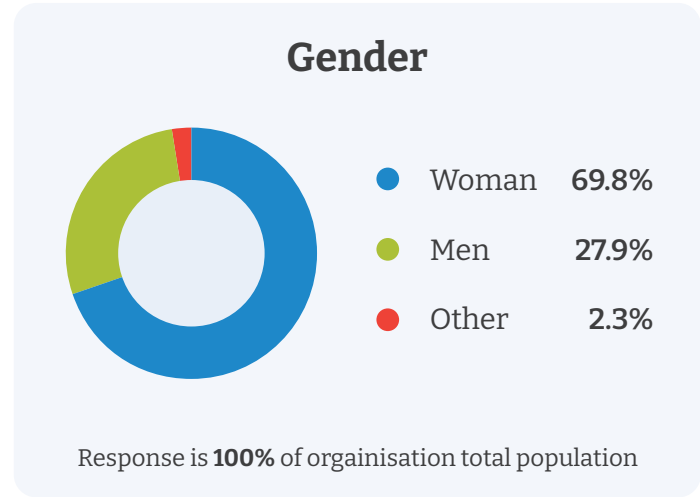
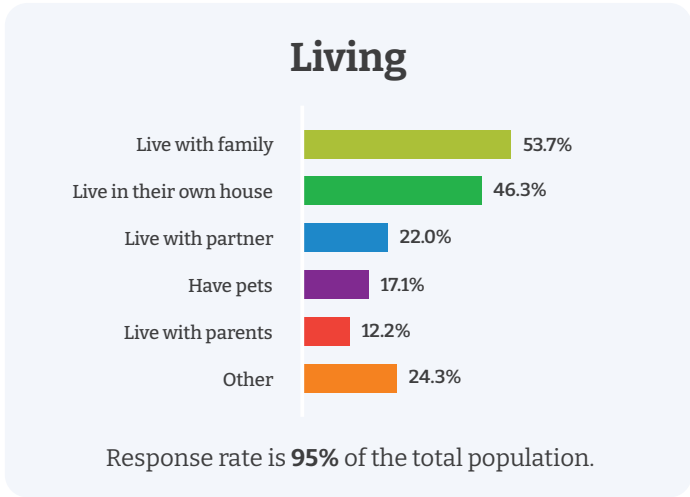


Understanding Our Team



At Barretstown we embrace organisational Inclusion and Diversity. We want everyone at Barretstown to feel valued and appreciated for both their individual perspective and the role they play in making the magic of Barretstown

possible. As we continue our focus on Inclusion and Diversity we completed a staff survey to ensure staff were included on our journey and we could gain insight into their profile. The findings of our staff survey are outlined below:



Sustainability

Being sustainable or having a clear roadmap to get you there is critical to an organisation's long-term success. Barretstown is committed to Sustainability, and it is a key focus in our strategy. We want to ensure that we make a positive impact on the environment, our people, and the communities we serve.

Barretstown's programmes make a lasting impact in communities all over Ireland and we nurture a culture where all employees strive. We are passionate about the environment on our 500-acre estate, where nature flourishes in our biodiversity areas. We identified the key focus areas under sustainability and below is how we are progressing in each area.



Environment & Sustainability

- Barretstown acts responsibly to protect the environment. Over the past two years we have reduced our carbon footprint by 27%.
- We are committed to being Carbon Neutral by 2030.
- We continue to enhance and grow our Biodiversity areas throughout campus and work with the National Biodiversity Data centre - an organisation that manages data on Ireland's biodiversity to increase understanding of Ireland's biodiversity.
- Sustainable building is a key part of our development strategy under our Site Master Plan.

Social & People

- Barretstown demonstrates concern for employee well-being and implemented an enhanced Employee Well-being programme.
- Created and implemented a Diversity and Inclusion policy while also focusing on I&D initiatives and programmes throughout the campus.
- Ongoing investment in a Training & Development programme to ensure our Team can reach their full potential and grow within.
- People are our greatest asset, and we have ongoing initiatives to ensure that Barretstown is an employer of choice whilst supporting staff retention.



Community

- Barretstown has a positive influence on society with over 2,000 volunteers recruited annually to support the running of our programmes.
- Implemented a New Residential TY programme to promote children helping children, raising awareness of our programmes in secondary schools around Ireland.
- We open the Barretstown campus to the general public twice a year, hosting our Barretstown Big Picnic and Winter Wonderland.
- Our new Barretstown bus brings the magic of Barretstown outside the gates.

Governance & Compliance

- Barretstown is open and transparent with a detailed Governance framework in place.
- Accounts are prepared to the standards set by the Statement of Recommended Practice (SORP) for Charities in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102).
- Charities Institute Ireland Triple Lock Standard which encompasses good governance, good fundraising practice, and transparent reporting.
- Confirmed Full Compliance with CRA Charities Governance Code during 2021.
- Rigorous risk management system in place.
- Health & Safety system in place to mitigate and minimise risk.

Our Campus Masterplan

The Barretstown estate is of historical importance dating back to the 12th century. The estate was donated to the Irish Government by Garfield Weston in the 1970's and then in 1993 the Government leased the estate to Barretstown on a 90 year lease for IRE1 a year.

Our new master plan sets out Barretstown's development strategy and its primary concept is to promote sustainable development in close proximity to the existing buildings on the Estate. This masterplan will support Barretstown's ambitious strategic plans to grow camper numbers and will include the upgrading and modernisation of existing buildings. The Board recognise

that the reserves levels are above the reserve policy and are comfortable that there are sufficient reserves in places to support the delivery of the master plan.

This master plan will maintain the sylvan character of the lands within the Barretstown Demesne. Taking inspiration from the existing heritage and character on the site, the aim of the proposed master plan is to create a campus of buildings formed around new streets and courtyards. All new buildings are to be designed to have a minimal impact on the existing protected structure, Barretstown Castle, a recorded Monument of Anglo-Norman heritage. The scale and heights of the proposed buildings have been carefully considered to prevent them being overbearing to the existing protected structures. Proposed new developments are to be located to the rear of the existing series of interconnected courtyards to minimise visual impact. This masterplan has identified five developments of which the first three will commence between 2022 and 2024.



- 1 Renovation of the 15 Cottages
- 2 Renovation of the Medical Centre
- 3 New Staff Accommodation Building
- 4 A new indoor activity Building/Swimming pool
- 5 Family Pavilion



Renovation of the 15 Cottages



Renovation of the Medical Centre



New Staff Accommodation Building

Beyond the Gates of Barretstown

Bringing the magic of Barretstown beyond our gates, the Barretstown Bus will help raise awareness of our programmes as well as support fundraising initiatives and the recruitment of volunteers. The bus, which was kindly donated by Dublin Bus during 2021, provides a unique opportunity to not only promote Barretstown but also to engage with people in a memorable and magical way. A functioning vehicle, the bus provides a large impactful presence at festivals, hospitals, schools, open days, and events across the country where we can engage with potential donors, volunteers, and staff. In addition, the bus will be utilised by the Outreach team for school and community engagement bringing the playful spirit of camp to children all over Ireland. When not in use off site, the Barretstown Bus will also provide an additional onsite activity space.

The upper deck is a versatile space for meetings, one to ones, interviews and much more. The lower deck has been redesigned to offer a play space for children where we can provide art-based activities and interactive games.



Making its maiden voyage to WellFest 2022, the bus was a huge success. Barretstown was the official charity partner of WellFest and hosted the WellKids arena with the bus as focal point of our presence.



New Partnerships



Young Persons Advisory Group

Working closely with University College Dublin, the Irish Cancer Society, and Dublin City University, Barretstown was delighted to partner with the National Children's Cancer Service at Children's Health Ireland in the development and launch of the Young Person's Advisory Group (YPAG). The YPAG believes that children and young people with cancer should have a voice, share their opinions, and be actively involved in the design and delivery of clinical research and services to ensure they are relevant and suited to their needs. Group meetings will be hosted in Barretstown.

YPAG is a forum for young people:

- Who have or have had cancer
- Who would like to help make research more patient-focussed
- To give their opinions on patient information sheets and consent forms
- To give advice on how a clinical trial or research study should be designed
- To help improve cancer supports and services for young people
- To have some fun!



DCU

Barretstown's partnership with DCU continues to develop. The partnership covers volunteering, engagement, fundraising, and academic initiatives including research. An exciting recent development is Barretstown's involvement in the PPI Ignite Network at DCU.

The PPI Ignite Network promotes excellence and inspires innovation in public and patient involvement (PPI) in health and social care research in Ireland. The overarching aim of the PPI National Network is to support and further build capacity for high quality PPI in health research throughout Ireland. The PPI Ignite Network at DCU is led by Professor Veronica Lambert and Programme Manager Dr Lucy Whiston. Barretstown is a partner of the PPI Ignite Network and we are committed to working with the team in DCU to expand PPI activities to the practices, processes, and strategies/policies of conducting research with children, young people and families.

With the return to campus for students, Barretstown has been re-engaging with students about the opportunities that are available to them to get involved and become part of the magic. Our focus during the year was on the DCU School of Nursing where we met with students in the Nursing and Health and Society strands. We have welcomed several students from DCU to do placements with us. These volunteers not only support the running of camp but also help spread the word and encourage others to get involved.

Barretstown Child Safeguarding Statement



1. Name of Service Being Provided

Barretstown offers free, specially designed camps and programmes for children and their families living with a serious illness – supported behind the scenes by 24-hour on site medical and nursing care. We also run Outreach programmes in hospitals, schools, and communities around the country. We are located at the Barretstown Castle, Ballymore Eustace, County Kildare, W91 RDX6.

2. Nature of Service and principles to safeguard children from harm

Barretstown's mission is to rebuild the lives of children affected by serious illness and their families. We believe that every child with a serious illness should enjoy their childhood. We do this through our activity based, Therapeutic Recreation programme and our 'Challenge by Choice' philosophy. Participants are given the opportunity to try a wide range of activities from High Ropes, Canoeing and Horse riding to Drama, Photography and Arts and Crafts. We also offer an Outreach Programme and a Virtual Programme.

3. Risk Assessment

We have completed a Safeguarding Risk Assessment that indicates the areas of potential risk of harm, the likelihood of risk occurring, and gives the required policy, guidance or process documents required to alleviate these risks.

- Risk of harm by staff (physical, sexual, emotional, neglect)
- Risk of harm by visitors
- Risk of abuse by peers/campers
- Inappropriate contact with campers, including social media.
- Risk of grooming children
- Risk of harm by other family members on camp
- Risk of harm of bullying of a child by a staff member/visitor/peer
- Risk of inappropriate people being recruited.
- Risk of staff not responding appropriately to Child Safeguarding Concerns
- Risk of staff not adhering to policies and procedures.

4. Procedures

Our Child Safeguarding statement has been developed in line with requirements under the Children First Act 2015, the Children First: National Guidance 2017, and Tusla's Child Safeguarding: A guide for Policy, Procedure and Practice. In addition to the procedures listed in our risk assessment, the following procedures support our intention to safeguard children while they are availing of our service:

Supporting Policies in place:

- Safeguarding Policy
- Recruitment Policy
- Visitor Policy
- Working on Camp Policy
- Risk Management Policy
- Accident, Near Miss, Dangerous Occurrence Reporting Policy
- Staff Code of Conduct
- Camp Contact Policy

5. Implementation

We recognise that implementation is an ongoing process. Barretstown is committed to the implementation of this Child Safeguarding Statement and the procedures that support our intention to keep children safe from harm while availing of our service. The Child Safeguarding statement will be reviewed annually, or as soon as practicable after there has been a material change in any matter to which this statement refers.

For queries, please contact our relevant person, Michelle Moroney: safeguarding@barretstown.org

A full copy of our Safeguarding Statement is available upon request and on our website.

2021

Governance



Directors' Biographies



Donagh O'Sullivan (Chair)

Donagh O'Sullivan joined the Board of Barretstown in November 2013 and was appointed as Chair in March 2021. From Cullen, Co Cork, Donagh is a Chartered Civil Engineer and has lived and worked in the UK since graduating from UCC in 1990. He was Chief Executive of the Galliard Group, the largest privately owned residential developer in London, up to retirement in March 2022. Donagh is an Ambassador for the London based Irish focused charity 'Immigrant Counselling and Psychotherapy' (icap). Donagh also is a member of Barretstown's Nominations & Remuneration Committee.



Tom Berrigan

Tom Berrigan was appointed to the Board of Barretstown in March 2022. He is currently the Managing Director of IQ-EQ Ireland and has over 35 years' experience in the financial services sector. Tom is a Certified Investment Fund Director and a member of the Institute of Bankers. Tom is a member of Barretstown's Finance & Audit Committee.



Eimear Caslin

Eimear Caslin was appointed to the Board of Barretstown in March 2022. Eimear is General Manager of GSK Ireland Pharmaceuticals since 2017. She has worked with GSK for over 27 years across a range of commercial roles. She is particularly passionate about culture and people development and is a strong advocate for the benefits that diversity brings to the performance and culture of an organisation. Eimear holds a Diploma in Company Direction, a MSc in Strategic Management, a Higher Diploma in Marketing Practice and a Bachelor of Commerce degree. She is a member of the Institute of Directors in Ireland, the Irish Pharmaceutical Healthcare Association's (IPHA) Strategy Board and is a Director of GSK Ireland. Eimear is a member of Barretstown's Risk & Governance Committee.



Patrick Flanagan

Patrick was appointed to the Board of Barretstown in June 2020. Since 2014, Patrick has worked as Business Development Director with Manguard Plus and has been involved in the financial services sector both in Ireland and London for many years. Patrick has been associated with Barretstown since 2014 when his daughter Alice became a camper. Since 2016, he has represented Barretstown at the National Cancer Strategy Forum. Patrick is Co-Chair of Barretstown's Childcare Advisory Committee.



Anne Heraty

Anne Heraty was appointed to the Board of Barretstown in September 2019. Anne is Founder of Cpl Resources plc., a recognised leader in workforce solutions, specialist recruitment, managed services and outsourcing. With an annual turnover in excess of €564.9 million, the company has over 1,000 permanent employees. In any one week Cpl also has over 13,000 temp/contract staff under management in customer sites. Her company has grown through both strong organic growth and strategic acquisitions. Anne won the Business & Finance 'Business Person of the Year 2014' and her company was ranked as 'Best Place to Work 2020' in the large organisation category. Anne is the Chair of judging panel for the EY Entrepreneur of the Year Awards in Ireland and former President of Ibec. Anne is Chair of Barretstown's Nominations & Remuneration Committee.



Liam Kavanagh

Liam Kavanagh was appointed to the Board of Barretstown in June 2020. Liam is a consultant and non-executive director to a number of private companies. He is the former Managing Director for The Irish Times Group and a former President of Dublin Chamber of Commerce. He currently serves as an external member of the Finance Committee of Trinity College Dublin. Liam is a member of Barretstown's Finance & Audit Committee.



