

# FIFTY YEARS OF PEACEBUILDING, DIALOGUE & ENGAGEMENT



# Transforming Violent Conflict & Building Peace since 1974

Established in 1974 in response to the conflict in Northern Ireland, the Glenree Centre for Peace and Reconciliation is dedicated to preventing and transforming political and inter-communal conflict and building peaceful, inclusive societies. We bring individuals and groups impacted by conflict together and help them find pathways to reconciliation and sustained peace through facilitated dialogue, relationship-building, public discourse and shared learning.

The Glenree Centre for Peace and Reconciliation is a non-profit, non-governmental organisation and a registered charity in the Republic of Ireland.

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

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

## Our Vision

Our vision is for everyone to live in peace. Glenree stands for the possibility that peace and reconciliation are achievable when we act on what really matters to us

## Our Mission

Our mission is to prevent and transform violent conflict by engaging people in dialogue, trust and relationship-building.

## Our Values

### **Independent**

We are an independent, non-governmental organisation and registered charity.

### **Non-Violence**

We work from the belief that conflict can, and should, be resolved non-violently.

### **Transparency**

We commit to the highest standards of transparency and accountability including to our Board, Members, participants, staff, organisational partners and donors.

### **Equality and Diversity**

Every person possesses innate dignity, and we treat each person with respect. We welcome diversity within Glenree and embrace the identity, culture, power, gender and faith dimensions of peacebuilding and conflict transformation.

### **Inclusivity**

We support the participation of everyone engaged in, or affected by, conflict.

### **Confidentiality**

We ensure the effectiveness of our activities and the safety and well-being of participants, staff and organisational partners by maintaining appropriate levels of confidentiality.

### **Improvement Through Learning**

We value learning and gaining knowledge from our work experiences, and through regular review and evaluation. We also place emphasis on developing the skills and well-being of our staff. We share our learnings and creative approaches within Glenree, and with others locally and globally, while at the same time endeavouring to learn from them.

# Message from our Chair

It has been a great honour to serve as Chair of Glenree, particularly in this significant year of marking the 50th anniversary of the founding of the Centre in 1974. I want to thank my fellow Board members, our CEO and staff, and the wider Glenree community for their ongoing dedication, support and commitment which has ensured our work remains a vital and valued part of peacebuilding in Ireland and beyond.

When I assumed the role of Chair 18 months ago, Glenree was at a point of transition. Since then, we have gone through a period of renewal and consolidation. With the present Board taking office in March 2024, the Board and Executive team have worked closely together to strengthen governance, rebuild confidence and ensure Glenree's long-term resilience. A thorough review process, which included independent reviews undertaken during the year, confirmed Glenree's high standards of governance and financial management and the lessons learned continue to inform our programme of continuous improvement. Meanwhile, our staff team continued to deliver Glenree's programmes and projects to an exceptional standard ensuring our work remains a respected model of peacebuilding, dialogue and reconciliation across the island of Ireland and within the international peacebuilding community.

A key focus for the Board and Executive has been on securing Glenree's financial sustainability. Stemming from the transition period, the year was not without funding challenges particularly in maintaining some partnerships, but we are greatly encouraged by the reaffirmed support of key funders and partners. With committed programme and project funding in place, we are now focused on diversifying our head office and administrative funding (known as Core), to ensure stability and independence for the years ahead. Our newly established Funding Diversification Team is leading this work and developing a sustainable core funding model that will draw on a broad range of supporters.

In 2024, we also set about strengthening the composition and diversity of our initial 6-stong Board using a transparent recruitment process designed to ensure Glenree benefits from a wide range of skills, perspectives and gender balance.



Having introduced a new board recruitment protocol that is in line with best practice, we are pleased to present two new Board members, Michelle Drury and Maria Cleary, at this year's AGM for election to the Board. Meanwhile, our committee structure continues to provide effective oversight in the areas of governance, risk, recruitment and funding.

As we enter the final stages of our Strategic Plan 2022-2026, I am pleased to confirm that Glenree is on a firm footing and well positioned for an even more impactful and sustainable future. We are preparing to expand our programme portfolio with the launch our new Peace+ project, alongside other initiatives in the pipeline. This growth will be supported by a recruitment drive to strengthen our programme and administrative team, as well as our continued focus on building strong partnerships.

I thank you for your continued support as we now look forward to the next chapter in Glenree's history and to building on our 50-year legacy of advancing peace and reconciliation, and promoting more inclusive and diverse societies.

A handwritten signature in green ink, reading "James Bridgeman".

**James Bridgeman S.C.**

Chair of the Board

October 2025

# Message from our CEO

2024 was a landmark year for Glenree as we celebrated 50 years of shared commitment to dialogue, reconciliation and peacebuilding. What began in 1974 as a modest initiative in the Glenree Valley has flourished into Ireland's national hub for peacebuilding. Reaching this milestone offered a moment to reflect with gratitude on all that we have achieved so far while renewing our commitment to the work that lies ahead.

Our year of Glenree@50 celebrations brought together friends and supporters from near and far representing a diversity of identities, faiths, experiences and perspectives. Programme participants, partners, funders, neighbours, volunteers, long-time members and peacebuilders from across generations, cultures and ethnicities gathered at Glenree. The underlying message from these events reminded us of what we see every day in our work: that despite our differences and experiences, we all share a common, deep desire for peaceful futures for our children and communities; we want to live together in solidarity, committed to working together towards the common good.

The lessons of this shared commitment are rooted in the Northern Irish peace process, which is held up as a model for peacebuilding and reconciliation around the world. It created the space and opportunity for us all to see one another in a human sense: people sharing a place, though not always a common dwelling; sharing aspects of our identity, yet searching for expression to avoid causing offence or hurt to the other. Seeking common ground with those we disagree with challenges us to consider what we must offer and share in the effort to build peaceful societies. It is only through quiet, respectful conversations that people can begin to consider their future together, particularly when that future calls for both compromise and agreement.

While we honour the legacy of Glenree's work, we also continue to protect Glenree in the present and work tirelessly to ensure its future. In the face of an increasingly challenging funding landscape, we are committed to building on Glenree's extensive experience of the Northern Irish peace process, to sharing this experience with those in other conflict zones around the



world, and to equipping the next generation of peacebuilders with the necessary skills and support to carry on this vital work, in the hope of securing a brighter, more stable future for us all.

## Marking 50 Years of Impact - Glenree@50

A highlight of 2024, our Glenree@50 events not only celebrated the wonderful people and work of Glenree, they also served as a commitment to our future as a safe space for people to come and talk to one another, to work through the most difficult issues and to build lasting relationships across divides. Key events included:

### Volunteer Reunion (July)

To honour those who helped shape Glenree, we welcomed more than 60 volunteers from across the 1970s, 80s and 90s. Founders and early volunteers led heartfelt reflections on Glenree's origins, from its inception as a multi-denominational space to its emergence as a centre of dialogue, facilitation and peacebuilding.

Working side by side with past and present Glenree community members, we repaired the iconic heart mosaic which was originally created during the LIVE programme. This powerful, symbolic act reinforced the importance and enduring spirit of Glenree for so many. We also planted Irish oak trees in memory of past contributors, which now grow as a testament to the incredible contribution and commitment they made.

### **Glencree@50 Conference (September)**

In early September, we hosted the Glencree@50 Conference weekend. Day 1 featured the Glencree@50 Dialogue Series with over 100 guests from across the island of Ireland and the UK. They included participants from the women's, youth, refugee, intercultural and anti-racism, and republican and loyalist communities involved in our programmes, who joined members of the diplomatic and civil society sectors, Glencree funders, Members, neighbours, Board and staff.

Three dialogues, facilitated by the Intercultural & Refugee, the Women's Leadership and the Community & Political Dialogue Programmes, explored the importance of inclusion, women's leadership and honest engagement with historical memory as essential foundations for peacebuilding. The sessions included a dynamic Q&A where participants' insights enriched the discussion and deepened our collective understanding.

Day 2 honoured one of our founders Una O'Higgins O'Malley with a special reading from "The Bricklayer", a play by her granddaughter Grace O'Malley. This moving performance reminded us of the vision, courage and persistence of Una and her co-founders and the enduring relevance of their mission today. It also highlighted the vital role of the creative arts in our work in fostering empathy and exploring difficult issues.

A rich and engaging conversation with many who contributed to Glencree's early years and who generously shared their experiences and memories followed. Listening to these reflections, those of us working in Glencree today were struck by familiar themes such as the challenges of funding, navigating change and safeguarding this unique space for dialogue. The sense of continuity and commitment across five decades that was felt reaffirmed our shared responsibility to protect and nurture Glencree for future generations.

Central to our Glencree@50 celebrations was the warm hospitality and serene atmosphere of the Glencree site that guests enjoyed. It was a poignant reminder for us all that peace is rarely built through grand gestures, but through shared moments of warmth, respect and connection. For half a century, this welcoming place has offered the space for conversations once thought impossible, for understanding and relationships to grow and for small moments of connection that have helped pave the way for lasting peace.