Prof. Brian MacCraith

Prof. Brian MacCraith was appointed to the Board of Barretstown in September 2020. Prof. MacCraith held the position of President of Dublin City University (DCU) from July 2010 to July 2020, during which time DCU grew significantly in terms of scale, footprint, and reputation. During that period, DCU was Ireland's fastest growing university and added 3 new campuses (DCU St. Patrick's Campus, DCU All Hallows Campus, and DCU Alpha, the University's Innovation Campus) to its original base in Glasnevin. Brian is a member of the Royal Irish Academy (RIA), an Honorary Fellow of the Institute of Physics, an Honorary Fellow of the Institute of Engineers Ireland, and a Fellow of the Irish Academy of Engineers. In September 2020, Brian was appointed as chair of the Board of the Gaelic Players Association (GPA). In November 2020, he was appointed by the Government to chair the High-Level Task Force on COVID-19 Vaccination. He also chairs the Government-appointed Future of Media Commission.

Governance

Directors' Biographies



Dr. Peter McCarthy

Dr Peter McCarthy was appointed to the Board of Barretstown in March 2021. Peter is a Clinical Research Fellow at the National Children's Cancer Service at Children's Health Ireland at Crumlin and University College Dublin. He is currently completing a PhD in the genomics of childhood leukaemia and he is also a Special Lecturer in Paediatrics at the School of Medicine, University College Dublin. Peter graduated from University College Cork Medical School in 2012. He completed his basic paediatric training at Temple Street and Crumlin Children's Hospitals, and he will complete higher specialist training in Haematology (with a focus on Paediatric and Adolescent Haemato-Oncology) in 2022. In the summer of 2010, Peter worked as an activity leader at Barretstown and he has continued to volunteer there as a Cara and in the Med Shed. Peter is Co-Chair of Barretstown's Childcare Advisory Committee.



Colm McDonnell

Colm McDonnell was appointed to the Board of Barretstown in February 2017. Colm is a Partner and leads the Deloitte Risk Advisory practice in Ireland. He sits on the Executive of Deloitte in Ireland and is the COO for Risk Advisory in Deloitte Europe. Colm was a Council Member of Dublin Chamber of Commerce from 2009 to 2019, serving as Treasurer from 2011 to 2016. Colm is a Fellow of Chartered Accountants Ireland and is a member of the Institute of Internal Auditors, the Association of Compliance Officers in Ireland, and the Information Systems Audit and Control Association. Colm is Chair of Barretstown's Risk & Governance Committee.



David McKeown

David McKeown was appointed to the Board of Barretstown in November 2018. He is Co-CEO of his family business, Kilsaran International, which he has been involved in for over 20 years. Prior to his appointment as Co-CEO, David spent 8 years as Group Sales Director. Kilsaran International is Ireland's largest family owned construction material supplier with over 28 locations serving all aspects of the Irish Construction Industry. As well as a strong Irish presence, Kilsaran International has a well-established customer base in both Northern Ireland and Great Britain. David is Chair of Barretstown's Development Committee.



John O'Brien

John O'Brien was appointed to the Board of Barretstown in May 2017. Since 2013, John has worked as Managing Director with family business, O'Brien Fine Foods. Prior to joining the family business, John trained as an accountant with Patrick McDonnell & Co, in Newbridge. In 2003, he joined the finance department of O'Brien Fine Foods before working with the sales team where he developed the team and business into one of the biggest producers and marketers of cooked meats in Ireland, including Brady Family, Homebird and Greenfarm brands. John is Chair of Barretstown's Finance & Audit Committee and is a member of the Development Committee.



Dr. Karen O'Neill

Dr. Karen O'Neill was appointed to the Board of Barretstown in March 2022. She currently works as a Specialist Registrar in Paediatrics having graduated from Trinity College Dublin in 2017. Karen completed her basic specialist training in paediatrics across CHI at Crumlin and University Hospital Galway. She is currently undertaking an MSc in Clinical Research with NUI Galway. Karen first attended Barretstown as a camper and later worked as summer staff in 2013/4. She continues to volunteer at Barretstown as a Cara. Karen is a member of Barretstown's Childcare Advisory Committee.



Louise O'Byrne

Louise O'Byrne joined the Board of Barretstown in March 2022. Louise is a Partner at Arthur Cox LLP. Arthur Cox LLP is one of Ireland's leading commercial law firms. Louise is based in Dublin and specialises in Employment and Industrial Relations Law. Louise is also a member of the Employment and Equality Committee at the Law Society of Ireland. Louise is a member of Barretstown's Nominations and Remuneration Committee.



John Paul Scally

John Paul Scally (J.P.) was appointed to the Board of Barretstown in November 2018. J.P. is the Chief Executive Officer of Lidl Ireland and Lidl Northern Ireland. He joined Lidl as a Graduate in 2003, initially in the Construction area of the business, having qualified with an engineering degree from the National University of Ireland, Galway. J.P. subsequently held a number of roles with Lidl in Logistics and Sales Operations from 2004 until 2012. J.P. developed an understanding of the international retail landscape while sitting on the Board of Lidl France from 2012 to 2015. J.P. has been CEO of Lidl Ireland and Lidl Northern Ireland since his return from France in 2015 and oversees the 215 stores across the island with over 2 million weekly customers. J.P. is a member of Barretstown's Development Committee.

Governance

Trustee's Report

Barretstown Objectives & Activities

Our Vision

We believe that every child with serious illness should enjoy their childhood.

Our Mission

To rebuild the lives of children affected by serious illness, and their families, through a life changing Therapeutic Recreation programme, in a safe, fun, and supportive environment.



Our Values

And The Behaviours That Underpin These

Professionalism

We believe in always achieving professional excellence and working to continually improve the quality of our experience for children and their families.

- Be brilliant at the basics & pay attention to detail
- Communicate without fear to build relationships, trust and respect
- Make time matter & cherish confidentiality
- Listen well to better understand

Leadership

We believe in working together to bring about positive change in caring for children affected by serious illness and achieve this by being flexible to changing environments and implementing responses in a dynamic and progressive manner.

- Understand your impact
- Be a role model everyday
- Display positivity and show appreciation
- Be open to growth and learning

Caring

We believe our primary concern is the care of children and their families. We are always responsive to their needs and expectations and always engage in open and honest dialogue.

- Build a positive team and family spirit
- Show compassion - our people are the heart of what we do
- Make time to help your colleagues
- Stay humble

Fun

We believe that fun should be an integral part of what we do. Fun and laughter are key ingredients in improving the lives of those affected by childhood cancer.

- Appreciate fun and social opportunities
- Share magic moments
- Win & learn together
- Live our values



The Directors of the Charitable Company (the Charity) are its Trustees for the purpose of the Charity. The Trustees present their report and audited financial statements of the group and company for the year ended 31 December 2021. This report incorporates statutory requirements as outlined in the Companies Act 2014 and that contained in the Statement of Recommended Practice for Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the Republic of Ireland (FRS 102) (effective 1 January 2019). The Charity SORP (FRS 102) is not yet mandatory in the Republic of Ireland and the Irish Charity Regulator has not yet prescribed accounting regulations for Irish Charities. In the absence of such prescriptive guidance, the Trustees have adopted the Charity SORP (FRS 102) early as it is considered best practice.

Our Objectives

Barretstown was founded by the late actor and philanthropist Paul Newman and opened in 1994 to provide medically endorsed programmes of Therapeutic Recreation to children living with serious illness and their families.

Being sick can put a child's life on hold. At Barretstown, we look after the physical and emotional well-being of the child by creating a carefree, safe, medically supportive environment where they can make new friends, enjoy new experiences, and continue their treatment if they need to.

We offer free, specially designed residential programmes for children and their families living with a serious illness which are supported behind the scenes by a 24-hour on-site medical and nursing care team. We also provide outreach programmes in schools and hospitals around Ireland and the UK, and virtual programmes from our studios directly into camper homes.

Barretstown is a member of the Serious Fun Children's Network, a global organisation with 30 camps and programmes serving the needs of children and families affected by serious illness.

All our camps and programmes are designed to respond directly to the needs of a child living with a serious illness - both clinical and psychological. Our unique Therapeutic Recreation model is recognised by paediatricians and psychologists throughout the world as having a profound and positive impact and as a necessary component of a child's treatment. The Therapeutic Recreation model brings campers through a fun, activity-based process of challenge, success, reflection, and discovery.

Children take part in fun, entertaining and exciting challenges. They experience success in overcoming these challenges. They reflect on their experience and through reflection and positive labelling, discover new or forgotten skills and talents they hold within themselves.

Our goals and objectives are set out in more detail on page 54-57, which deals with our Barretstown 2024 strategy.

Illness groups served

Barretstown serves children affected by a wide range of illnesses within 13 broad illness groups: Cardiology; Dermatology; Endocrinology; Gastroenterology; Genetic; Haematology; Immunology; Metabolic; Nephrology; Neurology; Oncology; Pulmonary and Rheumatology; We are constantly working with hospitals, medical experts, and other charitable organisations to expand our reach. When Barretstown is not being used for our core residential programmes, we make our site and programmes available at cost to other charitable organisations with similar missions. The experiences gained through these site hires assist in the goal of expanding our illness groups by giving us insights into how other illness groups respond to our Therapeutic programmes.



Our Activities

At Barretstown, we aim to provide a continuum of care to support the child and their family on their journey through serious illness, helping to rebuild confidence, self-esteem, and independence. Barretstown serves campers from Ireland, UK, Europe, and USA. Our impact across the range of activities that Barretstown offers is described in detail on pages 6 to 43 of this document.

Barretstown Outreach Programmes

Hospital Outreach Programme

Our Hospital Outreach Programme (HOP) brings the optimistic, playful spirit of Barretstown to children with serious illness in the hospital setting. By offering unique, creative, and developmentally appropriate activities and interaction, we help to restore joy and laughter during a time often laden with fear, stress, and uncertainty.

School Outreach Programme

Barretstown's School Outreach Programme (SOP) helps reintegrate children back into the classroom environment. Having gone through months and sometimes years of gruelling treatment, children can find the return to school daunting. Our school Outreach Programme also offers an educational component to dispel some of the myths associated with serious illness in a fun, interactive way.

Virtual Programme

Barretstown virtual programme 'Barretstown Live' is an innovative and interactive platform delivering our therapeutic programmes to children affected by serious illness and their families all over Ireland. Families sign up for an exciting day of activities, games and magic moments from the safety and comfort of their own homes. In advance of the day, we send out a Barretstown Live kit to the family. This programme allows us to serve children and their families who, due to their medical diagnosis, are unable to take part in our residential programmes.



Barretstown Residential Programmes

Our core Residential Programmes take place at Barretstown on our beautiful 500-acre facility in County Kildare. We are open all year round and host the following camps:

Family Camps

Barretstown provides weekend therapeutic programmes for families who have a child affected by serious illness. Suitable for all ages, these camps are an opportunity for families to engage in a fun programme supported by a 24/7 onsite medical team should their child require medical attention during their stay.

Children and Teen Camps

Our seven- and eight-day children, teen and sibling camps are specially designed, age-appropriate programmes to allow children aged 7 to 17 affected by serious illness to have some Serious Fun. These medically endorsed programmes are designed to rebuild confidence, self-esteem and independence in a child affected by serious illness in a safe and supportive environment. Children and teens will have the chance to interact and engage with each other, experience 'Challenges by Choice' and take on some new activity-based challenges.



Bereavement Camps

Our residential bereavement programme gives families whose children have died from a serious illness, an opportunity to acknowledge their loss and celebrate the life of their child. Our programmes involve a mix of therapeutic camp activities and carefully facilitated, age appropriate, bereavement sessions. The focus is always on support and continuing, whilst allowing families to spend time together and share their experience with others if they choose to.



Maintain the magic of Barretstown as we grow

Barretstown Strategy 2024

The new strategy was approved by the Board in 2019, 2021 was the second year of this four-year strategy. The results of the four goals are outlined below.



Goal 1

Drive Programme Growth

Achieved 2021

- Served a total of 8,101 campers and their families, 4% above target.
- Piloted an Adolescent and Young Adult Programme.
- Established a Youth Leadership Council.
- Completed the development of the Aladina studios, the permanent home for our virtual programmes and a new activity space for our campers.
- Partnered with three Charity partners: Brain Tumour Ireland, Debra Ireland, and the European Haemophilia Consortium.

Not Achieved

- The Launch of Barretstown Live 360 our new virtual platform is scheduled for Summer 2022.

Challenges

- Delayed start to Residential and Outreach Programmes due to Covid-19.
- Significant increase in costs due to Covid-19 protocols.



Goal 2

Drive brand and mission awareness to build our reputation.

Achieved 2021

- Barretstown won the following awards in 2021: -
- Charities Institute Ireland Excellence Awards:
 - Charity of the year
 - Big impact
- Chartered Accountants Ireland Leinster Society Published Accounts Awards, Small/Medium Not-For-Profit Category
- NISO Occupational Safety Awards, Category 1, Business Category
- Social impact study developed.
- Barretstown reduced its carbon footprint by a further 2% in 2021 to 285 tonnes and in total a reduction of 27% since the start of our current strategy.
- Established Community & Wellness partnerships: Barretstown partnered with WellFest and Douglass Festival.
- Completed the following three research projects:
 - Hospital Outreach Programme
 - The lived experience of fathers who have a child diagnosed with cancer
 - Barretstown Live

And commenced the following research project:

- Adolescents and Young Adults with Cancer
- Barretstown participates on the National Cancer Control steering group.
- A full Review of Barretstown Governance Framework was completed, this is scheduled every three years.

Not Achieved

- Board & Standing Committee Governance masterclass delayed.

Challenges

- Many community partnerships such as Kaleidoscope and Big Picnic were postponed in 2021.





Goal 3

Drive revenue growth and diversification by maximising the commercial potential of the Barretstown brand.

Achieved 2021

- Launched a new Transition Year programme and formed partnerships with four secondary schools.
- Developed new Marketing collateral and re-engaged with corporate partners for site hire and corporate team building events which had been paused during 2021 due to public health restrictions.

Challenges

- Covid-19 restrictions continued to impact on fundraising activities across 2021 resulting in only two of our fundraising events going ahead. The only events we were able to run were a limited entry Dublin Mountains Challenge and our Golf Outing in September.



Goal 4

Build our capacity for Growth.

Achieved 2021

- Completed organisational review resulting in the establishment of a marketing department and the restructure of our Programme, Operations and Facilities Teams
- Enhanced programme of well-being initiatives implemented including Mental Health First Aid Training.
- Ongoing compliance with all Government and Barretstown's enhanced COVID-19 protocol.
- Site master plan developed and areas for investment identified.

Not Achieved

- The Project to enhance our user experience has been moved out to 2022.

Challenges

- Staff Recruitment and Retention.
- Staff morale & well-being with hybrid working.
- Increased expenditure and capital project costs.