### **Peacebuilding Programmes: 2024 Highlights**

#### **Community & Political Dialogue Programme**

Throughout 2024, Glencree deepened our commitment to addressing the legacy of violence and division through cross-border dialogue. Workshops and meetings engaged civic leaders, diplomats, faith representatives, security forces personnel and young people from across Ireland and internationally who were keen to learn from the experiences of the Northern Irish peace process. Highlights included:

- **Private Roundtable Dialogues:** Glencree convened a series of confidential sessions between victims/survivors groups, ex-combatants, former security forces personnel and politicians. These sessions created rare opportunities for vulnerable, honest conversations on trauma, justice and remembrance.
- **Cross-Border Community Engagement:** Facilitated dialogues between community leaders from Northern Ireland and the Republic explored the ongoing psychological and societal impacts of Brexit, the changing demographic in Northern Ireland and the increasing public rhetoric around a future border poll.
- **Legacy, Identity & Public Healing:** Glencree hosted facilitator-led dialogues on legacy, identity and public healing, notably within our Glencree@50 series, fostering deeper reflection on shared experiences of division and recovery.
- **Diplomatic Engagements:** The team continued to deliver a range of diplomatic dialogues and briefings for foreign visiting dignitaries highlighting lessons from the peace process and how these insights can inform global reconciliation efforts.

#### **Women's Leadership Programme**

Women's voices and leadership in peacebuilding remained central to Glencree's reconciliation work in 2024. Activities included:

- **The BRIDGE Project:** Culminating in a multimedia series and podcast, the project focused on Intergenerational Storytelling for Peace. Women shared personal narratives of activism, motherhood, identity and survival. These were published online and used in workshops to spotlight women's voices in peacebuilding and intergenerational wisdom.
- **All-Island Women's Peacebuilding Network:** Continued to expand with workshops, peer exchanges, monthly online Coffee & Collaboration and Peace Bookclub sessions, and in-person gatherings that fostered connection and collaboration.

- **Mediation Training:** Glencree continued to deliver focused mediation training workshops for network members to strengthen mediation and facilitation skills. Participants received Mediation Skills Certificates, with the training also emphasising relationship-building and self-care as essential to effective facilitation.
- **Network Evaluation:** An external evaluation by Harriet Evens (University of Winchester) found that our All-Island Women's Peacebuilding network effectively supports both formal and informal collaborations. Adaptive peacebuilding grounded in local contexts emerged as a guiding principle. Recommendations included establishing a dedicated communications platform, refining membership protocols and including member-led evaluations.
- **In-Person Gatherings:** Interactive sessions held throughout the year featured networking, project showcases and collaborative planning. Participants reflected on achievements from online events, collaborations and training while reaffirming their commitment to future joint initiatives.
- **OSCE Dialogue Academy:** Glencree engaged with the OSCE Dialogue Academy both in 2024 and 2025. Sessions were brought together by Glencree's network and OSCE's alumni to foster cross-national learning on the challenges and successes of women-led peacebuilding.

### **Intercultural & Refugee Programme**

2024 was a year of growth and innovation for Glencree's work with refugees, asylum seekers and host communities. Glencree maintained diverse pathways for refugee inclusion, supported by notable events. Highlights included:

- **Story Circles & Cultural Cafés:** Hosted monthly at the Glencree campus and in partner venues in Dublin, these inclusive gatherings allowed newcomers to share culture, music, food and personal stories in a safe and welcoming environment.
- **Refugee Week 2024:** A symbolic "Walk of Welcome" through the Wicklow Mountains, in partnership with Sanctuary Runners Ireland and co-led by Irish host families and refugees, symbolised shared journeys of resilience and arrival. The event concluded with poetry, song and refreshments at the Glencree Centre.
- **Partnership with Mother Tongues:** Glencree collaborated with Mother Tongues and partners to deliver creative literacy and storytelling workshops for newcomers, building platforms for expression and belonging.

- **Empowerment Workshops:** With trained facilitators, Glencree facilitated psychosocial and leadership development workshops tailored to women living in Direct Provision centres. Feedback emphasised the emotional healing impact of these sessions.
- **Hope & Ambition and Glencree Welcomes Refugees Projects:** Continued throughout the year, offering storytelling, social integration and cultural sharing, including through gatherings, walks and public events.

### **Young Peacebuilders: Missing Peace Project**

Glencree's Erasmus+-funded Missing Peace: Youth, Peace and Reconciliation Project continued in 2024 with consortium partners in Germany, Lithuania, Cyprus, Macedonia and Hungary. This project aims to support young people and youth workers across Europe to develop skills, tools and initiatives for peacebuilding and reconciliation. Key highlights included:

- **Study Visit, North Macedonia:** Glencree and our consortium partners conducted a research review of best-practice for youth engagement and participation in peacebuilding, and worked on developing the youth mentorship component of the project.
- **Webinars & Skills Sharing:** Explored community inclusion, conflict transformation and transgenerational storytelling, including contributions from Natalia Chardymova from the Council of Europe and participation by members of Glencree's All-Island Women's Peacebuilding Network.
- **Educational Pack:** Development of the educational pack continued with sessions to refine modules.
- **Project Toolkit & Pilot Planning:** Engaging young people, youth workers and community practitioners, the consortium partners continued to co-design and develop interactive activities as part of the project toolkit that aims to foster dialogue, critical thinking and conflict resolution skills, as well as plans to pilot the kit to ensure its relevance and impact.
- **Podcasts:** A series of podcast episodes were developed sharing non-formal education and storytelling approaches.

### **Young Peacebuilders: Peace Education Workshops**

Glencree's Peace Education Workshops provided over 60 university students from the US and Northern Ireland with an immersive, one-day experience during which they explored the historical roots of division, the period of the Troubles, the emergence of the peace process and shift from paramilitary activities to dialogue.

Key areas of focus of the workshops included facilitated dialogues & interactive sessions to give students:

- An insight into conflict resolution, mediation and dialogue as well as the history of the Irish peace process.
- A global perspective focused on how lessons from Ireland's peacebuilding journey can be applied to divided societies around the world.

### **Political Discourse Project**

Glencree's project in partnership with the John & Pat Hume Foundation continued in 2024 focused on supporting more civil and respectful political discourse. Highlights included:

- A webinar to launch the Ethical Political Discourse Pledge aimed at encouraging respectful and civil political engagement.
- Presentation of the Pledge to Seán Ó'Fearghail, Ceann Comhairle of the Dáil, Jerry Buttimer, Cathaoirleach of Seanad Éireann and Peter Finnegan, Clerk of the Dáil.
- A co-hosted panel discussion at the Imagine! Festival of Ideas and Politics in Belfast to encourage people to engage in politics and promote confidence in political processes.
- A joint letter by Glencree/Hume Foundation published in the Irish Times underlining the need for respectful discourse.

### **International**

Glencree continued to engage internationally, offering its reconciliation expertise to various post-conflict contexts. Much of this work is strictly confidential, but it remains an important priority for us to share our experience of the Northern Irish peace process and to support conflict resolution efforts elsewhere in the world through the provision of the Glencree Dynamic Dialogue model and mediation services.

We also delivered and engaged in several public dialogue events and conferences including:

- Glencree-hosted remembrance events including the Feakle 1975 Symposium and German Remembrance Day.
- Participated in conferences and workshops to share insights from our peacebuilding programmes and support our many partners.
- Hosted and took part in a range of events to mark International Women's Day and Anti-Racism Month; the US Embassy's LeCheile series of talks; and the US-Ireland Economic Summit.

### **Conclusion & Acknowledgements**

As we look back on Glencree's 50th anniversary year, I want to express my heartfelt thanks to everyone who has been part of our journey from our founders, volunteers, Members, Board, staff, partners, funders, programme participants and the wider Glencree community of friends and supporters who have been with us every step of the way.

Throughout our history, Glencree has weathered many storms: funding pressures, leadership transitions, upkeep of our historic buildings, Brexit, Covid and more. Yet, like those beautiful old buildings, Glencree is built on solid foundations because of the people who built it over the decades, layer by layer, bound together by our belief in our mission.

I've always believed people are the heart of everything we do. The right people, united in a shared purpose create the conditions for something extraordinary. In my 8 years as CEO of Glencree, I have been privileged to witness these extraordinary moments on a regular basis. After two particularly challenging years, I would like to pay special tribute to our staff. Their dedication, resilience, commitment and creativity inspire me daily and I am deeply grateful to you all. I also extend my deepest thanks to our Board, appointed in 2024, whose leadership and trust in Glencree and our team has reinforced our foundations and strengthened our course for the years ahead.

Finally, I would like to thank our funders and donors whose continued confidence and steadfast partnership enables us to deliver meaningful peacebuilding programmes and helps us navigate the opportunities and challenges on the long road to peace. Your continued faith in Glencree sustains us. Together we will continue the work of building peace, persistently, quietly, step by step and with hope.



**Naoimh McNamee**

Chief Executive Officer

October 2025

# Who We Are, What We Do

Glencree's work began by supporting the peaceful resolution of the conflict in Northern Ireland, fostering dialogue and cross-community relationships. Over five decades, our work has grown to strengthen the conditions for peace and reconciliation in Ireland, Northern Ireland, between Ireland and the UK, and internationally. We work with:

- Victims, survivors, and victim/survivor groups impacted by violent conflict in Northern Ireland.
- Women activists and leaders from disadvantaged communities particularly those experiencing social exclusion, isolation and marginalisation, women who have experienced the trauma of political conflict/violence, and women peacebuilders.
- Members of ethnic and faith minority communities, migrants and refugees to support their own efforts to integrate into, and contribute to, Irish society. This incorporates building partnerships with statutory and local authority stakeholders, and majority community leaders and groups.
- Students and young adults, both as actors in peacebuilding and as participants in our peace education work.
- Conflict and post-conflict societies in over 10 countries around the world where we have shared our lessons from the Irish peace process and learned from their peacebuilding experiences.
- Policy-makers, politicians, diplomats, NGOs, faith leaders, law enforcement, security forces personnel and civil society actors who work to end conflict, find solutions to achieve sustainable peace and build inclusive societies.

## How We Work

### **Facilitated Dialogue**

Glencree uses a co-designed, participant-led approach to facilitated dialogue. We manage the process, while participants shape the agenda. Dialogue is an open-ended process and usually begins with informal meetings and discussions that build trust before bringing larger groups together in a safe confidential space.

### **Informal Diplomacy**

Diplomacy is normally conducted at inter-state levels. There are also various levels where independent entities or persons, who are trusted by parties to a conflict or situation, seek to engage and establish dialogues and pathways to dialogue. Glencree engages in these trusted, confidential dialogues and acts as a bilateral or multilateral interlocutor.

### **Capacity-Building & Shared Learning**

Glencree shares experiences from our programmatic work with other peace and reconciliation organisations and communities, and with the statutory and voluntary sectors. We engage with people in countries or regions impacted by conflict to share our experiences of the Irish peace process and dealing with the issues that arise in a post-conflict society. Glencree provides technical assistance to support capacity-building in conflict-affected regions including dialogue, facilitation, mediation, negotiation and conflict analysis. We also support and empower

cohorts from political, policy and NGO sectors, women and young people in the areas of leadership, policy, influence and civic action.

### **Network & Relationship-Building**

Glencree brings a diverse range of people and organisations together to help build the necessary supportive and challenging relationships and networks required for social change, political reconciliation and intercultural integration. This includes all-island, cross-community, cross-border networks and relationships between groups in Ireland, Northern Ireland and Great Britain.

### **Peace Education**

Glencree engages with school and university students providing the forum for them to explore their own prejudice, bias and stereotyping, and gain an understanding of issues that arise in relation to identity, diversity, anti-racism and conflict resolution.

### **Public Discourse**

Glencree fosters spaces of public discourse where civil society and the wider public witness, listen, acknowledge and critically engage with diverse voices, compelling stories, creative approaches and innovative research on building sustainable peace, reconciliation and conflict transformation.

# Strategic Priorities & Goals: 2022 - 2026

## Strategic Objective 1

**Support peace, reconciliation and positive relationships within Northern Ireland, on the island of Ireland and on a British-Irish basis.**

### Goals

1. Support the implementation of the Belfast/Good Friday Agreement and other key and emerging policy frameworks and agreements.
2. Facilitate dialogue with and between different victims and survivors of the conflict.
3. Engage with people and communities marginalised from mainstream politics and peacebuilding.
4. Develop relationships with relevant stakeholders in the political, policy and diplomatic spheres and with civil society on these islands.
5. Support the engagement of women in peacebuilding on the island of Ireland.

## Strategic Objective 2

**Promote public awareness and understanding of, and engagement with, peacebuilding and reconciliation activities**

### Goals

1. Enhance public dialogue on current and emerging issues in peace and conflict in Ireland.
2. Promote greater understanding, across both jurisdictions of the island, of conflict in and about Northern Ireland and on building future reconciled communities.
3. Raise public awareness of the historic context of the conflict on the island including Glenree's role as a peacebuilding body by categorising, curating and digitising Glenree's archival records.

## Strategic Objective 3

**Support positive community relations, inclusion and diversity by engaging and empowering people and groups affected by political or inter-communal conflict.**

### Goals

1. Create and support opportunities to facilitate trust and safe space work with people from different faiths, ethnicities and identities, and with those from conflict or post-conflict countries to lead to intercultural and policy dialogues.
2. Outreach to people seeking international protection in Ireland, to support their emotional wellness, their recovery from trauma, and to link them to local communities.
3. Identify opportunities for facilitated dialogues and/or capacity-building in urban situations of inter-communal conflict.

## Strategic Objective 4

**Develop Glenree as a Centre for Practical Peace Education and Learning Exchanges for local, European and international conflict prevention and transformation.**

### Goals

1. Develop and strengthen peacebuilding learning networks, exchanges and partnerships at local, European and international levels.
2. Develop high quality practice-based learning programmes with third level education institutions (with a particular focus on dialogue and mediation).
3. Engage with and share learning from Glenree's experiences with local, European and international peacebuilding networks and processes, endeavour to learn from these networks and processes, and contribute to the development of international policy and practice.
4. Strengthen the capacities of national, European and international peacebuilding community partners to develop locally led initiatives that contribute to conflict prevention and transformation.

## Strategic Objective 5

**Strengthen and develop our systems, structures, staff capacity and the Glenree site to enhance performance and results.**

### Goals

1. Secure Glenree's finances to ensure its sustainability.
2. Develop and upgrade the facilities of the Glenree campus, which includes the Glenree Visitors' Centre, to achieve stronger self-generated revenues for Glenree's peacebuilding and reconciliation work.
3. Develop and embed a results and learning culture across Glenree's Board and staff.
4. Sustain an organisational and governance structure that supports clear lines of accountability and meets standards of best practice.
5. Enhance Glenree's human resources and supports to retain and develop staff and Board members.
6. Strengthen Glenree's brand, communications and intellectual property rights.
7. Establish an IT strategy for Glenree.

# 2024 At A Glance



Glencree@50 - Celebrating 50 years since the founding of Glencree in 1974, founders, volunteers from the 1970s, '80s and '90s, neighbours, Board & staff gather for a special Re-Union weekend in July.



Glencree@50 - Weekend Conference in September featuring the Dialogues Series 'Learning From Our Past, Living Our Present, Shaping Our Future', a reading of 'The Bricklayer' honouring founder Una O'Higgins O'Malley, audience Q&A sessions and reflections, musical entertainment and Glencree hospitality.

# 2024 At A Glance



Dialogues of Glencree's Community & Political Dialogue Programme include engagements with Dutch Foreign Affairs Secretary-General Paul Huijts and HE Ambassador Maaïke van Koldam, Embassy of the Netherlands in Ireland; Robert Buckland KC MP, Chair of the Northern Ireland Affairs Committee; former Belgian Prime Minister & President of the European Council Herman van Rompuy, with Geertrui Windels, HE Karen Van Vlierbergh & colleagues from the Embassy of Belgium in Dublin; HE Marijus Gudynas Lietuvos and Deputy Head of Mission Dalia Sukackiene, Embassy of Lithuania in Ireland; Northern Ireland Secretary of State Hilary Benn; a Ukrainian parliamentary delegation including MP's Mykhaylo Laba and Roman Kaptelov, team members Robert Ivancho and Vyacheslav Shutko, and Yuriy Rubashov, Political Counsellor at the Embassy of Ukraine to Ireland; HE Vanya Andreeva-Malakova, Embassy of the Republic of Bulgaria and HE Davor Vidiš, Embassy of the Republic of Croatia.



Activities of Glencree's Intercultural & Refugee Programme include the launch of the second four-year phase of the Mount Street Club Trust-funded Hope & Ambition project, which continued monthly meetings, outings and workshops with members of Glencree's Women's Groups at Clondalkin Towers and St. Mary's Direct Provision Centres, as well as Ukrainian women from Citywest Hotel. Professionals and volunteers involved in refugee outreach participate in Glencree Capacitar workshop to support trauma and for self-care. The team shares insights from Glencree Welcomes Refugees project with Mother Tongues language outreach programme and hosts Wicklow County Council Integration team to discuss the integration of new & diverse communities. Trauma-Informed & Wellness Workshops continue throughout the year including with participants from Mend Flourish, Oklahoma City.



Glencree's Women's Leadership Programme presents certificates to participants on completing their Mediation Training. A webinar shares findings from a study by Harriet Evans, University of Winchester, on the effectiveness of Glencree's All-Island Women's Peacebuilding Network. Monthly Coffee & Collaboration and Book Club gatherings continue throughout the year. Programme participants gather at Glencree in March. Glencree co-facilitates the Breaking the Taboo network of 12 community organisations in Drogheda. Programme Manager Amina Moustafa, along with network members Anne Walker and Sharon Crooks, contribute to the OSCE Dialogue Academy for Young Women from Priština and Belgrade.



As part of the BRIDGE Intergenerational Storytelling Project, supported by Glenree’s Women’s Peacebuilding Programme, young women participants explore storytelling as a pathway to leadership and reconciliation through interactive training sessions, intergenerational dialogues and a podcast workshop, culminating in a podcast on the impact of intergenerational storytelling.



The Missing Peace project partners meet for a study visit in North Macedonia, participate in online webinars on conflict transformation and storytelling, and collaborate on mentorship and toolkit development, including podcasts sharing youth-led approaches.



Over 60 university students from across the US and Northern Ireland visit Glenree to take part in peace education workshops. These immersive workshops draw on Glenree’s unique experience and perspective in transforming conflict and practical peacebuilding.



Glenree and partners co-host a Youth Peace Summit at Ulster University Derry/Londonderry Campus entitled “Forgiveness Redefined - In Conversation with Candice Mama”. Glenree and The John & Pat Hume Foundation co-host a webinar to launch an Ethical Political Discourse Pledge which is presented to Seán Ó’Fearghail, Ceann Comhairle of the Dáil, Jerry Buttimer, Cathaoirleach of Seanad Éireann and Peter Finnegan, Clerk of the Dáil. A supporting letter is published in the Irish Times in May 2024.