2022 high level objectives include the following:

Programme

- Recruit and serve 10,675 campers
- Deliver three Adolescence Young Adult Weekend Programmes
- Pilot Palliative Care Community programme
- Develop long term strategic partnerships
- Launch Barretstown Live 360

Financial

- Raise €7 million
- Conduct major donor feasibility study

Brand & Mission Awareness

- Establish a Barretstown Alumni

People

- Create an Inclusion & Diversity strategy

Operations

- Commence phase one of our UX Project
- Commence the development of phase one of the Master plan
- Develop a sustainability strategy
- Reduce our carbon footprint by a further 10% with plans to be carbon neutral by 2030.



Financial and Operational Review

Barretstown had a strong financial performance during 2021 with income of €7.2 million (2020: €5.5 million) and expenditure of €5.3 million (2020: €4.5 million) leaving a surplus in funds for the year of €1.9 million (2020: €959k) before investment gains of €1.5 million (2020 €312k) as set out on page 82.

In 2021, Barretstown served a total of 8,101 campers (2020: 6,915), an increase of 17% on the previous year. We hosted 40 residential core camps (2020: 7) with the number of residential campers increasing by 840 to 1,489 (2020: 649). Our Outreach Programmes in hospitals and schools around Ireland and the new Outreach virtual programmes served 3,861 campers, a decrease of 38% on the 6,266 campers served in 2020, this decrease was in our virtual programming as campers returned to Barretstown in person.

June 2021 was an exciting month as we welcomed our campers back on site for the first time in 15 months. Our families were so grateful for Barretstown Live, our virtual programme launched in 2020, with many saying that this was the only support they received during a very challenging time. Families were excited to be back on site however, we did have extra costs to make the site as safe as possible whilst Covid-19 was still prevalent. These extra precautions included PCR testing campers in their homes two days before arrival and further antigen testing as they arrived on site.



Income

Barretstown is 98% funded through voluntary contributions and 2% by funding from the Health Service Executive (HSE). A percentage of our income is restricted to specific programmes or capital projects on the instructions of donors. During 2021, some 11% of our income was restricted and 9% of this was for service delivery.

The main movements in Barretstown income streams during 2021 are outlined below:

Income from Donations and Legacies

In 2021 we received €6.35 million income (2020: €4.63 million) from donations and legacies, this represents an increase of 37%. The main contributors to the movement in income year on year are outlined below:

Major donors continued to be strong, bringing in €419K (2020: €423k) from the continuation of the 'Rising to the Challenge' major gift campaign rolled out in 2020 to help offset the decline in fundraising income linked to Covid-19.

Trusts and Foundations increased by 87% in 2021 to €515k (2020: €276k) due to additional support linked to our major gift campaign.

Corporate fundraising increased by 54% in 2021 generating an income of €1.3m (2020 €845K) reflecting the improved conditions in the latter half of the year as the country reopened and companies began to engage again.

As with previous years, Individual Giving continues to be Barretstown's largest income stream, increasing by 3% to €3.0 million in 2021 (2020: €2.91 million). Direct mail appeals continued to be very strong, coming in 50% above the target for the year across the four appeals.

Legacy income significantly increased in 2021 at €991k (2020: €31k) due to a very significant legacy received from a past donor.

Gifts in kind, which is largely linked to products and services donated to help run our camps, decreased by 5% to €141k (2020: €148k) due primarily to the continued closure of the Barretstown site for the first half of the year.

Income from Charitable Activities

Income from Charitable activities in 2021 comes from HSE funding of €151,368 and this has remained the same since 2013. During 2021 we also received an additional grant of €90,500 (2020: €200,000) through Pobal from the Government's Covid Stability Scheme. This grant was made available to voluntary organisations whose fundraising income was impacted by the Covid-19 pandemic to help us continue to deliver our programmes.

Income from Trading Activities

In 2021 we generated €572k in income (2020: €436K) from trading activities representing an increase of 31%. This reflected the fact that the site reopened in June, and we were able to host site hire activities and run two of our key fundraising events in September, our annual Golf Outing and Dublin Mountains Challenge.

Income from Investments and other Incoming Resources

In 2021 income from investment and other incoming resources was €74k (2020: €75k). This income is from the estate land that Barretstown does not use for programmes. See note 5 on page 98 and interest and dividends.



Expenditure

Barretstown expenditure increased by €808K to €5.34 million in 2021.

Expenditure on Raising Funds

Expenditure on raising funds increased by €449k in 2021 to €1.85 million (2020: €1.40 million). In 2021, €95k of this increase related to higher employee costs as Barretstown had claimed the wage subsidy scheme in 2020 reducing payroll costs. €347k of this increase relates to the re-start of door-to-door recruitment of direct debit donors in the second half of the year, having been paused for majority of 2020 and the balance of €7k relates to higher governance costs in 2021.

Expenditure on Charitable Activities

Expenditure on charitable activities increased by €360k in 2021 to €3.5 million (2019: €3.1 million). There was an increase in salary costs of €207k, as 2020 was subsidised by the Covid-19 wage subsidy schemes. There was an increase in programme and facility costs of €149k for PCR testing and extra Covid-19 protocol costs to ensure the safety of our campers returning to residential programming. Depreciation increased by €58k in 2021 as we invested in increasing the facility.

Investment Policy and Performance

The Board’s policy in relation to Barretstown’s long term investments is that they should achieve a higher income from investments than cash, while also benefiting from the capital growth that is available from an investment portfolio over time. All investments were made in line with Barretstown’s investment policy statement (IPS).

Barretstown’s investments were valued at €13 million in the December 2021 Balance Sheet. These investments made a gain of €1.5m (2020: gain €312k) during the year. Our investments are reviewed bi-annually by the Finance & Audit Committee and approved by the board. The Finance & Audit Committee tender these investments every five years in line with the IPS and Goodbody won the tender in 2021 with all the investments transferred by early 2022. The investment market in both equity and bonds is extremely volatile in 2022 and the year to date performance in our investments is negative with a loss of €1.3m up to the 31st May 2022.



Reserves

Reserves are needed to bridge any gaps between income and expenditure and to cover unplanned expenditure and new capital projects to cater for our growing programme needs. Barretstown’s reserves policy states that the minimum level of reserves required to be held is an amount equivalent to 10 months’ expenditure, which equates to approximately €6 million when camp is at full capacity in 2022. We confirm that Barretstown had €30.2 million in unrestricted reserves of which €15.3million were designated funds which have been invested in the charity’s intangible and tangible assets at the balance sheet date.

The Board do recognise that the reserves are in excess of the minimum level required by our policy, and they believe it is appropriate to hold more than the minimum. These reserves have been built up from the annual surplus over the past ten years and we also received a large legacy in 2012. The reserves have grown substantially over the past two years as capital projects have been postponed during the pandemic. The Board have signed off on a site master plan to future proof the campus for the next 10 to 15 years see page 38. This masterplan has identified five developments. We have commenced three large projects in 2022 with a budget of €11 million over the next three years. Our first large project, the renovation of the cottages is due to commence in July 2022, with completion in December 2022.

The planning applications for the renovation of the med shed and the new staff accommodation build will be lodged mid 2022 to be completed over 2023 and 2024.

The Finance and the Audit and Risk Committees monitor reserves and this review is brought to the Board for approval of the level and adequacy of reserves on an annual basis. These reserves will be used to ensure the delivery of the 2024 Strategy and all capital projects required over the next four years under the site master plan.

We have reviewed the balance sheet of Barretstown including its reserves. This review looked at the pattern of income and expenditure together with commitments to which the organisation may be obliged under formal or informal arrangements. We are satisfied that Barretstown is reasonably placed to meet its ongoing obligations.

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Restricted funds are grants or donations which the donor has specified are to be solely used for particular areas of the Charity’s work or for specific projects being undertaken by Barretstown.

Barretstown Structure governance and management

Structure

Barretstown is governed by its Board of Directors who are appointed for a four-year term and, where recommended by the Nominations & Remuneration Committee, can serve for a second term of four years.

In line with our governance framework, the Barretstown Board can range in size from ten to fourteen members. A quorum of five is required for a Board meeting to be held.

The composition of the Board is kept under review by the Nominations & Remunerations Committee to ensure it contains the appropriate mix of skills required to ensure Barretstown delivers it strategic goals.

Each standing committee of the Board reviews its composition on an annual basis to ensure appropriate membership to support the delivery of Barretstown strategy under its key area of review. Where there are gaps the committee identifies professionals with the appropriate skillset to fill these roles. These individuals are then proposed to the Nominations and Remuneration

committee which ensures that the individuals recommended have the appropriate competencies and will adhere to the high standard of governance set by the Board of Barretstown. Following this, the Nominations and Remuneration committee recommend the appointment for Board approval.

Invitations to join the Board are extended by the Chair. All Directors act in a voluntary capacity. No member of the Board receives any remuneration or expenses. The Directors bring a wide range of experience in medical, corporate, legal, financial and child protection.

The Board is supported by a Standing Committee structure which deals with the specific areas of the business and company. The Board delegates the day-to-day management of Barretstown to the Senior Leadership Team which comprises the Chief Executive Officer and the Senior Leadership Team. The Board is the governing body, the leader and steward of Barretstown. Serving on it is considered an honour and members demonstrate a commitment and eagerness to serve based on great enthusiasm and a full understanding of the job. Biographies of all Board members are included on pages 46 through 49.

The names of the persons who were Directors at any time during the year ended 31 December 2021 are set out below. Unless indicated otherwise, they served as Directors for the entire year.

Donagh O’ Sullivan (Appointed Chair 30th March 2021)	
Maurice Pratt (Chair, Retired 30th March 2021)	Chairman, Uniphar plc
Patrick Flanagan	Business Development Director, Manguard Plus
Anne Heraty	Founder, Cpl Resources plc
Liam Kavanagh	Consultant and Non-Executive Director
Aidan Lynch (Retired 20th November 2021)	Managing Director, GSK Trading Partners
Prof. Brian MacCraith	Former President of Dublin City University
Dr Peter McCarthy	Clinical Research Fellow at the National Children’s Cancer Service at Children’s Health Ireland at Crumlin and University College Dublin
Colm McDonnell	Partner, COO Risk Advisory NSE, Deloitte Ireland LLP
David McKeown	Co-CEO, Kilsaran International
John O’Brien	Managing Director, O’Brien Fine Foods
Dr Jane Pears (Retired 20th November 2021)	Consultant Paediatric Oncologist, Children’s Health Ireland (CHI) at Crumlin
John Paul Scally	CEO, Lidl Ireland, and Lidl Northern Ireland

Conflicts of interest & loyalties

Barretstown has a conflict of interest and loyalties policy in place to manage any conflicts. Barretstown has a register to record any conflicts, and this is reviewed and actioned at quarterly Board meetings. Each director is asked to declare any conflicts of interest/loyalty as soon as they become aware of it and refrain from taking any further part in the making of any related decisions.

Directors' and Secretary's interests

The Directors and Secretary and their families had no interest in the company or any other related companies as of 31 December 2021.

Barretstown Standing Committees

The Barretstown Board has five Standing Committees and the Board delegates specific responsibility to these Board Committees as set out in their Terms of Reference. The Chair of each Committee is a Board member and reports back to the Board at each quarterly Board meeting. The table below shows the membership of each Committee at the date of this report.

Finance & Audit Committee

The role of the Finance & Audit Committee is to review the adequacy, scope, and effectiveness of accounting and internal control systems for all financial activities carried out by Barretstown.

Risk & Governance Committee

The role of the Risk & Governance Committee is to oversee and review the governance of the company and continually review the governance framework to ensure compliance and best practice. The Committee reviews the company's risk register on a quarterly basis, oversees the health and safety system, and provides advice as to the adequacy of the measures in place. The Committee is also responsible for the oversight of the implementation of the Charities Regulator Governance Code.

Childcare Advisory Committee

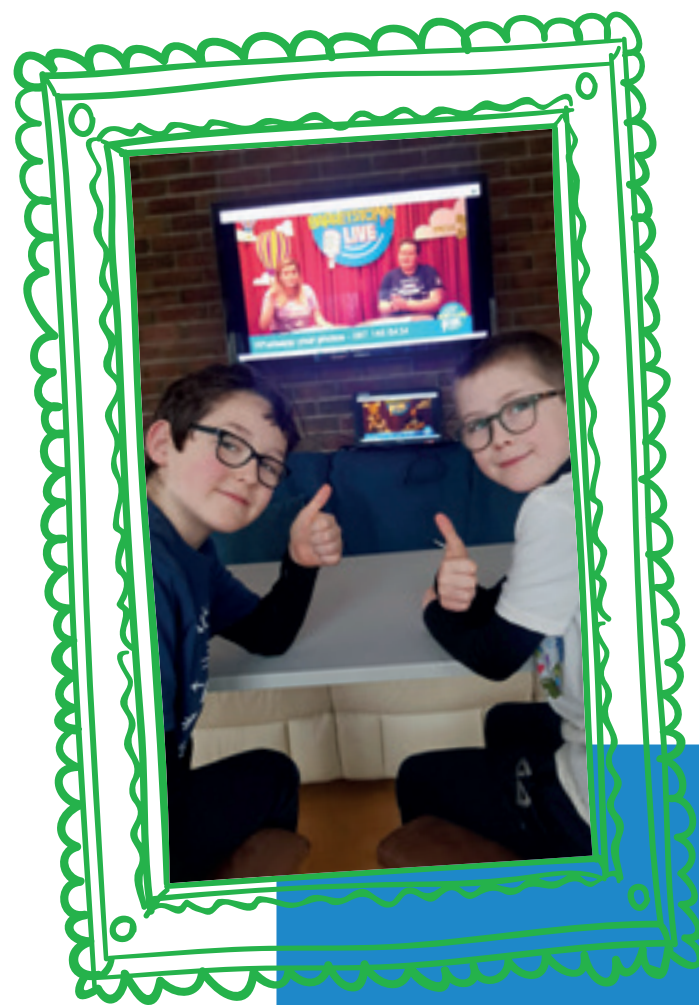
The role of the Childcare Advisory Committee is to advise on all aspects of childcare and child protection pertaining to Barretstown. The Committee assists and supports research including evaluation of the benefits and effectiveness of Barretstown's programmes.

Development Committee

The role of the Development Committee is to engage in, assist with and support the fundraising efforts of Barretstown.

Nominations & Remunerations Committee

The role of the Nominations & Remuneration Committee is to monitor, review and evaluate the structure, size and composition including the skills, knowledge and expertise of the Board and its Standing Committees, and to make recommendations to ensure Barretstown has a diverse Board that is fit for purpose. This Committee carries out a Board gap analysis on an annual basis and is also responsible for overseeing Board succession planning and remuneration for leadership roles within Barretstown.



Attendance 2021: The Board and Standing Committees meet at least four times per annum.