Glenree Chair James Bridgeman joins HE Giovanni Buttigieg, Embassy of Malta, to mark 50 years since Malta became a Republic, also Glenree’s founding year. The team participates in the Trinity College Dublin conference concluding four years of the NETHATE project, including Glenree’s mentorship of two PhD researchers. Pat Hynes joins a panel on mediators in conflict zones at the Mediators’ Institute of Ireland Conference in Belfast. The team meets NI Secretary of State Chris Heaton-Harris MP at an event hosted by British Ambassador HE Paul Johnston, and meets Senator George Mitchell at an event hosted by US Ambassador HE Claire Cronin. Glenree co-hosts the annual German Remembrance Day with the Embassy of Germany, the Lutheran Church in Ireland and St. Kevin’s Church, Glenree.

# Governance Report

As Glencree set out to mark its 50th anniversary in 2024, a new Board brought a renewed sense of purpose and determination to expand the organisation's reach and deepen its impact, building on the strength and legacy of Glencree's mission and work.

During 2024, the Glencree Board of Directors along with the Executive team embarked on a deep governance review which led to the implementation and delivery of a comprehensive governance continuous improvement programme. This included strengthened programme oversight; ensured implementation and effectiveness of updated policies and procedures; improved board composition and diversity via a broader recruitment and succession planning approach; and devised a detailed risk assessment and associated ongoing management of risks via the risk plan.

Full compliance with the Charities Governance Code was also confirmed in 2024, having met all 49 standards for a complex charity, and therefore maintaining strong governance practices in line with the previous three years of annual compliance reporting to the Charities Regulator, which came into effect in 2021.

In 2024, the Board established a combined Governance and Nominations Committee under amended Terms of Reference. An open and transparent recruitment process was embedded, and a call was launched to appoint new Directors to further strengthen the governance structure and to increase diversity, gender balance and representation.

Work began on a Board effectiveness review, supported by an external consultant and scheduled for completion in Q2 2025, where recommendations will be integrated as part of the governance continuous improvement programme.

All existing Board policies were reviewed and consolidated into a new Board Member Policies and Procedures Handbook (a living document). Roles and Responsibilities were clarified for Board Members, staff and volunteers, during which the organisation has formally defined six distinct volunteer roles within Glencree's governance framework. In particular, significant work was undertaken to introduce/update stringent policies and procedures to ensure the highest standards of governance in the organisation:

- Code of Conduct & Ethics, Conflict & Loyalties, Culture and Ethos were strengthened.
- An expanded Confidentiality Policy, outlining protocols for highly sensitive activities.
- A Partnerships Policy, outlining procedures for establishing and concluding partnerships, risk management and delegated stakeholder engagement.
- A Monitoring & Evaluation Policy, outlining Glencree's approach to standardised reporting and impact measurement.
- A suite of Conflict Resolution Procedures, including Grievances, Complaints and Disputes, and Protected Disclosures and Raising Concerns.

In the third quarter of 2024, the Board, via delegated work to the Audit and Risk Committee, undertook a review of the risk management process, and with Staff and external consultancy support participated in a Board-Staff Risk Workshop to develop a new risk register and agree a process for the monitoring of the risk plan and mitigation effectiveness. The highest risks included the Strategic Plan Mid-Term Review, Financial Viability/Funding Diversification Plan, Service Alignment with Government Needs, and Stakeholder Relationship Management.

## **Strategic Oversight and Evaluation**

During the year, Glencree initiated a mid-term review of its 2022–2026 Strategic Plan, with further work scheduled for early 2025. The organisation also developed and implemented a new Monitoring & Evaluation Framework, ratified by the Board. This framework introduced a new format for programmatic reporting and aligned evaluation practices more closely with Glencree's Theory of Change, supporting improved measurement of outcomes and impact.

## **Funding Diversification**

Glencree delivered on all of its funding commitments in 2024. Glencree wishes to thank its funders and donors for their continued support in 2024 and looks forward to future engagement in 2025.

A review and redesign of Glencree's funding model began during the year, with the goal of reducing reliance on any single funding source and building long-term resilience, both for Programme and Core funding. A dedicated Funding Diversification Team (FDT) was put in place, and met regularly to drive the funding diversification function for Glencree, with particular focus on self-generated income. The FDT developed a strategy that gradually expands the funding portfolio and funding streams for the organisation's core and programmatic work over a 3 - 5 year period.

The funding diversification model looks at moving the organisation's funding structure away from over reliance on essentially three funding sources to a more sustainable portfolio of at least six funding and revenue streams over a three year period. This will be the primary focus of the FDT for the coming period. The areas assessed included:

- Programmatic Revenue from Funders – Expanded
- Membership
- Peace Education Activities: Research Partnerships; Micro-credential Development & Delivery; Peace Education Workshops; Schools Programme
- Fundraising / Donor Engagement / Partnerships

- Consultancy and Advisory Services
- Dialogue and Consensus Building Services
- International Work (Dialogue & Shared Learning)
- Social Enterprise Activity & Services (Onsite).

The Board has two Standing Committees:

**Audit and Risk:** Aidan Horan (Chair), Tom Arnold, James Bridgeman.

**Governance & Nominations:** Robin Hanan & Valerie Bistany (Co-Chairs), James Bridgeman.

The CEO and Company Secretary attend meetings of these committees.

### Glencree Board of Directors 2024

Name	Appointed	Skills/Experience
<b>James Bridgeman SC (Board Chair)</b>	15/03/2024	Barrister and Senior Counsel with extensive boardroom leadership, arbitration and mediation experience across multiple jurisdictions.
<b>Geoffrey Corry</b>	15/03/2024	An independent dialogue facilitator, mediator, trainer and specialist in conflict resolution for over 30years. Founding member of Glencree.
<b>Robin Hanan</b>	15/03/2024	Retired NGO leader specialising in intercultural and refugee work, strategy and charity governance.
<b>Valerie Bistany</b>	22/03/2024	Experienced mediator, arts producer and NGO leader, with particular focus on all-island collaborations.
<b>Aidan Horan</b>	22/03/2024	Chartered accountant specialising in corporate governance, risk management and boardroom advisory.
<b>Tom Arnold</b>	28/03/2024	Economist with diverse leadership roles in governmental and non-governmental bodies at national, European and international levels.
<b>Denise Collins (Acting Chair)</b>	1/12/2023 Resigned 15/3/2024	Financial, Business Development, Strategic Planning, Governance.
<b>Mary Curtin</b>	1/12/2023 Resigned 15/3/2024	Governance, Mediation/Conflict Resolution, Communications, Advocacy.
<b>Barbara Walshe</b>	1/12/2023 Resigned 15/3/2024	Peace Activist, Servant Leader, Organiser, Optimist.
<b>Sean McGearty</b>	6/7/2018 Resigned 15/3/2024	Peacebuilding, Research, Analysis, Policy Advice, Mediation, Dialogue.
<b>Niamh Darcy</b>	6/7/2018 Resigned 15/3/2024	Management, International Development, ICT, M&E, Health Informatics.
<b>Aisling McKenna</b>	1/11/2022 Resigned 15/3/2024	Higher Education Quality Assurance, Strategic Management, Economics and Management.

\* An EGM was convened on the 14/03/2024

\*\* During 2024 there were 13 ordinary board meetings & 5 extraordinary board meetings, all of which were deemed quorate.

# Glencree Board of Directors Profiles



## **JAMES BRIDGEMAN SC - CHAIR OF THE BOARD**

James is a barrister in practice as an advocate, arbitrator, mediator and adjudicator at the Law Library, Dublin and in chambers at 4-5 Gray's Inn Square, London. He has been called to the Bar of Ireland, the Bar of Northern Ireland, and the Bar of England and Wales.

James is a graduate of Trinity College Dublin and King's Inns Dublin. He has served as global President of the Chartered Institute of Arbitrators; Chair of the Irish branch of the Chartered Institute of Arbitrators; Vice President of the Mediators Institute of Ireland; a member of the Irish National Committee of the International Chamber of Commerce and the International Chamber of Commerce Commission on Arbitration. Formerly Honorary Consul of Georgia in Ireland, he is Chair of the Georgia-Ireland Business Council.

James's practice has a focus on international and domestic arbitration, mediation and adjudication. In addition to his practice in the field of civil and commercial law, he served two terms as a member of the Private Residential Tenancies Board and two terms as a member of the Property Service Appeals Board. In the field of human rights, he served for over 10 years as a Chair of Mental Health tribunals and has been instructed in interventions and complaints by parties before the European Court of Human Rights and the United Nations Working Group on Arbitrary Detention.



## **ROBIN HANAN - DIRECTOR & COMPANY SECRETARY**

Having previously worked as a civil servant in the Departments of Transport, Tourism, Trade and Foreign Affairs, Robin led three organisations working for equality, social justice and peace over a 30-year period.

As Coordinator of Comhlámh, Robin supported volunteers in education and advocacy work for international solidarity and global justice, and convened the broad-based Asylum Rights Alliance. As Director of the European Anti-Poverty Network (EAPN) Ireland he trained, informed and supported national and local groups working against poverty to understand and engage with Irish and European policy. Within the broader European network, he chaired the social inclusion policy group and helped build networks and engage with governments and NGOs in most EU member states. As CEO of the Irish Refugee Council, he worked for the rights and interests of refugees and migrants. This continued to be central to his voluntary work, including his involvement with the Glencree Intercultural and Refugee Programme.

Since retirement in 2018, Robin has served on a number of voluntary boards and advisory committees including as Chair of Voluntary Service International (VSI) which promotes peace, social justice and sustainable development. He provides support to human rights organisations in a voluntary capacity, especially in planning and facilitation. Always passionate about the mission and work of Glencree, he served as a Director of the Board from 2018 to 2021 before returning to the Board in 2024. He has lived in Bray all of his life, apart from periods living and working in UK, Italy, Nicaragua, Sweden and Greece.

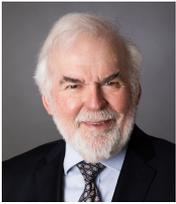


## **VALERIE BISTANY - DIRECTOR**

Originally from Lebanon, Valerie is an arts producer, curator and manager with over 25 years experience in Ireland, the UK and the USA. From 2013 - 2024, she was Director/CEO of the Irish Writers Centre supporting writers at all stages of their career.

A trained mediator, Valerie has facilitated political dialogue workshops at Glencree, engaging with politicians from Ireland and Northern Ireland. She is experienced in family, neighbourhood, workplace, prison-based and elder mediation and is a founding member of Facing Forward, created to support the development of restorative justice practices in Ireland.

Valerie has served on both sides of the boardroom table with various arts and educational organisations over the years and is currently also on the board of Dublin Book Festival.



### **TOM ARNOLD - DIRECTOR**

A member of the Glencree Board of Directors, Tom has held board roles with the Global FoodBanking Network (GFN) and the Global Alliance for Improved Nutrition (GAIN) as well as a member of the Global Panel on Agriculture and Food Systems for Nutrition (GLOPAN), the Malabo Montpellier Panel, and the Sight and Life Foundation.

Tom has also served as Ireland's Special Envoy for Food Systems (2021-22); Chair of Ireland's 2030 Agri-Food Strategy Committee which produced Food Vision 2030 (2021); Chair of the High-level Expert Group for Food Systems Science for the EU Commission (2021) and the Task Force Rural Africa (2019); a Coordinator of Scaling Up Nutrition (SUN) Movement; Director-General of the Institute of International and European Affairs (IIEA); Chair of the Irish Constitutional Convention; CEO of Concern Worldwide; Chief Economist and Assistant Secretary General at the Irish Department of Agriculture, Food and the Marine (DAFM); Chair of the OECD Committee of Agriculture; and Administrator of the EU Commission.

Tom has a degree in agricultural economics from University College Dublin (UCD) and master's degrees from the Catholic University of Leuven and Trinity College Dublin.



### **GEOFFREY CORRY - DIRECTOR**

Geoffrey has worked as an independent dialogue facilitator, mediator, trainer and conflict resolution specialist for over 30 years. A founding member of Glencree, he served as Chair of the Board in the late 1980s. Following the 1994 ceasefires, Geoffrey facilitated over 50 political dialogue workshops at Glencree as part of a Track Two initiative supporting the NI peace process.

Following the Good Friday Agreement, he facilitated several Legacy of Violence circles with victims and survivors of the Troubles. Internationally, he trained teams of facilitators for the peacebuilding organisation Lakou Lape in Haiti, as well as peacebuilding efforts in Colombia, Israel/Palestine and South Africa.

Geoffrey spent 20 years as a family mediator with the state-run Family Mediation Service. He is a former Chair of the Mediators' Institute of Ireland (1999–2002), a founder of Tallaght Community Mediation, and a founding member of the restorative justice group Facing Forward. In 2023, he received the MII Lifetime Achievement Award. He has recently written about his mediation experience in journals and chapters. With Helena De-Sevilla, he co-edited "Track Three Actions in Protracted Conflicts: Transforming Political Conflicts From The Bottom-Up". He serves on the Editorial Board of Conflict Resolution Quarterly and has lectured on the Irish peace process at Maynooth University, University College Dublin (UCD) and Trinity College Dublin. He also held a research fellowship at the University of British Columbia (Vancouver) to advance his work on peace process studies.



### **AIDAN HORAN - DIRECTOR**

A chartered certified accountant, Aidan is a recognised subject matter specialist in corporate and financial governance, risk management and assurance. Until recently he was an Executive Director with the Institute of Public Administration (IPA) where he continues to work as a Senior Associate.

As an independent consultant, Aidan provides advisory, mentoring and support services to boards, and governance and leadership teams across key sectors. His services include board and committee performance reviews as well as specific governance evaluations and assurance reviews. He has been commissioned to lead and contribute to various governance, risk and assurance related examinations, including on behalf of government and Sport Ireland, and the governance review of the Football Association of Ireland (FAI) in 2019.

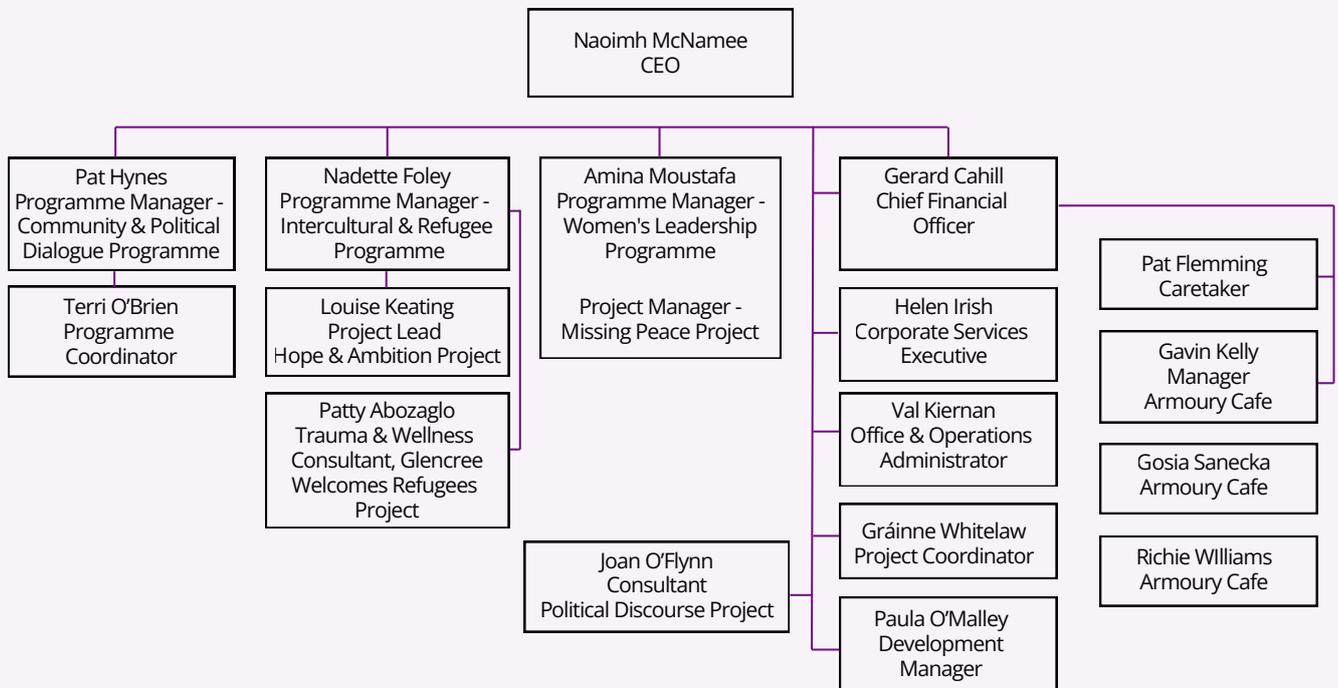
Over the years, Aidan has been nominated to various non-executive roles including as a public interest nominee within the health regulatory sector and as Chairperson of the audit committees of both the Department of Finance and the Department of Public Expenditure and Reform. In the early 2000's, he also supported and advised on corporate governance matters within the North-South Bodies and other institutions. He is also a member of the Public Financial Management Board and the Sustainability Forum of the Chartered Institute of Public Finance and Accountancy (UK).

# Glencree Team

31 December 2024

## Glencree Board of Directors

James Bridgeman SC (Chair), Robin Hanan (Company Secretary), Valerie Bistany, Tom Arnold, Aidan Horan, Geoffrey Corry



## Funders

Glencree gratefully acknowledges the support of our funders including:

- Aidan O'Brien - OILEÁN EASA FOUNDATION
- The Oblates of Mary Immaculate
- Members of Glencree
- Donors & Legacies



We are also grateful for the support received from:



# Directors' Report & Financial Statements

For the Year Ended 31 December 2024

THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS AND OTHER INFORMATION

<b>Directors</b>	Aidan Horan (Appointed 22nd March 2024) Valerie Bistany (Appointed 22nd March 2024) James Bridgeman (Appointed 15th March 2024) Geoffrey Corry (Appointed 15th March 2024) Robin Hanan (Appointed 15th March 2024) Tom Arnold (Appointed 28th March 2024) Niamh Darcy (Resigned 28th March 2024) Sean McGearry (Resigned 28th March 2024) Aisling McKenna (Resigned 28th March 2024) Mary Curtin (Resigned 28th March 2024) Barbara Walshe (Resigned 28th March 2024) Denise Collins (Resigned 28th March 2024)
<b>Secretary</b>	Robin Hanan (appointed 13th July 2024) Gerry Cahill (resigned 13th July 2024)
<b>Company number</b>	50088
<b>Registered office</b>	The Glenree Centre For Reconciliation Glenree Co. Wicklow A98 D635
<b>Auditor</b>	Hayden Brown Grafton Buildings 34 Grafton Street Dublin 2
<b>Bankers</b>	AIB 100/101 Grafton Street Dublin 2
<b>Solicitors</b>	Arthur Cox LLP 10 Earlsfort Terrace Dublin 2
<b>Date of incorporation</b>	18th December 1974
<b>Charity number</b>	CHY5943
<b>Charity regulator number</b>	20009823

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT**

The directors present their annual report and the audited financial statements of the company for the financial year ended 31st December 2024. The directors confirm that the Directors Report and the financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland.