Meetings	Board	Finance & Audit Committee	Nominations & Remuneration Committee	Risk & Governance Committee	Childcare Advisory Committee	Development Committee
Board Members	Attended (Eligible)	Attended (Eligible)	Attended (Eligible)	Attended (Eligible)	Attended (Eligible)	Attended (Eligible)
Donagh O Sullivan (Chair)	3(3)	–	2(2)	–	–	–
Maurice Pratt (Chair - retired March 2021)	1(1)	–	1(1)	–	–	1(1)
Patrick Flanagan	3(3)	–	–	–	4(4)	–
Anne Heraty	3(3)	–	3(4)	–	–	–
Liam Kavanagh	3(3)	6(6)	–	–	–	–
Aidan Lynch (Retired 20th November 2021)	3(3)	6(6)	4(4)	–	–	–
Professor Brian MacCraith	3(3)	–	4(4)	–	–	–
Colm McDonnell	3(3)	–	–	4(4)	–	–
Dr Peter McCarthy	3(3)	–	–	–	4(4)	–
David McKeown	3(3)	–	–	–	–	3(4)
John O' Brien	3(3)	6(6)	–	–	–	4(4)
Dr Jane Pears (Retired 20th November 2021)	2(3)	–	–	–	3(4)	–
J.P. Scally	3(3)	–	–	–	–	3(4)
Other External Committee Members						
Richard Ball	–	5(6)	–	–	–	–
Tom Berrigan	–	6(6)	–	–	–	–
Colin Feely	–	6(6)	–	–	–	–
Pamela O' Neill	–	–	–	4(4)	–	–
Eimear Caslin	–	–	–	4(4)	–	–
Louise O' Byrne	–	–	3(3)	–	–	–
Dr Annemarie Broderick	–	–	–	–	3(4)	–
Annamarie Doody	–	–	–	–	3(4)	–
Orla Keegan	–	–	–	–	3(4)	–
Dr Gemma Kiernan	–	–	–	–	4(4)	–
Dr Karen O' Neill	–	–	–	–	2(4)	–
Dr Clodagh Ryan	–	–	–	–	2(4)	–
Dr Niamh O' Sullivan	–	–	–	–	2(3)	–
Mark Aherne	–	–	–	–	–	3(4)
Bob Casey	–	–	–	–	–	2(4)
Audrey O' Dwyer	–	–	–	–	–	2(4)
Employee Representatives on Committees						
Dee Ahearn	4(4)	6(6)	4(4)	4(4)	4(4)	4(4)
Mairead Forristal	4(4)	6(6)	–	4(4)	–	–
Catherine Moriarty	–	–	4(4)	4(4)	–	–
Catriona Haverty	–	–	–	–	4(4)	–
Tim O'Dea	–	–	–	–	–	4 (4)
Eimear Kinsella	–	–	–	–	3(4)	–
John Mitchell	–	–	–	–	4(4)	–

Other Governance Matters

Accountability and transparency are vital in everything we do. This report incorporates requirements as outlined in the Statement of Recommended Practice for Charities preparing their accounts in accordance with The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015). Barretstown is committed to and compliant with the “Charities Institute Ireland” triple lock standards of transparent reporting, good fundraising and governance and has adopted the **Guidelines for Charitable Organisations on Fundraising from the Public** and the **Charity SORP** (Standard of Reporting Practice under FRS102). We have also fully implemented the Charities Regulatory Authority Charities Governance Code, which we reported full compliance to the Regulator for the first time in October 2021.

Internal Controls

The Directors have ultimate responsibility for ensuring that the charity has the appropriate systems of internal controls in place and to monitor their effectiveness. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A four-year strategic plan MAP 2024 ending December 2023 which guides and underpins all activity.
- Annual business plan - Master Action Plan (MAP).
- An annual budget and cashflow approved by the Board.
- A corporate governance framework.
- A detailed set of policies and procedures in place.
- Regular review of financial results, consideration of detailed variance from budgets and an annual forecast model.
- Reports from five Standing Committees of the Board - Finance & Audit, Risk & Governance, Childcare Advisory, Development, and Nominations & Remuneration.
- Delegation of authority.
- Segregation of duties.

GDPR

Barretstown continues working towards ensuring compliance with GDPR. A detailed compliance log is in place detailing where and how our personal data is held. All requests, incidents, accidents and near misses are logged and addressed. The Data Protection Officer ensured that the policy is fully adhered to and reviewed in detail annually. All data is deleted or destroyed in line with our data retention policy.

Going Concern

The Company meets its day-to-day working capital requirements through its cash reserves. The current economic conditions including inflation, the Ukraine and Russia war and the ongoing pandemic do create a level of uncertainty over the ability of the company to meet its forecast income. Income up to May 2022 is performing well. The Company’s forecasts and projections, taking account of reasonably possible changes in trading performance, show that the Company should be able to operate for the foreseeable future. We have modelled the effects on our cash forecast for the next 12 months, and we are comfortable that the organisation will be in a position to meet its obligations as they fall due.

The Board and Management are comfortable that the forecasts they have prepared have taken into consideration a wide range of sensitivities and potential outcomes, have considered severe but plausible downside possibilities, and that in all cases sufficient mitigation measures are available to ensure that current economic impacts on cash flows can be managed and the organisation can continue to meet its obligations as they fall due for a period of at least 12 months from the date of signing the financial statements.



Principal Risks and Uncertainties and Overall Risk Management

Risk management is a cornerstone of good governance and is critical in enabling and facilitating an organisation to meet its objectives. The Board of Barretstown has fully supported the development of a risk management policy for implementation by the management of the organisation.

Risk is an active element of the environment in which Barretstown operates. Barretstown is committed to successfully managing the organisation’s exposure to risk and to minimising its impact on the achievement of business objectives. The policy views risk management as an integrated business process essential to the overall success of the organisation.

The Board approves the risk profile of the organisation together with the types of risks that it deems acceptable based on information supplied to it by management.

Barretstown utilises several planning, reporting and risk management processes to ensure it operates to the highest standard. It is essential that all risks are identified and controlled and that all risk events including near misses are reported and fully investigated.

The main elements of the risk management process are depicted in the diagram below:



Governance

Top 10 Risks in Barretstown

Accountability and transparency are vital in everything. Barretstown has a risk register to identify all risks. Each risk is recorded on the Risk Register under four categories: customer, financial, operational and people. The Register includes details of the mitigation measures and plans for improvement where required.

The risks are identified by a bottom-up approach where each department reviews the risks in its area and the internal risk team then reviews and ranks those risks. The Senior Leadership Team and the Risk & Governance Committee review and update the risk register on a quarterly basis and the Board and other Standing Committees review it on an annual basis.

Barretstown identifies risks and scores them based on the possible impact and likelihood of occurrence in each case, prior to taking into consideration the potential controls which are in place to mitigate the risk. Risks are rated in terms of:

- Potential impact
- Likelihood of occurrence
- Current control in place
- Improvement potential



- 1 Security of children, employees and volunteers during a Barretstown Programme
- 2 Death of camper, employee, volunteer or visitor while on site
- 3 Breach of safeguarding procedures
- 4 Medical malpractice or negligence
- 5 COVID-19 Pandemic
- 6 Damaging allegations - threat to reputation
- 7 Serious injury to staff while delivering outreach programmes
- 8 Cyber Attack
- 9 Failure of Board members to comply with responsibilities
- 10 Funding volatility

The table below shows the top 10 risks in Barretstown

Description	Mitigation Measures for Annual report
1. Security of children, employees and volunteers during a Barretstown Programme	<ul style="list-style-type: none">• CCTV Security and Alarms throughout site.• Full lock up process in place.• Alarms fitted on fire exit doors in camper dorm.• Child safeguarding Policy & Procedures in Place.• Onsite Visitor policy in place.• Intruder on site codes used at camp.
2. Death of camper, employee, volunteer or visitor while on site	<ul style="list-style-type: none">• Detailed staff training in place.• Emergency services contact details posted in camp.• Automated External Defibrillator available with trained users.• Health & Safety training embedded in Induction.• Incidents/accidents policy in place.• Accident/incident near miss reporting in place.• Health and Safety an agenda item at all key meetings.
3. Breach of safeguarding	<ul style="list-style-type: none">• Garda Vetting and recruitment process in place for all staff.• On site Visitor policy in place.• Safeguarding policy, Statement and Risk Assessment in place.• All programme areas risk assessed and signed off quarterly.• All relevant staff trained in safeguarding.• A Designated Liaison Person onsite during camp.• Two adult policy in place• Intruder on site codes used at camp• Missing Camper procedure in place.
4. Medical malpractice or negligence	<ul style="list-style-type: none">• Volunteer doctors are registered with Irish Medical Council.• Volunteer nurses are registered with the NMBI.• Medical policies and procedures in place.• Annual Medical Risk audit in place.
5. COVID-19 Pandemic	<ul style="list-style-type: none">• Antigen testing in place for all front line programme team and campers on arrival at camp.• PCR testing for all families 3 days prior to camp.• All frontline Programme team and volunteers are fully vaccinated.• COVID-19 Emergency Response Team in place.• COVID-19 Representatives (3 core, 9 standard) appointed and trained.• COVID-19 Policy in place with clear protocols and measures in place in line with HSE guidelines.• Occupational Health Consultants.

Description	Mitigation Measures for Annual report
6. Damaging allegations - Threat to Reputation	<ul style="list-style-type: none">• All media reports on Barretstown monitored.• A Crisis Communications Plan in place.• PR Company in place.• All media enquiries to be handled by CEO.• CEO signs off on all press releases.• Security process in place for all Social media.• All 3rd party contracts subject to due diligence to ensure no reputational risk.
7. Serious injury to staff while delivering programmes	<ul style="list-style-type: none">• Training materials and risk assessments issued to all staff/volunteers before attending a programme.• Supervision support available for Outreach staff / volunteers where necessary.• Annual sign off on the outreach programme and risk assessments by hospital and school personnel per hospital and school.• Health & Safety requirements of each hospital are documented and reviewed annually.
8. Cyber Attack	<ul style="list-style-type: none">• Annual cyber security training.• Servers in a secured room with limited access.• Back up of Servers Daily and tested.• Regular Monitoring of network security.• Penetration testing every 2 years• Encrypted computers (Mimecast for email, 2 Factor Authentication)• Cloud based software solution for improved security on document access and control.
9. Failure of Board members to comply with responsibilities	<ul style="list-style-type: none">• Screening and selection process for Board members.• Board induction and training programme for Board members.• Board & Sub Committee structures implemented.• Barretstown Governance Framework developed, implemented and reviewed every three years.• Company Secretary and Risk & Governance Committee to continuously review Audit, Company & Law Compliance.
10. Funding volatility	<ul style="list-style-type: none">• Over 2 year Cash Reserves and 3 year Financial plan in place.• Financial Investments mix and performance reviewed twice yearly with investment houses.• Actual Versus Budget tracked monthly.• Monthly Forecasts produced, which are updated regularly such as inflation and other changing dynamics.• Fundraising Plan in place.• Development Committee in place.• Strong governance in place.• Crisis Communication plan in place.

Covid 19 – Ongoing Impact

The directors have considered the impacts of the pandemic and have reviewed any additional Covid-19 protocols to be put in place per season and will continue to monitor any impact on cashflows.

Ukraine/Russia Conflict

The directors have considered the impact of the situation arising from the invasion of Ukraine by Russia, and the consequent sanctions imposed on the latter, are generating impacts on the global economy that, at the date of preparation of these financial statements, are unpredictable.

In this new context, the world economy is affected by increases in the prices of certain goods, particularly energy, as well as by growing tensions in the supply chain. At the time of finalisation of these financial statements, the main impacts for this organisation were rising energy costs and the increase of construction cost compared to original estimates in 2019. Management have noticed some fundraising pressures on campaigns as donors are diverting funds to Ukrainian causes. The directors will continue to monitor the impacts of same on costs, budgets, and cash flow projection.

Cyber-attack preparedness

The risk of cyber-attack is prominent given high-profile global incidents. In the past twelve months phishing type attacks have seen a steady increase worldwide. While absolute protection can never be assured, Barretstown has invested in its infrastructure to enhance security measures. This includes providing security awareness training for all staff members with a particular emphasis on phishing. There has also been a focus on vulnerability scanning of specific systems within the Barretstown network.

Training and Development

Our aim is to recruit and invest in our people so we can ensure our campers have the best possible experience when they come to Barretstown.

The training and development initiatives we have in place ensure we achieve this as follows:

- Individual training priorities and objectives agreed across the organisation to support our organisational goals.
- Developing and focusing on our core competencies through external training
- Management development programme with focus on insights and team development.
- Leadership development training to enhance presentation skills.
- Annual recruitment, vetting and training of over 2,000 volunteers to support our Camp and Outreach programmes.
- Continued growth and development of our Placement Programme transitioning placement students to staff
- Focus on Inclusion and Diversity Training for all staff.

Employee Rights and Equal Opportunities

The Directors and the Senior Leadership Team of Barretstown strive to be transparent and accountable and to balance the rights and responsibilities of all stakeholders. We understand the importance of active communication and engagement with our employees, underpinned by robust policies and procedures. We prioritise fairness, equity, and transparency in all dealings with our employees and our detailed Staff Handbook sets out all our HR policies and procedures. We have comprehensive policies covering the following important areas:

- Grievance procedure
- Disciplinary procedure
- Bullying, Harassment and Sexual Harassment policy
- Equal Opportunities policy

We maximise the contribution of all staff by encouraging our people to develop their potential in a workplace committed to equality, diversity, and mutual respect. We respect the right of each individual to dignity in their working life ensuring all will be treated equally and respected for their individuality and diversity.

Vetting

Barretstown is fully compliant in its obligations under the National Vetting Bureau (Children and Vulnerable Persons) Act 2012. Barretstown's Child Protection Policies and Procedures are based on Children First 2011.

Health & Safety

The Barretstown approach to Health and Safety management and to maintaining a safe environment is behaviour-based, engaging all staff to inculcate excellent health and safety practices as a fundamental part of everything they do.

At Barretstown we continue to strive to ensure a "Total Safety Culture" with our Proactive Management System which means safety is at the forefront of everything we do for staff, campers, volunteers, and all visitors to our facility and in all our off-site activities.

Our Health & Safety Committee along with our Senior Leadership Team continuously monitors all elements of our Health & Safety System and implements any necessary corrective actions. All accidents, incidents or near misses that occur are reported as necessary to the relevant body such as the Health & Safety Authority or an insurance broker.