**Directors**

The names of the persons who at any time during the financial year were directors of the company are as follows:

Aidan Horan (Appointed 22nd March 2024)  
Valerie Bistany (Appointed 22nd March 2024)  
James Bridgeman (Appointed 15th March 2024)  
Geoffrey Corry (Appointed 15th March 2024)  
Robin Hanan (Appointed 15th March 2024)  
Tom Arnold (Appointed 28th March 2024)  
Niamh Darcy (Resigned 28th March 2024)  
Sean McGearry (Resigned 28th March 2024)  
Aisling McKenna (Resigned 28th March 2024)  
Mary Curtin (Resigned 28th March 2024)  
Denise Collins (Resigned 28th March 2024)  
Barbara Walshe (Resigned 28th March 2024)

**Principal activities**

The principal activities of the company are the provision of reconciliation services to communities in Ireland and overseas.

**Development and performance**

The deficit for the financial year after providing for depreciation and taxation amounted to €(10,291) (2023 - deficit €(9,850)).

The company is a registered charity and surpluses are retained for the benefit of the charity.

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

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**DIRECTORS' REPORT (CONTINUED)**

**Principal risks and uncertainties**

The directors have responsibility for, and are aware of the risks associated with the operational activities of the company. They are confident that adequate systems of internal control provide reasonable assurance against such risks. The internal control systems aim to ensure compliance with laws and policies, ensure efficient and effective use of the company's resources, safeguard the company's assets, and maintain the integrity of financial information produced.

Financial information is subject to detailed and regular review at director level allowing for continuous monitoring of the company's operation and financial status. The directors continuously monitor and plan for the financial sustainability of the organisation in an ever changing external funding environment.

In addition to the application of internal procedures, the company is subject to statutory external audit, with rigorous reporting to external funders. The company has developed procedures and practices throughout the organisation to ensure compliance with funder rules and regulations. The company will continue to improve these systems to ensure it maintains the highest standards of transparency and accountability.

**Accounting**

The accounting framework adopted by the organisation is FRS 102. In particular, the company adopts the specific provision contained within FRS102 in respect of Public Benefit Entities. In applying the provision of FRS 102 the directors considered the principles to be applied in recognising income from donations and bequests to the organisation. The resulting policy adopted by the organisation is such that where income is received which does not impose specified future performance-related conditions on the organisation, then that income is recognised in full in that reporting period. This approach will inevitably lead to fluctuations in the results reported by the organisation from year to year. The directors will continue to manage such situations through the strategic budgetary and cash management process currently in place and where appropriate by the designation of specific funds to be used for future planned expenditure.

**Political contributions**

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

**Accounting records**

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at Glencree, Enniskerry, Co. Wicklow

**Relevant audit information**

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

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

**Auditors**

The auditors, Hayden Brown, have indicated their willingness to continue in office in accordance with the provisions of Section 383(2) of the Companies Act 2014

THE GLENREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT (CONTINUED)

This report was approved by the board of directors on 20th October 2025 and signed on behalf of the board by:



Aidan Horan  
Director



James Bridgeman  
Director

THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' RESPONSIBILITIES STATEMENT

The directors are responsible for preparing the directors' report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

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

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

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

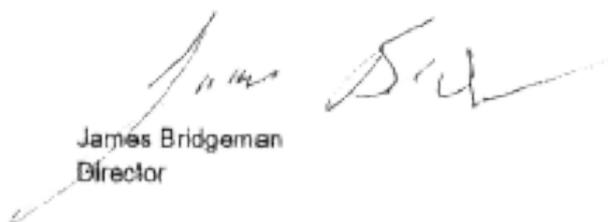
The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Signed on behalf of the board on 20th October 2025



Alden Horan  
Director



James Bridgeman  
Director

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE GLENCREE CENTRE FOR RECONCILIATION CLG

### Report on the audit of the financial statements

#### *Opinion*

We have audited the financial statements of The Glencree Centre for Reconciliation CLG (the 'company') for the financial year ended 31st December 2024 which comprise the statement of comprehensive income, statement of financial position, statement of changes in members' funds, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31st December 2024 and of its loss for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

#### *Basis for opinion*

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Conclusions relating to going concern*

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

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

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

#### *Other Information*

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
THE GLENCREE CENTRE FOR RECONCILIATION CLG (CONTINUED)**

***Opinions on other matters prescribed by the Companies Act 2014***

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' report is consistent with the financial statements; and
- in our opinion, the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

***Matters on which we are required to report by exception***

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

**Respective responsibilities**

***Responsibilities of directors for the financial statements***

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

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

***Auditor's responsibilities for the audit of the financial statements***

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
THE GLENCREE CENTRE FOR RECONCILIATION CLG (CONTINUED)**

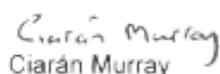
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

  
Ciarán Murray

For and on behalf of  
Hayden Brown  
Chartered Accountants and Statutory Audit Firm  
Grafton Buildings  
34 Grafton Street  
Dublin 2

20th October 2025

**THE GLENCREE CENTRE FOR RECONCILIATION CLG**  
(A COMPANY LIMITED BY GUARANTEE)

**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

	Notes	Restricted Funds 2024 €	Unrestricted Funds 2024 €	Total Funds 2024 €	Total Funds Funds 2023 €
<b>Incoming Resources</b>					
Income Resources From Generated Funds	5.	656,848	415,707	1,072,555	1,032,452
Rental Income	6.	-	11,785	11,785	11,785
<b>Total Incoming Resources</b>		<u>656,848</u>	<u>427,492</u>	<u>1,084,340</u>	<u>1,044,237</u>
<b>Resources Expended</b>					
Charitable Activities	7.	(646,268)	(414,518)	(1,060,786)	(990,830)
Governance Costs	8.	(10,580)	(6,765)	(17,345)	(18,793)
Garden of Remembrance Cost		-	-	-	(27,964)
<b>Total Resources Expended</b>		<u>(656,848)</u>	<u>(421,283)</u>	<u>(1,078,131)</u>	<u>(1,037,587)</u>
<b>Net Outgoing Resources Before Other Recognised Gains and Losses</b>		-	6,209	6,209	6,650
Amortisation on revaluation surplus		-	(16,500)	(16,500)	(16,500)
<b>(Deficit) / Surplus for the year</b>		<u>-</u>	<u>(10,291)</u>	<u>(10,291)</u>	<u>(9,850)</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		-	805,158	805,158	820,008
Revaluation reserve movement on disposal					(5,000)
<b>Total funds carried forward</b>		<u>-</u>	<u>794,867</u>	<u>794,867</u>	<u>805,158</u>

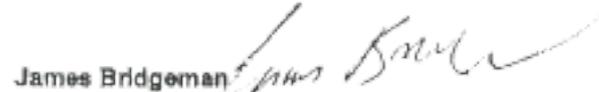
The statement of financial activities has been prepared on the basis that all operations are continuing operations.

There are no recognised gains and losses other than those passing through the statement of financial activities.

A detailed breakdown of the above items is included in supplementary information part of the notes to the financial statements.

The financial statements were approved by the board on 20th October 2025 and signed on its behalf by

  
Aidan Horan  
Director

  
James Bridgeman  
Director

THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)

BALANCE SHEET  
AS AT 31ST DECEMBER 2024

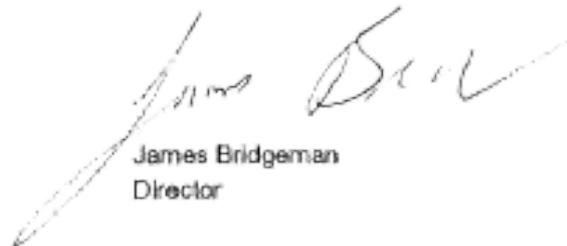
	Note	2024 €	€	2023 €	€
<b>Fixed assets</b>					
Tangible assets	12	842,794		863,018	
			842,794		863,018
<b>Current assets</b>					
Debtors	13	36,504		542,437	
Cash at bank and in hand		146,095		162,321	
		182,599		704,758	
<b>Creditors: amounts falling due within one year</b>	14	(230,526)		(762,618)	
<b>Net current liabilities</b>			(47,927)		(57,860)
<b>Total assets less current liabilities</b>			794,867		805,158
<b>Net assets</b>			<u>794,867</u>		<u>805,158</u>
<b>Charity funds</b>					
Revaluation reserve	16	672,000		688,500	
General funds	16	122,867		116,658	
<b>Total funds</b>			<u>794,867</u>		<u>805,158</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the 'small companies' regime and in accordance with Section 1A of FRS 102 Financial Reporting Standard applicable in the UK and Republic of Ireland'.

These financial statements were approved by the board of directors on 20th October 2025 and signed on behalf of the board by:



Aidan Horan  
Director



James Bridgeman  
Director

The Notes on pages 32 to 47 form part of these financial statements.