Health and Safety is a top agenda item for all our core meetings from Board meetings right down to individual department meetings and staff briefings. **We have successfully won NISO awards since our first entry 2 years ago for our management of Health & Safety.**



Detailed Proactive Health & Safety System

1. Health & Safety Management	<ul style="list-style-type: none"> • Safety Statement • H&S Objectives • Total Safety Culture • Legal Compliance
2. Hazard Identification & Risk Management	<ul style="list-style-type: none"> • Hazard Register • Hazard Identification Process • Risk Assessment Process • Prevention
3. Policies & Procedures	<ul style="list-style-type: none"> • Driving for Work • First Aid • Manual Handling • Estate Manual • Medical Policy and Procedures • Emergency Procedures • Risk Assessment Procedure • Legionella Policy • Fire and Evacuation Procedure • Fire Management Policy • COVID-19 Policy
4. Communication & Consultation	<ul style="list-style-type: none"> • H&S standing agenda item on all key meetings • H&S Induction • H&S Committee
5. Proactive Management	<ul style="list-style-type: none"> • H&S Committee site walks and audits • H&S Committee • Ergo Assessments
6. Workplace Health & Well-being	<ul style="list-style-type: none"> • Health and Well-being Seminars • Mindfulness, Yoga Sessions • Staff Support
7. Training	<ul style="list-style-type: none"> • Recertification – legal requirement • Statutory Training • Induction Training • Emergency Preparedness • Estate/Agri Training
8. Reactive Management	<ul style="list-style-type: none"> • Accident/Incident Reporting • Near Miss Reporting • Accident/incident Investigation Process • Occupational Health Reporting • Med Shed Reporting
9. Emergency Planning	<ul style="list-style-type: none"> • Emergency Response Planning • Emergency Drills carried out
10. Work Related Vehicle Safety	<ul style="list-style-type: none"> • Driving for Work Policy and Procedures • Audit/Maintenance checks on vehicles

Under the Safety Health and Welfare at Work Act 2005 (Part 2, Section 13), it is the duty of every employee while at work to:

- Take reasonable care for their own safety, health, and welfare and that of any other person who may be affected by their acts or omissions, including familiarising themselves with the Safety Statement, all relevant risk assessments, and the Emergency Evacuation Plan.
- Comply with all relevant statutory provisions.
- Co-operate with the employer and any other person to enable the employer or other person to comply with statutory obligations.
- Ensure they are not under the influence of an intoxicant or in such a state that they might be a danger to themselves or others.
- Not engage in improper conduct or dangerous behaviour.
- Attend training and undergo assessment as may be necessary.
- Make correct use of any article or substance provided for use or for the protection of the employee, including protective clothing and equipment.

Report to their Manager as soon as practicable:

- Any work being carried out that might endanger themselves or others.
- Any defects in the place of work, system of work, any article or substance which might endanger themselves or others.
- Any contravention of the relevant statutory provisions of which he/she is aware.
- Notify their manager or the HR Director if they become aware that they are suffering from any disease or physical or mental impairment which affects their performance of work activities that could give rise to risks to the safety, health and welfare of persons at work. The duty is on the employee to protect themselves and others.

An employee may not:

- Misrepresent themselves to the Company with regard to their level of training.
- Interfere, misuse or damage anything provided for the health, safety, and welfare of employees.
- Place at risk the safety, health, and welfare of persons in connection with work activities.

The Safety Committee has been appointed to ensure that adequate and effective co-operation and communication on workplace safety, health, and welfare. The committee comprises representatives from all departments. In accordance with Section 25 of the 2005 Act a Safety Representative has been appointed.

New health and safety protocols in response to Covid-19

We have introduced a number of COVID-19-specific Health & Safety measures in line with HSE, WHO and Health & Safety Authority guidelines. These measures include:

- Creation of a COVID-19 Management Response Team.
- Appointment of dedicated COVID-19 Representatives throughout the organisation.
- Enhanced induction training for all staff
- Return to work questionnaires.
- Risk assessments for all staff.
- Ergonomic assessments for all staff including those working from home.
- Existing policies and procedures are updated in line with HSE, WHO and Health & Safety Authority advice and guidance.

Our Inclusion and Diversity Mission

The Inclusion and Diversity Team will help to foster an environment at Barretstown that is inclusive for all, one where everyone feels recognised and valued. We will strive to ensure that I&D best practice is at the core of everything we do.

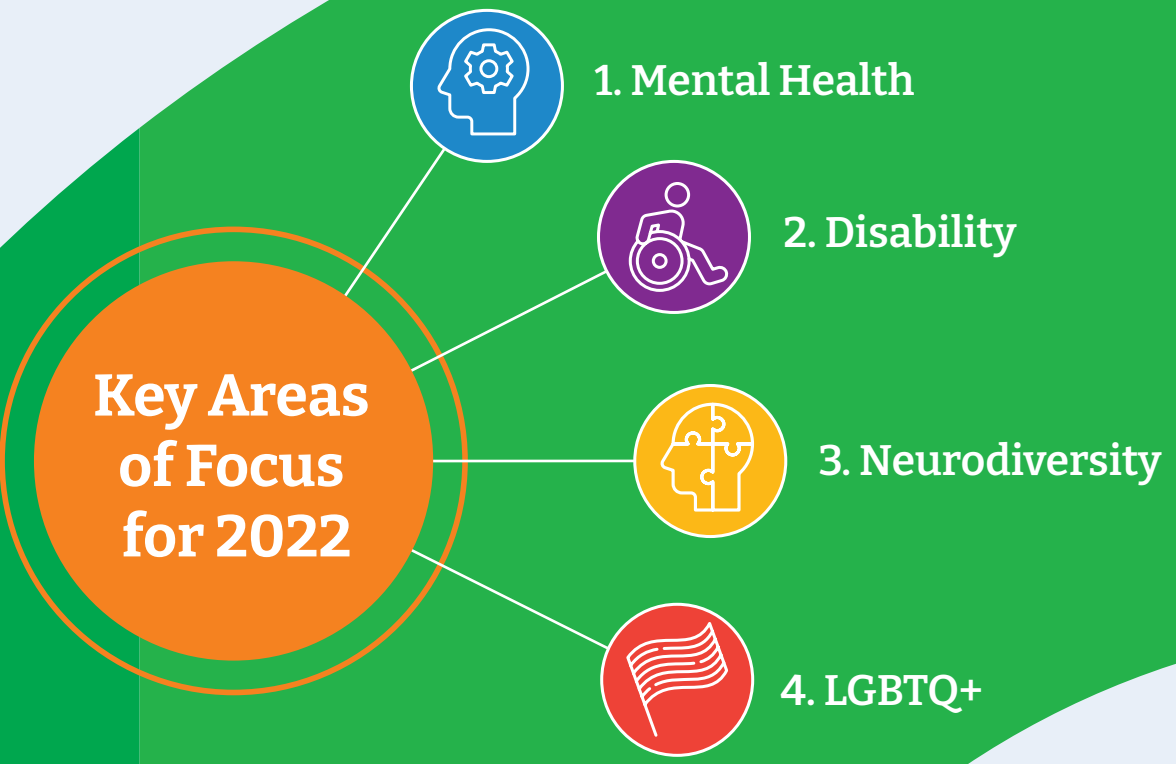
Barretstown Inclusion and Diversity Team will drive improvements which will build on the inclusive culture within the organisation. What this really means is that we want;

- To strive to ensure that everyone has the same experience at Barretstown.
- To ensure that everyone has access to the exact same resources that will allow them to thrive in their role and within the organisation.
- To promote equality and equity at Barretstown.
- To ensure there is zero discrimination across nine protected grounds and to promote positive action to ensure everyone gets full equality across the nine grounds.
- To ensure there is zero discrimination or victimisation at Barretstown.
- To ensure we make every possible accommodation, for example, ensure suitable facilities for people with disabilities are available.

Inclusion: creating safe and welcoming workplaces that encourage diversity of thinking and opinion, allow people to speak up and ensure everyone is supported to be their best at work and contribute to Barretstown’s success.

Diversity: recognising and respecting differences between people while valuing the contribution everyone can make to the organisation – therefore, diversity is inclusion!

Equality: giving access to opportunities, services, and support equally; meeting the requirements of Equality legislation, developing policies and practices that guarantee people are treated according to their needs.



Sustainability

Sustainability is at the heart of everything we do at Barretstown and guides our strategy and policies. This means we respect the environment and do everything possible to minimise our impact on it. We are committed to be carbon neutral by 2030.

Protecting the environment

We have consistently set challenging targets for ourselves in terms of environmental protection and waste minimisation.

For the first two years of our current strategy we have:

- Reduced our carbon footprint by 27% with a target of a further reduction of 10% in 2022.
- Increased waste recycling from 22% to 74% with a target of a further 5% in 2022.
- Reduced water usage by 27% with an objective to achieve a further 5% reduction in 2022.

Barretstown are passionate to contribute to the EU net zero aim by 2050. On March 10, 2021, the **European Union’s Sustainable Finance Disclosure Regulation** (“SFDR”) came into force.

Barretstown have now developed a new green project team to drive the following.

1. An end to waste
2. More electrification
3. Bioenergy
4. Greater use of hydrogen
5. Carbon Sequestration

We have also engaged in an extensive tree renewal programme, created a biodiversity area throughout the site, and run nature activity programmes for our campers. In addition, we collaborate on a land maintenance programme with our tenants.

Accounting records

The measures taken by the Directors to secure compliance with the company’s obligation to keep adequate accounting records are the use of appropriate systems and procedures and employment of competent persons. The accounting records are kept at Barretstown, Barretstown Castle, Ballymore Eustace, Co. Kildare, W91 RDX6.

Post Balance Sheet events

There have been no material post balance sheet events impacting on the company.

Foreign branches

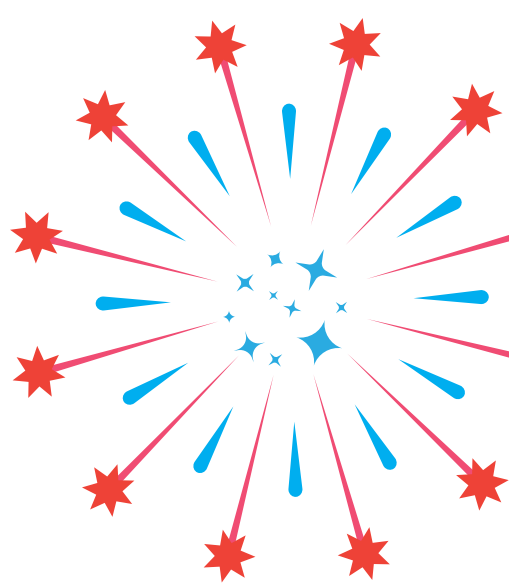
Barretstown is a member camp of the Serious Fun Children’s Network. Donagh O Sullivan is Chairman of Barretstown and Chair of the Serious Fun Children’s Network Board. Dee Ahearn, CEO of Barretstown and Board member of the Serious Fun international Network. In 2004 the Barretstown Gang Camp Fund (UK) Limited became a subsidiary of Barretstown. Barretstown also has a branch entity in Spain which supports tax efficient giving for Spanish donors. In 2018 Barretstown Foundation USA was formally established as a non-profit entity in the US. Barretstown has always had a level of support because of our unique US links through our founder, Paul Newman. This gives us a compelling case for support among the Irish American community that we are looking to develop. We have formed a strong advisory council to help us fundraise in the US and are forming links with US hospitals and universities.

Political donations

The company did not make any political donations during the financial period.

Research and development

The company did not incur any research and development expenditure during the financial period.



Disclosure of Information to Auditors

The directors in office at the date of this report have each confirmed that:

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

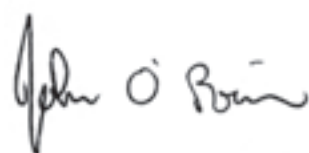
Auditors

The auditors, PricewaterhouseCoopers, have indicated their willingness to continue in office and a resolution that they be re-appointed will be proposed at the Annual General Meeting.

On behalf of the board



Donagh O'Sullivan
28th June 2022



John O'Brien
28th June 2022



Statement of Directors' Responsibilities

Irish law requires the Directors to prepare financial statements for each financial year that give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and of the profit or loss of the company for the financial year. Under that law the Directors have prepared the financial statements in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and Irish Law).

Under Irish law, the Directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the company for the financial year.

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

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the financial statements have been prepared in accordance with applicable accounting standards and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to:

- Correctly record and explain the transactions of the company;
- Enable, at any time, the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy; and
- Enable the trustees to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

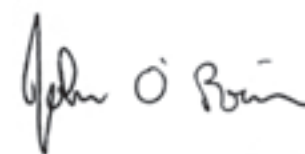
The directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the board



Donagh O'Sullivan
28th June 2022



John O'Brien
28th June 2022

Governance

Auditors' Report

Independent auditors' report to the members of Barretstown on the audit of the financial statements.

Opinion

In our opinion, Barretstown's group financial statements and company financial statements (the "financial statements"):

- give a true and fair view of the group's and the company's assets, liabilities and financial position as at 31 December 2021 and of the group's net income and cash flows for the year then ended;
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (Irish GAAP) (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Annual Report, which comprise:

- the group and company balance sheets as at 31 December 2021;
- the group statement of financial activities for the year then ended;
- the group cash flow statement for the year then ended;
- the group and company statement of changes in funds for the year then ended;
- the accounting policies; and
- the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law. Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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

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

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance 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 an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of 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 based on these responsibilities.

With respect to the Trustees' Report (incorporating Directors' Report), we also considered whether the disclosures required by the Companies Act 2014 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (Ireland) and the Companies Act 2014 require us to also report certain opinions and matters as described below:

- In our opinion, based on the work undertaken in the course of the audit, the information given in the Trustees' Report (incorporating Directors' Report) for the year ended 31 December 2021 is consistent with the financial statements and has been prepared in accordance with the applicable legal requirements.
- Based on our knowledge and understanding of the group and company and their environment obtained in the course of the audit, we have not identified any material misstatements in the Trustees' Report (incorporating Directors' Report).

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Governance

Auditors' Report

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.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

[Description of auditors responsibilities for audit.pdf](#)

This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

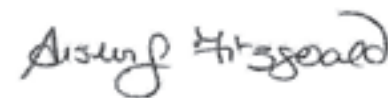
Companies Act 2014 opinions on other matters

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the company financial statements to be readily and properly audited.
- The balance sheet is in agreement with the accounting records.

Other exception reporting

Directors' remuneration and transactions

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of that Act have not been made. We have no exceptions to report arising from this responsibility.