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CHANGES IN TOTAL FUNDS  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

	Revaluation reserve	General funds	Total
	€	€	€
<b>At 1st January 2023</b>	710,000	82,044	820,008
Surplus for the financial year		34,614	34,614
Other comprehensive income for the financial year:			
Revaluation of tangible assets	(5,000)		(5,000)
Reclassification from revaluation reserve to profit and loss account	(16,500)		(16,500)
<b>Total comprehensive income for the financial year</b>	<u>(21,500)</u>	<u>34,614</u>	<u>13,114</u>
Garden of remembrance expenditure	-	-	(27,964)
<b>Total investments by and distributions to owners</b>	<u>-</u>	<u>-</u>	<u>(27,964)</u>
<b>At 31st December 2023 and 1st January 2024</b>	<u>688,500</u>	<u>116,658</u>	<u>805,158</u>
<b>Total comprehensive income for the financial year</b>	<u>-</u>	<u>-</u>	<u>-</u>
Surplus for the financial year		6,209	6,209
Reclassification from revaluation reserve to profit and loss account	(16,500)		(16,500)
Transfer	-	-	-
<b>At 31st December 2024</b>	<u><u>672,000</u></u>	<u><u>122,867</u></u>	<u><u>794,867</u></u>

The Notes on pages 32 to 47 form part of these financial statements.

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT OF CASH FLOWS  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

	<b>2024</b>	2023
	<b>€</b>	<b>€</b>
<b>Cash flows from operating activities</b>		
Surplus for the financial year	6,209	6,650
<i>Adjustments for:</i>		
Depreciation of tangible assets	24,129	23,858
(Gain)/loss on disposal of tangible assets	(200)	-
Accrued expenses/(income)	525,937	(523,318)
Amortisation of revaluation reserve	(16,500)	(16,500)
<i>Changes in:</i>		
Trade and other debtors	(16,379)	1,066
Trade and other creditors	(536,259)	125,286
Cash generated from operations	<u>(13,063)</u>	<u>(382,958)</u>
Net cash used in operating activities	<u>(13,063)</u>	<u>(382,958)</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	(3,905)	(9,999)
Proceeds from sale of tangible assets	200	38,000
Net cash (used in)/from investing activities	<u>(3,705)</u>	<u>28,001</u>
<b>Cash flows from financing activities</b>		
Proceeds from loans from group undertakings	542	3
Payment of finance lease liabilities	-	(4,655)
Net cash from/(used in) financing activities	<u>542</u>	<u>(4,652)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>(16,226)</b>	<b>(359,609)</b>
<b>Cash and cash equivalents at beginning of financial year</b>	<b>162,321</b>	<b>521,930</b>
<b>Cash and cash equivalents at end of financial year</b>	<b><u>146,095</u></b>	<b><u>162,321</u></b>

The Notes on pages 32 to 47 form part of these financial statements.

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**1. General information**

The Glenree Centre for Reconciliation CLG is a company limited by guarantee (registered under Part 2 Companies Act 2014), incorporated in the Republic of Ireland. The registered office and its principal place of business is at The Glenree Centre For Reconciliation, Glenree, Co. Wicklow, A98 D635.

**2. Accounting policies and measurement bases**

**Basis of preparation**

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

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

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

**Income**

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

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

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

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

**Operating leases**

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**Expenditure**

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

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

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

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

**Tangible assets**

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Leasehold property	2%	straight line
Plant and machinery	15%	straight line
Fixtures and fittings	- 15%	straight line
Motor vehicles	20%	straight line
Office equipment / computers	15 / 20%	straight line

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

**Debtors**

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

THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024

**Cash and cash equivalents**

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

**Impairment**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

**Liabilities and provisions**

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

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

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

**Financial instruments**

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

**Hire purchase and finance leases**

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

**Taxation**

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

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**Foreign currencies**

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

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

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

**Government grants**

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

**Fund accounting**

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

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

**Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Statement of Financial Position date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Statement of Financial Position date.

**Interest income**

Interest income is recognised in the Statement of Comprehensive Income using the effective interest method.

**Critical judgments and accounting estimates**

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the Statement of Financial Position date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

**Borrowing costs**

All borrowing costs are recognised in the Statement of Comprehensive Income in the year in which they are incurred.

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised in finance costs in profit or loss in the period in which it arises.

**Revaluation of tangible fixed assets**

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

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

**3. Going Concern**

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

**4. Limited by guarantee**

The company was incorporated for charitable purposes, is limited by guarantee and does not have share capital. Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member or within one year after he/she ceases to be a member, such amount as may be required, not exceeding €1 for the debts and liabilities contracted before he/she ceases to be a member.

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**5. Income**

	<b>Restricted funds 2024</b>	<b>Unrestricted funds 2024</b>	<b>Total funds 2024</b>	<b>Total funds 2023</b>
Donations and membership	-	359,960	359,960	64,157
Services	-	55,747	55,747	62,303
Programme revenue from funders	330,334	-	330,334	394,569
Government grant - DFAT reconciliation fund	326,514	-	326,514	511,423
<b>Total income from charitable activities</b>	<u>656,848</u>	<u>415,707</u>	<u>1,072,555</u>	<u>1,032,452</u>
<b>Total 2023</b>	<u>905,992</u>	<u>126,460</u>	<u>1,032,452</u>	

**Government Funding**

In accordance with Department of Public Expenditure and Reform circular 13/2014, the following details the core funding of the organisation applicable in 31st December 2024

Agency	The Reconciliation Section Ireland, UK & Americas Division
Government Department	Department of Foreign Affairs
Grant Programme	Reconciliation Fund
Purpose of the Grant	Strengthening and developing Glencree's core
Term	3 years (2022 to 2024)
Accounting for grants	
- Grant deferred at 1st January 2024	nil
- Grant due at 1st January 2024	€384,050
- Grant received during the year	€440,000
- Grant taken to income in the year	€55,950
- Grant deferred at 31st December 2024	nil

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

Agency	Irish Aid
Government Department	Department of Foreign Affairs
Grant Programme	CRU
Purpose of the Grant	Strengthening and developing Glencree overseas
Term	
Accounting for grants	
- Grant deferred at 1st January 2024	€5,938
- Grant received during the year	nil
- Grant taken to income in the year	€1,455
- Grant deferred at 31st December 2024	€4,483

**6. Other operating income**

	<b>Unrestricted funds 2024 €</b>	<b>Total funds 2024 €</b>	<b>Total funds 2023 €</b>
Rental income	11,785	11,785	11,785
	<u>11,785</u>	<u>11,785</u>	<u>11,785</u>
Total 2023	<u>11,785</u>	<u>11,785</u>	

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

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

	<b>Restricted Funds 2024</b>	<b>Unrestricted Funds 2024</b>	<b>Total Funds 2024</b>	<b>Total Funds 2023</b>
Direct programme costs	112,691	-	112,691	237,462
Bad debts		270,504	270,504	
Motor expenses		(57)	(57)	1,276
Insurance	-	16,614	16,614	14,259
Light and heat	-	22,444	22,444	25,059
Cleaning	-	3,337	3,337	3,867
Repairs and maintenance	-	1,144	1,144	436
Printing and stationery	-	7,087	7,087	5,007
Advertising	-	175	175	780
Telephone	-	3,503	3,503	3,203
Travel and motor expense	-	491	491	2,322
Legal and professional fees	-	16,159	16,159	4,850
General expense	-	4,968	4,968	3,897
Bank charges	-	2,132	2,132	658
Goods and services in kind	-	29,865	29,865	-
Web site hosting	-	3,321	3,321	3,321
Computer maintenance	-	8,486	8,486	8,118
Broadband	-	1,697	1,697	1,698
Subscriptions	-	3,569	3,569	2,069
Staff costs	532,077	4,014	536,091	664,985
Depreciation	1,500	6,129	7,629	7,358
(Gain) / loss on disposal of tangible asset		(200)	(200)	
Glenree Garden of Rest		3,936	3,936	-
Lease interest payment	-	-	-	205
Facilitator fees	-	5,200	5,200	-
	<u>646,268</u>	<u>414,518</u>	<u>1,060,786</u>	<u>990,830</u>
<i>Total 2023</i>	<u>893,964</u>	<u>96,866</u>	<u>990,830</u>	

**8. Governance Cost**

	<b>Restricted Funds 2024</b>	<b>Unrestricted Funds 2024</b>	<b>Total Funds 2024</b>	<b>Total Funds 2023</b>
Auditors remuneration	-	6,765	6,765	6,765
Governance compliance	10,580	-	10,580	12,028
	<u>10,580</u>	<u>6,765</u>	<u>17,345</u>	<u>18,793</u>

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**10. Staff costs**

The average number of persons employed by the company during the financial year was 13 (2023: 17).

The aggregate payroll costs incurred during the financial year were:

	<b>2024</b>	2023
	€	€
Wages and salaries	498,651	607,350
Social insurance costs	44,589	58,832
Other retirement benefit costs	2,129	9,702
Redundancy payment	-	-
	<u>545,369</u>	<u>675,884</u>

There is no directors remuneration paid or payable during the period (2023: €Nil)

The number of higher paid employees was

	<b>2024</b>	2023
	No.	No.
In the band €60,001 - €70,000	-	1
In the band €70,001 - €80,000	1	1

**11. Appropriations of profit and loss account**

	<b>2024</b>	2023
	€	€
At the start of the financial year	116,658	82,044
Surplus for the financial year	6,209	34,614
<b>At the end of the financial year</b>	<u>122,867</u>	<u>116,658</u>

THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024

9. Analysis of resources expended by expenditure type

	Staff costs	Depreciation	Programme costs	Total Funds
	2024	2024	2024	2024
Expenditure of charitable activities	536,091	6,129	518,566	1,060,786
<b>Cost of raising funds</b>	536,091	6,129	518,566	1,060,786
Expenditure on governance	10,580	-	6,765	17,345
	<u>546,671</u>	<u>6,129</u>	<u>525,331</u>	<u>1,078,131</u>
	Staff costs	Depreciation	Programme costs	Total Funds
	2023	2023	2023	2023
Expenditure of charitable activities	664,985	6,233	319,612	990,830
<b>Cost of raising funds</b>	664,985	6,233	319,612	990,830
Expenditure on governance	12,028	-	6,765	18,793
	<u>677,013</u>	<u>6,233</u>	<u>326,377</u>	<u>1,009,623</u>

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**12. Tangible assets**

	Freehold property	Long-term leasehold property	Plant and machinery	Office equipment	Motor vehicles	<b>Total</b>
	€	€	€	€	€	€
<b>Cost or valuation</b>						
At 1st January 2024	197,000	825,000	18,040	193,787	14,700	1,248,527
Additions	-	-	-	3,905	-	3,905
Disposals	-	-	-	-	(14,700)	(14,700)
<b>At 31st December 2024</b>	<u>197,000</u>	<u>825,000</u>	<u>18,040</u>	<u>197,692</u>	<u>-</u>	<u>1,237,732</u>
<b>Depreciation</b>						
At 1st January 2024	-	181,500	17,683	171,626	14,700	385,509
Charge for the financial year	-	16,500	165	7,464	-	24,129
Disposals	-	-	-	-	(14,700)	(14,700)
<b>At 31st December 2024</b>	<u>-</u>	<u>198,000</u>	<u>17,848</u>	<u>179,090</u>	<u>-</u>	<u>394,938</u>
<b>Carrying amount</b>						
<b>At 31st December 2024</b>	<u>197,000</u>	<u>627,000</u>	<u>192</u>	<u>18,602</u>	<u>-</u>	<u>842,794</u>
At 31st December 2023	<u>197,000</u>	<u>643,500</u>	<u>357</u>	<u>22,161</u>	<u>-</u>	<u>863,018</u>

**13. Debtors**

	<b>2024</b>	<b>2023</b>
	€	€
Amounts owed by group undertakings	11,180	6,222
Prepayments	24,443	13,022
Accrued income	<b>15.</b> 881	523,193
	<u>36,504</u>	<u>542,437</u>

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

	<b>2024</b>	<b>2023</b>
	€	€
Trade creditors	15,085	16,243
Amounts owed to group undertakings	584	42
Other creditors including tax and social insurance	9,280	18,163
Accruals	10,515	6,890
Deferred income	<b>15.</b> 195,062	721,280
	<u>230,526</u>	<u>762,618</u>

THE GLENCREE CENTRE FOR RECONCILIATION CLG  
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024

15. Deferred income / grant due movement

	Deferred Income Opening Balance	Grant Income Receivable	Grant Received in the year	Recognised in the year	Deferred Income Closing Balance	Grant Income Due
<b>DFAT reconciliation fund</b>						
Women in peacebuilding		(42,216)	42,216	-	-	-
Community, Political & Dialogue		(68,960)	68,960	-	-	-
Staff Training		(2,085)	2,085	-	-	-
Core Contribution		(270,789)	326,739	(55,950)	-	-
	-	(384,050)	440,000	(55,950)	-	-
<b>DFAT reconciliation fund</b>	15,167			(15,167)		
Politics in Action: North - South Schools						
	5,938			(1,455)	4,483	
<b>DFAT - CRU International</b>						
<b>Other</b>						
Tony Ryan Trust	37,070			(29,672)	7,398	
Peace IV		(139,143)	139,143	-		
Tusla	1,073				1,073	
SE development / consultancy	3,135			(3,135)		
Porticus UK	8,869		56,400	(43,632)	21,637	
Community Foundation Ireland	127,959			(53,845)	74,114	
Mount Street Trust	-		20,000	(16,866)	3,134	

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
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The Ireland Funds	10,000	-	(2,802)	7,198
The Ireland Funds - Capital Grant	8,875	-	(1,500)	7,375
Leargas LLP Missing Piece	2,232	-	(708)	1,524
Oilean Easa Foundation	229,993	30,579	(244,031)	16,541
Oilean Easa Foundation - Optimism Award	84,750	-	(84,750)	-
Oblate Fathers - Glencree welcomes refugees	5,824	5,000	(3,472)	7,352
Tomer Trust	29,552	-	(30,433)	881
Clondalkin Towers	3,610	1,000	(1,027)	3,583
Erasmus Plus	99,114	-	(96,540)	2,574
Red Rua	2,700	-	(2,700)	-
Community Foundation Ireland- Intercultural	35,000	-	(10,376)	24,624
Joseph Rowntree Trust	10,012	-	-	10,012
Leargas Transgenerational Storytelling	-	7,022	(4,762)	2,260
The Ireland Funds - Salaries	-	15,000	(15,000)	-
Nri Ireland Prison Officers	227	-	227	-
Wicklow Co Co	180	-	-	180
	<u>721,280</u>	<u>(523,193)</u>	<u>(718,050)</u>	<u>195,062</u>
				<u>881</u>

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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**16. Statement of funds**

	Balance at 1st January 2024	Revaluation	Income	Expenditure	Gains/ (Losses)	Balance at 31st December 2024
<b>Unrestricted funds</b>						
Other general funds	116,658		427,492	(421,283)	-	122,867
Property revaluation	688,500	-			(16,500)	672,000
Garden of remembrance	-	-	-	-	-	-
	<u>805,158</u>	<u>-</u>	<u>427,492</u>	<u>(421,283)</u>	<u>16,500</u>	<u>794,867</u>
<b>Restricted funds</b>						
Other restricted funds	-	-	656,848	(656,848)	-	-
Total of funds	<u>805,158</u>	<u>-</u>	<u>1,084,340</u>	<u>(1,078,131)</u>	<u>(16,500)</u>	<u>794,867</u>

	Balance at 1st January 2023	Revaluation	Income	Expenditure	Gains/ (Losses)	Balance at 31st December 2023
<b>Unrestricted funds</b>						
Other general funds	82,044		138,245	(103,631)	-	116,658
Property revaluation	710,000	(5,000)	-		(16,500)	688,500
Garden of remembrance	27,964		-	(27,964)	-	-
	<u>820,008</u>	<u>5,000</u>	<u>138,245</u>	<u>(131,595)</u>	<u>(16,500)</u>	<u>805,158</u>
<b>Restricted funds</b>						
Other restricted funds	-	-	905,992	(905,992)	-	-
Total of funds	<u>820,008</u>	<u>5,000</u>	<u>1,044,237</u>	<u>(1,037,587)</u>	<u>16,500</u>	<u>805,158</u>

In March 2022 the board of directors of The Glenree Centre for Reconciliation CLG passed a resolution to transfer €35,000 from its unrestricted reserve to a designated reserve called the Garden of Remembrance. The Garden of Remembrance is a land development project which has the potential to generate significant revenue for the GCFR and is deemed to be the best use of its land asset at this time. At 31st December 2024 the funds transferred had been spent in full

**THE GLENCREE CENTRE FOR RECONCILIATION CLG  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FINANCIAL YEAR ENDED 31ST DECEMBER 2024**

**17. Analysis of net assets between funds**

	<b>Unrestricted Funds 2024</b>	<b>Total Funds 2024</b>
Tangible fixed assets	842,794	842,794
Current assets	182,599	182,599
Creditors due within one year	(230,526)	(230,526)
	<u>794,867</u>	<u>794,867</u>
	<b>Unrestricted Funds 2023</b>	<b>Total Funds 2023</b>
Tangible fixed assets	863,018	863,018
Current assets	704,758	704,758
Creditors due within one year	(762,618)	(762,618)
Creditors due after one year	-	-
	<u>805,158</u>	<u>805,158</u>

**18. Tax clearance**

The directors have considered their obligations in respect of the company's compliance with tax clearance procedures with particular reference to Government Grants. In this regard, the directors are satisfied that the company is in compliance as tax clearance certificates were obtained for all supplier payments in excess of €10,000 plus VAT in the year ended 31st December 2024.

**19. Related party transactions**

Connected undertakings included in the financial statements:

	<b>Opening balance</b>	<b>Receivables</b>	<b>Payables</b>	<b>Closing balance</b>
	€	€	€	€
Glencree Visitors Centre CLG	<u>6,180</u>	<u>60,847</u>	<u>(56,431)</u>	<u>10,596</u>

At 1st January 2024, The Glencree Visitors Centre CLG owed an amount of €6,180 to The Glencree Centre for Reconciliation CLG. During the year, the charity engaged in transactions with the Glencree Visitors Centre CLG and at 31st December 2024 there was an amount receivable of €10,596.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
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**20. Operating lease commitments**

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

**21. Goods in Kind**

During the year The Glencree Centre for Reconciliation CLG received items valued at €29,865 from Aidan O'Brien of Oilean Easa Foundation. This has been recorded in the accounts for this year in donations received.

**22. Post balance sheet events**

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

**23. Approval of financial statements**

The board of directors approved these financial statements for issue on 20th October 2025.





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