Aisling Fitzgerald

for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin - 28th June 2022

- The maintenance and integrity of the Barretstown website is the responsibility of the directors; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.
- Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

2021

Financial Statements



Group Statement of Financial Activities

(Incorporating an income and expenditure account)

Financial year ended 31 December 2021

	Note	Unrestricted operating funds €	Restricted operating funds €	Restricted capital funds €	Endowment funds €	Total 2021 €	Total 2020 €
Income							
Donations and Legacies	2	5,815,323	403,718	136,140	–	6,355,181	4,630,304
Charitable Activities	3	–	241,868	–	–	241,868	351,365
Other trading Activities	4	556,787	15,040	–	–	571,827	435,974
Investments	5	74,264	–	–	–	74,264	74,979
Total income		6,446,374	660,626	136,140	–	7,243,140	5,492,622
Expenditure on							
Raising funds	6a	1,853,740	–	–	–	1,853,740	1,404,971
Charitable activities	6a	2,828,085	660,626	–	–	3,488,711	3,128,670
Total Expenditure	6/18	4,681,825	660,626	–	–	5,342,451	4,533,641
Reconciliation of funds							
Total funds brought forward		26,635,165	603,135	3,112,108	675,520	31,025,928	29,754,498
Transfers between funds		797,199	–	(797,199)	–	–	–
Total funds carried forward		30,711,038	603,135	2,451,049	675,520	34,440,742	31,025,928

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

	Notes	Group 2021 €	Group 2020 €	Company 2021 €	Company 2020 €
Fixed assets					
Intangible assets	10	108,906	168,658	108,906	168,658
Tangible assets	11	15,268,874	15,130,607	15,268,874	15,130,607
Investments	12	13,048,523	11,534,398	13,048,523	11,534,398
		28,426,303	26,833,663	28,426,303	26,833,663
Current assets					
Stocks	13	22,924	37,559	22,924	37,559
Debtors (including €nil (2020: €nil) due after more than 1 year)	14	55,802	232,331	239,286	331,311
Cash and cash equivalents		7,334,857	5,196,620	7,143,776	5,096,126
		7,413,583	5,466,510	7,405,986	5,464,996
Creditors – amounts falling due within one year	15	(1,399,144)	(1,274,245)	(1,399,144)	(1,274,245)
Net current assets		6,014,439	4,192,265	6,006,842	4,190,751
Total net assets		34,440,742	31,025,928	34,433,145	31,024,414
Funds of the Charity:					
Unrestricted operating funds	18	30,711,038	26,635,165	30,703,441	26,633,651
Restricted operating funds	18	603,135	603,135	603,135	603,135
Restricted capital funds	18	2,451,049	3,112,108	2,451,049	3,112,108
Restricted endowment funds	18	675,520	675,520	675,520	675,520
Total funds of the Charity		34,440,742	31,025,928	34,433,145	31,024,414

The financial statements were approved and authorised for issue by the Board of Directors on 28th June 2022 and signed on its behalf by:



Donagh O’Sullivan
28th June 2022



John O’Brien
28th June 2022

Group and Company Statement of Changes in Funds

For the year 31 December 2021

	Group Unrestricted funds €	Group Restricted operating €	Group Restricted capital €	Group Restricted endowment €	Group total €	Company Unrestricted funds €	Company Restricted funds €	Company Restricted capital €	Company Restricted endowment €	Company total €
Balance at 1 January 2021	26,635,165	603,135	3,112,108	675,520	31,025,928	26,633,651	603,135	3,112,108	675,520	31,024,414
Net income before gains/losses on investments	1,764,549	–	136,140	–	1,900,689	1,758,466	–	136,140	–	1,894,606
Net gains on investments	1,514,125	–	–	–	1,514,125	1,514,125	–	–	–	1,514,125
Transfers between funds	797,199	–	(797,199)	–	–	797,199	–	(797,199)	–	–
Net movement in funds for the financial year	4,075,873	–	(661,059)	–	3,414,814	4,069,790	–	(661,059)	–	3,408,731
Balance at 31 December 2021	30,711,038	603,135	2,451,049	675,520	34,440,742	30,703,441	603,135	2,451,049	675,520	34,433,145
Balance at 1 January 2020	25,216,368	608,796	3,253,814	675,520	29,754,498	25,211,268	608,796	3,253,814	675,520	29,749,398
Net (expenditure)/income before gains/losses on investments	960,642	(5,661)	4,000	–	958,981	964,228	(5,661)	4,000	–	962,567
Net gains on investments	312,449	–	–	–	312,449	312,449	–	–	–	312,449
Transfers between funds	145,706	–	(145,706)	–	–	145,706	–	(145,706)	–	–
Net movement in funds for the financial year	1,418,797	(5,661)	(141,706)	–	1,271,430	1,422,383	(5,661)	(141,706)	–	1,275,016
Balance at 31 December 2020	26,635,165	603,135	3,112,108	675,520	31,025,928	26,633,651	603,135	3,112,108	675,520	31,024,414

Group Cash Flow Statement

Financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities	17	2,867,194	2,027,916
Cash flows from Investing activities			
Income from investments	5	74,264	74,979
Purchase of property, plant and equipment	11	(803,221)	(153,645)
Purchase of intangibles	10	–	(46,243)
Net cash generated from investing activities		2,138,237	1,903,007
Change in cash and cash equivalents in the reporting period		2,138,237	1,903,007
Reconciliation of net cash flow to movement in net funds			
Change in net funds resulting from cash flow		2,138,237	1,903,007
Cash and cash equivalents at the beginning of the reporting period		5,196,620	3,293,613
Cash and cash equivalents at the end of the reporting period		7,334,857	5,196,620

On behalf of the board



Donagh O’Sullivan
28th June 2022



John O’Brien
28th June 2022

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies

The significant accounting policies used in the preparation of the group and entity financial statements (the Charity) are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated. The charity continued to adopt FRS 102 and Charity SORP (FRS 102) in the group and entity’s financial statements.

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the reporting date. It also requires the Directors to exercise their judgement in the process of applying the company’s accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed on page 96.

General information

Barretstown is a company incorporated in Ireland under the Companies Act 2014. The company is a company limited by guarantee not having a share capital (CLG) under Part 18 of the Companies Act 2014. The address of its registered office is Barretstown Castle, Ballymore Eustace, Co. Kildare. The Companies Registration Number is 194322, the Charities Regulator Number is 20027759 and the Charity Number is CHY10715. The company’s operations and its principle activities are set out in the Trustee’s Report (incorporating the Directors’ Report on pages 50-76.

Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition effective 1 January 2019) – (Charities SORP (FRS 102)), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2014.

Barretstown 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 note(s).

The Directors have determined the profit and loss formats as required by Schedule 3 of Companies Act 2014 be adapted to present results in accordance with the formats provided by Charities SORP (FRS 102) which details the income and expenditure by nature. Given that the company is a company limited by guarantee, the capital and reserves section of the balance sheet has been adapted accordingly to reflect this fact. The directors consider that the layout adopted more correctly reflects the nature of the entity given that the entity is a not-for-profit organisation which is limited by guarantee.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Going concern

The Charity meets its day-to-day working capital requirements through its cash balances and investments. The Directors have modelled the income and expenditure on our cash forecast for the next 36 months, and we are comfortable that the organisation will be in a position to meet its obligations as they fall due. The Directors are comfortable that the forecasts they have prepared have considered a number of sensitivities, including a range of outcomes, and that in all cases their remains sufficient mitigation measures available to the Directors to ensure that cash-flows are managed and that the Charity can continue to meet its obligations as they fall due for the period of at least 36 months from signing the financial statements. The company is performing strongly in 2022 and therefore, these financial statements have been prepared on a going concern basis.

Consolidated financial statements

The audited financial statements of the parent undertaking and its 100% owned subsidiary undertaking (Barretstown Gang Camp UK Limited) for the year ended 31 December 2021 are incorporated in these group financial statements.

The Company’s principal activity is that of raising funds for the Barretstown Camp in Co. Kildare, Ireland. The Company is incorporated as a Company Limited by Guarantee in the United Kingdom. The address of its registered office is Bridge House, 4 Borough High Street, London, SE1 9QR. The Companies Registration Number is 3050570 and the UK Tax Authority Registration Number is 1046648.

Foreign currencies

(i) Functional and presentation currency

The Charity’s functional and presentation currency is the Euro, denoted by the symbol ‘€’.

(ii) Foreign currency transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each year end foreign currency monetary items are translated to Euro using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of Financial Activities except when deferred in other comprehensive income as qualifying cash flow hedges.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of Financial Activities within charitable activities costs.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

(i) Legacy income

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the Charity, or the Charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

(ii) Donations

Income from individual and corporate donations is recognised when there is evidence of entitlement to the donation and the receipt is probable and the amount can be measured reliably. Where there are specific performance conditions attaching to a particular donation, the amount of the donation relating to the performance condition is deferred and recognised when the specific performance conditions have been met.

(iii) Corporate Partnerships

Corporate partnership income is paid directly by Barretstown’s corporate partners by bank transfer. Corporate partnership income is generally recognised when received, unless there is a specific performance condition attaching to the amount received, in which case the amount is deferred and recognised when the specific performance conditions have been met.

(iv) Individual Giving Door to Door

Door to Door income is collected by direct debit each month and recognised in that month. For new campaigns, Door to Door recruitment is operated by a third-party service provider on behalf of Barretstown where donors sign up for a direct debit. The third-party service provider has no licence to collect cash on behalf of Barretstown.

(v) Individual Giving Direct Mail/Radio Campaign

This income is generated as a result of direct mail campaigns where appeal packs are posted out or direct radio appeals. The resulting donations are received by Barretstown via post, phone or online payment directly into its bank account. The income is recognised upon receipt.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

(vi) Event income

- Barretstown co-ordinates a number of internal and external events and activities each year:
- Internal events include the Barretstown Gala, the Corporate Quiz and the annual Golf Day. Event income is collected by cheque or bank transfer, and is recognised when there is evidence of entitlement, receipt is probable and the amount can be measured reliably.
 - External community events, in general these are organised by various community groups who are fundraising for Barretstown. Such income is recognised upon receipt in Barretstown.

(vii) Rental income

Rental income arising on the sub-lease of certain elements of Office of Public Works (OPW) land which is provided at a nominal rent for use by Barretstown is recognised as it falls due from the sub tenant.

(viii) Grant income

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

(ix) Other income

Other income comprises of income from the sale of merchandise in the Barretstown shop and also income from site hire to corporate companies. Merchandise income is recognised on a cash receipts basis. Site hire income is recognised on the date of the event.

(x) Recovery of PAYE on donations

Income generated from the recovery of PAYE on donations is recognised when it is probable that the income will be received and the amount can be measured reliably.

(xi) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the Charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised. Please refer to the Trustees’ report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity 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.

Deferred income

A grant that is subject to performance-related conditions received in advance of delivering the goods and services required by that condition, or is subject to unmet conditions wholly outside the control of the recipient charity, is accounted for as a liability and shown on the balance sheet as deferred income.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Funds

All transactions of the Charity have been recorded and reported as income into or expenditure from funds which are designated as ‘restricted’, ‘endowment’ or ‘unrestricted’.

Income is treated as restricted where the donor has specified that it may only be used for a particular purpose or where it has been raised for a particular purpose. All other income is treated as unrestricted. Expenditure is treated as being made out of restricted funds to the extent that it meets the criteria specified by the donor or the terms under which it was raised. All other expenditure is treated as unrestricted.

The balance on each restricted fund at the end of the year represents the asset held by the Company for particular purposes specified by the donors. The balance of the unrestricted fund at the end of the year represents the assets held by the Charity for general use in furtherance of its work.

(i) Unrestricted operating funds

- a. General unrestricted funds are for use at the discretion of the Board in furtherance of the objectives of the Charity. The minimum level of reserves required to be held is an amount equivalent to 10 months’ expenditure, which equates to approximately €5.2 million. Where balances arise at the end of the year in excess of the minimum level of reserves, these are generally utilised in the upcoming financial year and to ensure the delivery of the 2024 strategy and all capital projects required over the next four years. This excludes unrestricted reserves held in the form of fixed assets and intangible assets supporting the delivery of the charity’s activities.
- b. Designated funds represent amounts that the Charity has at its discretion set aside for specific purposes, which would otherwise form part of the general reserves of the Charity. At the end of 2020, funds had been designated for specific purposes as follows:

The carrying value of tangible and intangible assets for use by the Charity less associated capital restrictions.

The Charity’s policy is to only retain sufficient reserves to safeguard the continuity of its services, thereby committing the maximum possible resources to its current services. The Board reviews the level of reserves held periodically and the last review was done in December 2020 in conjunction with the approval of the 2021 budget.

(ii) Restricted operating funds

Restricted Operating Funds are included in restricted funds when they are declared by the donor for a specific operating purpose when making the donation. Such funds are segregated in specific trusts and the charity may only lawfully use those funds for the specific purpose.

(iii) Restricted capital funds

Restricted capital funds arise where a donor provides funds either at the donor’s own discretion or on foot of a specific capital appeal to be used for a specific capital project.

(iv) Restricted endowment funds

Restricted endowment funds arise where a donor provides funds, which have been set aside to fund specific purposes in the future.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Deferred income

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs incurred by Barretstown in raising funds for its charitable purposes. It includes the costs of all fundraising activities and events and the sale of donated goods in the Barretstown site shop. It also includes communication, advertising and marketing costs.
- Expenditure on charitable activities includes the costs incurred in undertaking the various charitable activities which are performed for the benefit of Barretstown beneficiaries, including those support costs and costs relating to the governance of the Charity apportioned to charitable activities.
- Other expenditure represents those items not falling into any other heading.
- Costs relating to door-to-door marketing campaigns are recognised at the point the legal obligation to make payment to the marketing company arises. In general such costs become payable once one month’s direct debit has been received from the individual who has signed up to the campaign. No costs are recognised prior to this point.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Recoverable VAT is charged as a cost against the activity for which the expenditure was incurred in the year in which it is recovered from the Revenue Commissioners.

Allocation of support costs

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include general management and back office costs, IT, finance, HR, payroll and governance costs which support the Charity’s programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

Employee benefits

The Charity provides a range of benefits to employees, including short term employee benefits such as paid holiday arrangements and post-employment benefits (in the form of defined contribution pension plans).

(i) Short term benefits

Short term employee benefits, including paid holiday arrangements and other similar non-monetary benefits, are recognised as an expense in the financial year in which employees render the related service.

(ii) Defined contribution pension plans

The Charity operates a defined contribution plan for employees. A defined contribution plan is a pension plan under which the Charity pays fixed contributions into a separate entity and has no legal or constructive obligation to pay further contributions or to make direct benefit payments to employees if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The assets of the plan are held separately from the Charity in independently administered funds. The contributions to the defined contribution plan are recognised as an expense when they are due. Amounts not paid are shown in accruals in the Balance Sheet.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity, this is normally upon notification of the interest paid or payable by the Bank.

Intangible assets

Computer software is stated at cost less accumulated amortisation and accumulated impairment losses. Software is amortised over its estimated useful life of 5 years on a straight line basis.

Where factors, such as technological advancement or changes in market price, indicate that useful life has changed, the residual value, useful life or amortisation rate are amended prospectively to reflect new circumstances.

The assets are reviewed for impairment if the above factors indicate that the carrying amount may be impaired.

Tangible fixed assets

Tangible fixed assets are shown at cost less accumulated depreciation.

Depreciation is calculated in order to write off fixed assets over the periods of their estimated useful lives, on a straight line basis as follows:

Buildings	2%
Building renovations	10%
Furniture and kitchen equipment	20%
Computer equipment	20%
Office equipment	20%
Camp equipment	20%
Motor vehicles	20%
Estate tools and equipment	20%

Depreciation is charged from the date of acquisition. Assets costing less than €635 (2020: €635) are not capitalised.

The assets’ residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each financial year. The effect of any change in either residual values or useful lives is accounted for prospectively.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Investments

Barretstown’s investments are carried at fair value with fair value being the amount for which an asset could be exchanged between knowledgeable, willing parties in an arm’s length transaction other than in a forced or liquidation sale. Estimates are made at a specific point in time, based on market conditions and information about the financial instrument.

The investment managers and their designated custodians act as custodian for these funds.

Investments comprise of equities, fixed interest securities, alternative investments and cash or deposits held as investments as opposed to working capital. Investments are included in the balance sheet at market value at the balance sheet date.

Realised gains and losses arising on the disposal of investments are the difference between the sales proceeds receivable and the carrying value. Unrealised gains and losses are the difference between the market value at the year end and the carrying value. Carrying value is the market value at the previous year end, or the original cost if purchased during the year, and is calculated on a FIFO basis.

Equities, bonds and alternative investments

The fair value of financial instruments traded in active markets is based on quoted market prices at the balance sheet date. Any unquoted securities are included at the ‘fair value’ as determined by the Investment Manager having regard to information from brokerages, company accounts and financial publications.

The fair value of any remaining financial instruments, that are not traded in an active market, is determined by using valuation techniques. The Investment Managers use a variety of methods and make assumptions that are based on market conditions existing at the balance sheet date.

Unforeseen economic or political circumstances can have a sudden effect on markets. This could manifest itself by either significant buying or selling, or less inclination to trade until it is clear how prices in the market will be affected in the longer term. If the valuation date coincides with such an event, the data on which any investment valuation is based may not be clear, be incomplete or inconsistent, with an obvious impact on the certainty that can be attached to the valuation. In addition, a longer than normal period may be required to achieve a sale in such market conditions.

Stock

Stock is included at the lower of cost and net realisable value and included within current assets in the Balance Sheet. Donated items of stock are recognised at fair value which is the amount the Charity would have been willing to pay for the items on the open market.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Financial instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all of its financial instruments.

(i) Financial assets

Basic financial assets, including other debtors, cash and cash equivalents, short-term deposits and investments in corporate bonds, are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

Other debtors, cash and cash equivalents, investments in corporate bonds and financial assets from arrangements which constitute financing transactions are subsequently measured at amortised cost using the effective interest method.

At the end of each financial year financial assets measured at amortised cost are assessed for objective evidence of impairment. If there is objective evidence that a financial asset measured at amortised cost is impaired an impairment loss is recognised in the Statement of Financial Activities. The impairment loss is the difference between the financial asset’s carrying amount and the present value of the financial asset’s estimated cash inflows discounted at the asset’s original effective interest rate.

If, in a subsequent financial year, the amount of an impairment loss decreases and the decrease can be objectively related to an event occurring after the impairment was recognised the previously recognised impairment loss is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment loss not previously been recognised. The impairment reversal is recognised in the Statement of Financial Activities.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price.

Such financial assets are subsequently measured at fair value and the changes in fair value are recognised in the Statement of Financial Activities, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are subsequently measured at cost less impairment.

Realised gains and losses on disposal of investments are the difference between sales proceeds receivable and carrying value. Unrealised gains and losses are the difference between market value at year end and carrying value.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Financial assets are derecognised when:

- a. The contractual rights to the cash flows from the asset expire or are settled; or
- b. Substantially all the risks and rewards of ownership of the financial asset are transferred to another party; or
- c. Control of the financial asset has been transferred to another party that has the practical ability to unilaterally sell the financial asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other creditors, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial liability is initially measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Trade and other creditors and financial liabilities from arrangements which constitute financing transactions are subsequently carried at amortised cost, using the effective interest method.

Provisions and contingencies

Provisions are liabilities of uncertain timing or amount.

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events; it is probable that a transfer of economic benefits will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Contingent liabilities, arising as a result of past events, are not recognised as a liability because (i) it is not probable that the Charity will be required to transfer economic benefits in settlement of the obligation or (ii) the amount cannot be reliably measured at the end of the financial year. Possible but uncertain obligations are not recognised as liabilities but are contingent liabilities. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

Leases

Where the Charity enters into a lease which entails taking substantially all the risks and rewards of ownership of the asset, the lease is treated as a finance lease. The asset is recorded in the Balance Sheet as a tangible fixed asset and is depreciated in line with the Charity’s depreciation policy. Future instalments under such leases, net of finance charges, are included within creditors. Rentals payable are apportioned between the finance element, which is charged to the Statement of Financial Activities as interest and the capital element, which reduces the obligation (or future instalments).

Related party transactions

The Charity discloses transactions with related parties which are not wholly owned within the same group. It does not disclose transactions with members of the same group that are wholly owned.

Notes to the Financial Statements

For the financial year ended 31 December 2021

1 Summary of significant accounting policies – continued

Pledges

Where the Charity has a serious or formal promise, from a donor to give them money falling due for payment in future years, these amounts are not recorded as a receivable in the balance sheet; rather, they are disclosed as Pledges in note 20 of the financial statements of the Charity.

Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the Charity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Trustees make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

(i) Useful economic lives of tangible fixed assets

The annual depreciation on tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reviewed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 11 for the carrying amount of the tangible fixed assets, and page 92 for the useful economic lives for each class of tangible fixed assets.

(ii) Valuation of investments

The valuation of investments is based on an independent valuation of the investments based on the underlying asset values in the accounts of the unquoted investment entity. There is a level of estimation involved in these valuations.

The trustees have assessed that the current market value on unquoted investment values is sufficient for the following reasons:

- (i) Based on detailed independent review of the unquoted investments
- (ii) The unquoted investments when sold are making a profit on realisation
- (iii) The trustees will review the market value of the investments for impairment regularly.

Statement of compliance

The entity financial statements have been prepared on a going concern basis and in accordance with accounting standards issued by the UK Financial Reporting Council and the Companies Act 2014. The entity financial statements comply with Financial Reporting Standard 102, ‘The Financial Reporting Standard applicable in the UK and Republic of Ireland’ (FRS 102) and the Companies Act 2014. The financial statements have also been prepared in accordance with the recommendations of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with The Financial Reporting Standard applicable in UK and the Republic of Ireland (FRS 102).

Notes to the Financial Statements

For the financial year ended 31 December 2021

2 Donations and legacies

	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2021 €	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2020 €
Legacy	991,399	–	–	991,399	31,376	–	–	31,376
General donations – individuals	419,558	–	–	419,558	423,323	–	–	423,323
General donations – Trusts and Foundations	378,526	–	136,140	514,666	275,563	–	–	275,563
Corporate partnerships	1,033,801	262,797	–	1,296,598	760,719	84,181	–	844,900
Individual giving	2,992,039	–	–	2,992,039	2,912,847	(5,661)	–	2,907,186
Gift in kind	–	140,921	–	140,921	–	143,956	4,000	147,956
Total donations and Legacies	5,815,323	403,718	136,140	6,355,181	4,403,828	222,476	4,000	4,630,304

The Charity also receives, free of charge or at a nominal sum, (a) the services of health care professionals, (b) the use of the property and grounds at Barretstown Castle, Ballymore Eustace, Co Kildare from the Irish Government under a 90 year lease through the Barretstown Castle Trust. As it is impractical to place a monetary value on these contributions, the financial statements do not include an accounting value for these services.

3 Income from charitable activities

	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2021 €	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2020 €
Health services executive funding	–	151,368	–	151,368	–	151,365	–	151,365
COVID-19 Stability Fund	–	90,500	–	90,500	–	200,000	–	200,000
	–	241,868	–	241,868	–	351,365	–	351,365

Government assistance has been received from the Health Service Executive for a yearly grant totalling €151,368 (2020: €151,365). This is released evenly throughout the year. The HSE attach specific spending requirements on the grant therefore the Charity has recognised the income under restricted operating income. The Company received a grant of €90,500 (2020 €200,000) from the COVID-19 Sustainability Support Fund.

Notes to the Financial Statements

For the financial year ended 31 December 2021

4 Income from other trading activities

	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2021 €	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2020 €
Internal events	556,787	15,040	–	571,827	434,184	1,790	–	435,974
Beneficiary external events	–	–	–	–	–	–	–	–
	556,787	15,040	–	571,827	434,184	1,790	–	435,974

5 Income from investments

	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2021 €	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2020 €
Interest received	74	–	–	74	9	–	–	9
Dividends	7,015	–	–	7,015	6,445	–	–	6,445
Land and site rental	67,175	–	–	67,175	68,525	–	–	68,525
	74,264	–	–	74,264	74,979	–	–	74,979
Total income	6,446,374	660,626	136,140	7,243,140	4,912,991	575,631	4,000	5,492,622

6 Total expenditure

	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2021 €	Unrestricted funds €	Restricted operating €	Restricted capital €	Total 2020 €
Raising funds	1,853,740	–	–	1,853,740	1,404,971	–	–	1,404,971
Charitable activities	2,828,085	660,626	–	3,488,711	2,547,378	581,292	–	3,128,670
Total expenditure (Note 6 (a))	4,681,825	660,626	–	5,342,451	3,952,349	581,292	–	4,533,641

Notes to the Financial Statements

For the financial year ended 31 December 2021

6 (a) Analysis of expenditure

	Charitable activities €	Support €	Governance €	Total charitable activities €	Cost of raising funds €	Support €	Governance €	Total Cost of raising funds €	Total 2021 €	Total 2020 €
Employee Costs	1,026,982	477,171	–	1,504,153	614,103	84,207	–	698,310	2,202,463	1,901,119
Service delivery	450,886	19,812	–	470,698	4,545	3,496	–	8,041	478,739	503,097
Facility Costs	490,267	6,470	–	496,737	–	719	–	719	497,456	400,439
Depreciation	724,298	–	–	724,298	–	–	–	–	724,298	665,869
Fundraising and Communications	4,572	41,445	6,000	52,017	1,093,529	–	4,000	1,097,529	1,149,546	799,724
Administration and IT	(40,324)	138,205	–	97,881	–	32,189	–	32,189	130,070	168,343
Governance	–	–	96,053	96,053	–	–	16,952	16,952	113,005	42,136
Banking and FX	–	46,874	–	46,874	–	–	–	–	46,874	52,914
	2,656,681	729,977	102,053	3,488,711	1,712,177	120,611	20,952	1,853,740	5,342,451	4,533,641

6 (b) Analysis of support costs

	Charitable activities		Raising funds		Total 2021 €	Total 2020 €
	General support €	Governance function €	General support €	Governance function €		
Governance	–	102,053	–	20,952	123,005	52,136
Finance	168,734	–	29,776	–	198,510	183,718
General office management, human resources and administration	328,249	–	57,927	–	386,176	360,272
Information technology	93,337	–	24,271	–	117,608	102,079
General office expenses and bank charges	139,657	–	8,637	–	148,294	167,022
	729,977	102,053	120,611	20,952	973,593	865,227

Support costs basis of allocation is time for employee related costs or based on specific expenditure plus pro-rata of costs.

Governance costs include the following expenditure, audit fees, GDPR costs, annual report, board training & CRO fees.

Notes to the Financial Statements

For the financial year ended 31 December 2021

7 Statutory and other information

	2021 €	2020 €
The surplus for the year has been arrived at after charging/(crediting):		
Depreciation on tangible assets	664,468	611,532
Amortisation of intangible assets	59,752	54,337
Auditors’ remuneration (see note 7 (i))	38,067	41,685
Foreign exchange gain	(13,676)	14,194
Interest income	(74)	(9)
Indemnity insurance (see note 7 (ii))	1,543	1,543

The Charity has availed of the exemption contained in Section 304 of the Companies Act 2014 and as a result, its Statement of Financial Activities has not been presented and will not be annexed to the annual return. The company incurred a surplus for the year of €3,408,731 (2020: €1,275,016).

(i) Auditors’ remuneration

Remuneration (including expenses) for the audit of the financial statements and other services carried out by the Charity’s auditors is as follows:

	2021 €	2020 €
Audit of financial statements*	38,067	41,685
Other assurance services	–	–
	38,067	41,685

*The actual audit fee charged by the auditors is €38067 inclusive of VAT. Net of donation the cost to Barretstown is €20,843. The donated element has been recorded within income in these financial statements. This is including VAT.

(ii) Indemnity Insurance

The charity paid a premium of €1,543 (2020: 1,543) for the purchase of Directors’ and officers’ liability insurance with an indemnity of €2,500,000.

Notes to the Financial Statements

For the financial year ended 31 December 2021

8 Analysis of particulars of staff, Trustee remuneration and expenses, and the cost of key management personnel

	2021 €	2020 €
Employee costs:		
Wages and salaries	1,708,754	1,492,190
Social insurance costs	198,695	150,292
Other retirement and benefit costs	90,148	96,222
Health insurance contributions	24,256	26,176
OPW staff costs and training	110,352	136,239
	2,132,205	1,901,119

The average number of persons employed by the organisation during the year was 45 (2020: 44). Employee costs were lower in 2020 as the company claimed both Covid-19 wages subsidy scheme. Directors’ time has been donated to the Charity.

	Number of employees 2021	Number of employees 2020
Salary range (excluding pension contributions):		
€150,001 – €160,000	1	1
€140,001 – €150,000	–	–
€120,001 – €130,000	–	–
€110,001 – €120,000	–	–
€100,001 – €110,000	1	1
€90,001 – €100,000	1	1
€80,001 – €90,000	1	–
€70,000 – €80,000	–	–
	4	3

In the year, 4 staff earning in excess of €70,000 p.a. (2020: 3) participated in the defined contribution pension scheme. Contributions totalling €42,667 (2020: €32,036) were made in respect of these employees and recognised within the Statement of Financial Activities.

Executive remuneration is regularly benchmarked independently to establish an appropriate range of pay for the level of responsibility. All executive remuneration payments are reviewed and approved by the Nominations and Remunerations Committee.

Notes to the Financial Statements

For the financial year ended 31 December 2021

8 Analysis of particulars of staff, Trustee remuneration and expenses, and the cost of key management personnel

Trustees received no remuneration (2020: €nil) or expenses (2020: €nil) during the reporting period.

The key management personnel of the charity consist of the executive management team (including the chief executive officer) whose employee benefits totalled €557,040 (2020: €500,223).

9 Taxation

There is no change to taxation in respect of the organisation as Barretstown has been granted charitable status under Section 207 of the Consolidated Tax Act, 1997, therefore no provision for taxation has been made.

10 Intangible assets – group and company

	Software €	Total €
Cost		
At 31 December 2020	290,059	290,059
At 31 December 2021	290,059	290,059
Accumulated amortisation		
At 31 December 2020	121,401	121,401
Amortisation for the year	59,752	59,752
At 31 December 2021	181,153	181,153
Net book amounts		
At 31 December 2021	108,906	108,906
At 31 December 2020	168,658	168,658

During the year no impairment was noted within any of the Charity’s intangible assets.

No intangible items have restricted title or have been pledged as security for any liabilities. Contractual commitments have been included within note 19.

Notes to the Financial Statements

For the financial year ended 31 December 2021

11 Tangible assets – group and company

	Buildings €	Buildings renovation €	Furniture and kitchen equipment €	Computer equipment €	Office equipment €	Camp equipment €	Motor vehicles €	Estate tools and equipment €	Total €
Cost									
At 1 January 2021	18,278,392	989,409	78,359	218,157	82,852	290,312	125,224	414,137	20,476,842
Additions	119,519	327,590	2,768	74,518	–	–	–	278,826	803,221
Disposals	–	–	–	(24,292)	–	–	–	(21,114)	(45,406)
At 31 December 2021	18,397,911	1,316,999	81,127	268,383	82,852	290,312	125,224	671,849	21,234,657
Accumulated depreciation									
At 1 January 2021	4,277,460	186,011	59,337	122,051	82,852	268,485	107,422	242,617	5,346,235
Depreciation for the year	418,630	118,915	8,245	31,099	–	7,095	9,369	71,115	664,468
Disposal	–	–	–	(24,292)	–	–	–	(20,628)	(44,920)
At 31 December 2021	4,696,090	304,926	67,582	128,858	82,852	275,580	116,791	293,104	5,965,783
Net book amounts									
At 31 December 2020	14,000,932	803,398	19,022	96,106	–	21,827	17,802	171,520	15,130,607
At 31 December 2021	13,701,821	1,012,073	13,545	139,525	–	14,732	8,433	378,745	15,268,874

In 1994, a 90 year lease in relation to Barretstown Castle was signed with The Commissioners of Public Works, acting as trustees for the Barretstown Castle Trust, for a nominal rent of €1.27 (IR£1) per annum with an option to renew.

No items of property, plant and equipment have been pledged as security for liabilities.

Notes to the Financial Statements

For the financial year ended 31 December 2021

12 Investments (Group and Company)

	Equities €	Bonds €	Cash €	Other* €	Total €
Valuation at 1 January 2021	4,700,967	3,126,770	1,808,076	1,898,585	11,534,398
Realised gains	339,983	297,006	195,990	133,237	966,216
Unrealised gains/(losses)	566,498	(92,367)	–	73,778	547,909
Net gains (realised and unrealised)	906,481	204,639	195,990	207,015	1,514,125
Valuation at 31 December 2021	5,607,448	3,331,409	2,004,066	2,105,600	13,048,523
Valuation at 1 January 2020	3,948,674	3,449,520	2,276,295	1,547,460	11,221,949
Realised gains/(losses)	424,754	(406,324)	(18,127)	336,108	336,411
Unrealised (losses)/gains	327,539	83,574	(450,092)	15,017	(23,962)
Net (losses)/gains (realised and unrealised)	752,293	(322,750)	(468,219)	351,125	312,449
Valuation at 31 December 2020	4,700,967	3,126,770	1,808,076	1,898,585	11,534,398

*Investments within the category ‘Other’ above include property, forestry, commodities, infrastructure, alternatives and fees.

Investments were held with the following investments fund managers Goodbody €12,902,645 (2020:Nil), Davy’s €129,070 (2020: €6,963,405), Appian €nil (2020: €4,554,185) and other investments of €16,808 (2020: €16,808).

Investment within equities and bonds are measured at fair value, which is determined using quoted market prices in an active market and any unquoted securities are included at the ‘fair value’ as determined by the Investment Manager having regard to information from brokerages, company accounts and financial publications.

Notes to the Financial Statements

For the financial year ended 31 December 2021

13 Stock (Group and Company)

	2021 €	2020 €
Goods for resale	22,924	37,559

Stock recognised as an expense in the year amounted to €20,000 (2020: €20,000). No impairment losses were recognised or reversed in the Statement of Financial Activities. No inventory was pledged as security for liabilities.

14 Debtors

	Group 2021 €	Group 2020 €	Company 2021 €	Company 2020 €
Other debtors	–	180,431	–	180,431
Amounts owed from subsidiary companies		–	183,484	98,980
Prepayments	55,802	51,900	55,802	51,900
	55,802	232,331	239,286	331,311

All amounts included above fall due within one year. There were no trade debtors or related provisions included in the balance sheet.

Other Debtors related to the set up costs of the US entity, these costs have now been written down.

Amounts owed from subsidiary companies are unsecured, interest free and are repayable on demand.

Notes to the Financial Statements

For the financial year ended 31 December 2021

15 Creditors – amounts falling due within one year

	2021 €	2020 €
Group and Company		
Trade creditors	757,401	532,735
Short term compensated absences	93,972	97,007
Taxation and social insurance	156,803	108,006
Accruals	208,696	320,741
Pension	11,148	10,198
Deferred income	171,124	205,558
	1,399,144	1,274,245

Trade creditors and other creditors are payable at various dates in the three months after the end of the financial year in accordance with the creditors usual and customary credit terms.

Creditors for tax and social insurance are payable in the timeframe set down in the relevant legislation.

16 Financial instruments

	Group 2021 €	Group 2020 €	Company 2021 €	Company 2020 €
Financial assets at fair value through Statement of Financial Activities				
Investments in equities, managed funds and investment property	13,048,523	11,534,398	13,048,523	11,534,398
Cash at bank and in hand	7,334,857	5,196,620	7,334,857	5,096,126
Financial liabilities measured at amortised cost:				
Trade creditors	757,401	532,735	757,401	532,735
Other creditors	641,742	741,510	641,742	741,510
	1,399,143	1,274,245	1,399,143	1,274,245

Notes to the Financial Statements

For the financial year ended 31 December 2021

17 Reconciliation of net income to cash flow from operating activities

	2021 €	2020 €
Net income for the reporting year (per SOFA)	1,900,689	958,981
Adjustments for:		
Depreciation on tangible assets	664,468	611,531
Write down of tangible assets	–	54,181
Amortisation of intangible assets	59,752	54,337
Dividends, interest and rents from investments	(74,264)	(74,979)
Loss on the sale of fixed assets	486	–
Decrease/(Increase) in stocks	14,635	(10,688)
Decrease in debtors	176,529	265,973
Increase in creditors	124,899	168,580
Net cash provided by operating activities	2,867,194	2,027,916

Notes to the Financial Statements

For the financial year ended 31 December 2021

18 Movement in funds

Funds of the Charity (Group)

	Balance at 1 January 2021 €	Income 2021 €	Expenditure 2021 €	Net gains on investments 2021 €	Transfers 2021 €	Balance at 31 December 2021 €
Unrestricted funds						
General funds – cash	2,913,610	6,446,374	(4,681,825)	–	797,199	5,475,358
General funds – liquid investments	11,534,398	–	–	1,514,125	–	13,048,523
	14,448,008	6,446,374	(4,681,825)	1,514,125	797,199	18,523,881
Designated funds						
Tangible and intangible assets	12,187,157	–	–	–	–	12,187,157
Unrestricted operating funds – general funds	26,635,165	6,446,374	(4,681,825)	1,514,125	797,199	30,711,038
Restricted operating funds						
Barretstown Residential Camp Fund	603,135	660,626	(660,626)	–	–	603,135
Total Restricted operating funds	603,135	660,626	(660,626)	–	–	603,135
Restricted capital funds						
Barretstown Capital Fund	3,094,191	–	–	–	(643,142)	2,451,049
Dining Hall Capital Project Fund	17,917	–	–	–	(17,917)	–
Total Restricted capital funds	3,112,108	–	–	–	(661,059)	2,451,049
Restricted endowment funds						
Restricted endowment funds	675,520	–	–	–	–	675,520
Total Funds of the Charity – Group	31,025,928	7,107,000	(5,342,451)	1,514,125	136,140	34,440,742

The transfer column represents a transfer out of the restricted capital fund to the unrestricted funds for all restricted capital projects completed in the current year.

Notes to the Financial Statements

For the financial year ended 31 December 2021

18 Movement in funds – continued

Funds of the Charity (Company)

	Balance at 1 January 2021 €	Income 2021 €	Expenditure 2021 €	Net gains on investments 2021 €	Transfers 2021 €	Balance at 31 December 2021 €
Unrestricted funds						
General funds – cash	2,912,096	6,446,374	(4,687,908)	–	797,199	5,467,761
General funds – liquid investments	11,534,398	–	–	1,514,125	–	13,048,523
	14,446,494	6,446,374	(4,687,908)	1,514,125	797,199	18,516,284
Designated funds						
Tangible and intangible assets	12,187,157	–	–	–	–	12,187,157
Unrestricted operating funds – general funds	26,633,651	6,446,374	(4,687,908)	1,514,125	797,199	30,703,441
Restricted operating funds						
Barretstown Residential Camp Fund	603,135	660,626	(660,626)	–	–	603,135
Total Restricted operating funds	603,135	660,626	(660,626)	–	–	603,135
Restricted capital funds						
Barretstown Capital Fund	3,094,191	–	–	–	(643,142)	2,451,049
Dining Hall Capital Project Fund	17,917	–	–	–	(17,917)	–
Total Restricted capital funds	3,112,108	–	–	–	(661,059)	2,451,049
Restricted endowment funds						
Restricted endowment funds	675,520	–	–	–	–	675,520
Total Funds of the Charity – Group	31,024,414	7,107,000	(5,348,534)	1,514,125	136,140	34,433,145

The transfer column represents a transfer out of the restricted capital fund to the unrestricted funds for all restricted capital projects completed in the current year.

Notes to the Financial Statements

For the financial year ended 31 December 2021

18 Movement in funds – continued

Analysis of net assets between funds

	Group Unrestricted operating funds €	Group Restricted operating funds €	Group Restricted capital funds €	Group Restricted endowment funds €	Group total 2021 €	Company Unrestricted operating funds €	Company Restricted funds €	Company Restricted capital funds €	Company Restricted endowment funds €	Company total 2021 €
Tangible assets	15,268,874	–	–	–	15,268,874	15,268,874	–	–	–	15,268,874
Intangible assets	108,906	–	–	–	108,906	108,906	–	–	–	108,906
Investments	13,048,523	–	–	–	13,048,523	13,048,523	–	–	–	13,048,523
Current assets	6,752,957	660,626	–	–	7,413,583	6,745,360	660,626	–	–	7,405,986
Current liabilities	(738,518)	(660,626)	–	–	(1,399,144)	(738,518)	(660,626)	–	–	(1,399,144)
Balance at 31 December 2021	34,440,742	–	–	–	34,440,742	34,433,145	–	–	–	34,433,145

Analysis of net assets between funds

	Group Unrestricted operating funds €	Group Restricted operating funds €	Group Restricted capital funds €	Group Restricted endowment funds €	Group total 2020 €	Company Unrestricted operating funds €	Company Restricted funds €	Company Restricted capital funds €	Company Restricted endowment funds €	Company total 2020 €
Tangible assets	12,018,499	–	3,112,108	–	15,130,607	12,018,499	–	3,112,108	–	15,130,607
Intangible assets	168,658	–	–	–	168,658	168,658	–	–	–	168,658
Investments	11,534,398	–	–	–	11,534,398	11,534,398	–	–	–	11,534,398
Current assets	4,187,855	603,135	–	675,520	5,466,510	4,186,341	603,135	–	675,520	5,464,996
Current liabilities	(1,274,245)	–	–	–	(1,274,245)	(1,274,245)	–	–	–	(1,274,245)
Balance at 31 December 2020	26,635,165	603,135	3,112,108	675,520	31,025,928	26,633,651	603,135	3,112,108	675,520	31,024,414

Notes to the Financial Statements

For the financial year ended 31 December 2021

19 Capital commitments

There are no capital commitments authorised by the board and not provided for at the year end 31 December 2021.

20 Pledges

At 31 December 2021, pledges of support to the organisation for operations amounted to €1,299,917 (2020: €976,000).

21 Retirement benefit schemes

Barretstown operates defined contribution benefit schemes for certain employees. The assets of the scheme are held separately from those of the company in independently administered funds with an insurance company. The contributions payable to the retirement benefit schemes during the financial year are charges to the Statement of Financial Activities. The amounts paid in financial year was €90,148 (2020: €96,222). An accrual of €11,147 is included in the financial statements with respect to outstanding contributions at 31 December 2021 (2020: €10,197).

22 Related party transactions

Barretstown is a member camp of the Serious Fun Children's Network ('SFCN'). Donagh O' Sullivan is Chairman of the Barretstown Board and on the SFCN Board. In 2004 the Barretstown Gang Fund (UK) Limited became a subsidiary of Barretstown. Barretstown also has a branch entity in Spain which supports tax efficient giving for Spanish donors.

In the year ended 31 December 2021, donations amounting to €126,847 (2020: €162,289) were received from SFCN and €79,643. (2020: €32,439) from BGCUK. These donations received were unrestricted and for use within the Charity's aims and objectives.

23 Post Balance Sheet events

There have been no significant events affecting the Charity since the financial year end.

24 Comparative amounts

Some prior year comparative amounts have been reclassified on a basis consistent with the current year.

25 Approval of financial statements

The directors approved the financial statements on 28th June 2022.

Other Information



Company Information

Reference and Administrative Information

Charity Name Barretstown	Secretary and Registered Office Mairéad Forristal, Barretstown Castle, Ballymore Eustace, Co. Kildare	Senior Leadership Team Dee Ahearn <i>Chief Executive Officer</i> Mairéad Forristal <i>Finance & Operations Director</i> Catriona Haverty <i>Programme & Client Services Director</i> Catherine Moriarty <i>HR Director</i> Tim O’Dea <i>Director of Development</i> Karen Reid <i>Marketing Director</i>	Trustees & Directors at 31st December 2021 Donagh O’ Sullivan - <i>Chair</i> Patrick Flanagan Anne Heraty Liam Kavanagh Professor Brian MacCraith Dr Peter McCarthy Colm McDonnell David McKeown John O’Brien John Paul Scally	Auditors PricewaterhouseCoopers Chartered Accountants and Statutory Audit Firm One Spencer Dock, North Wall Quay, Dublin 1 Bankers Bank of Ireland Ballsbridge, Dublin 4 Ulster Bank 44 North Main Street, Naas East, Naas, Co. Kildare	Investment Managers Goodbody Ballsbridge Park, Ballsbridge, Dublin 4 Solicitors Eversheds Sutherland Earlsfort Terrace, Dublin 2
Companies Registration Number (CRO) 194322	Founder Paul Newman				
Revenue Commissioner Charity Number (CHY) 10715					
Charities Regulator Number (CRN) 20027759					



We Press Play on childhood

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