



ANNUAL REPORT
2023



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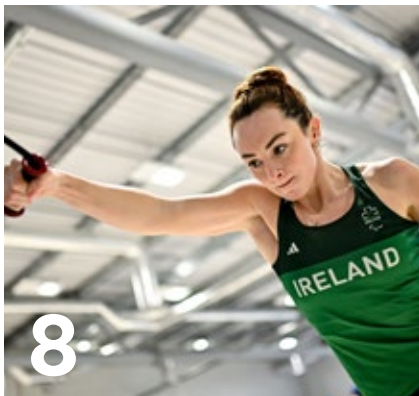
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PRESIDENT'S ADDRESS



This year marks the end of the Games cycle as we look to France this August and wish our athletes all the best as they chase their dreams around the streets of Paris.

The team in Paralympics Ireland have been working around the clock to put in place the best possible structures and processes to ensure that when the athletes arrive at the athletes village, they need only worry about their own performances.

As a board we have been concentrating on the strategic development of the organisation and ensuring that we deliver on the objectives set out in our existing strategic plan 'Success Takes More.' Throughout the pages that follow you will see that we are very much on course to meet almost all of the targets that were set out when the plan was published in 2019. This is an achievement that should be recognised especially when considering the unprecedented global issues that have occurred during the life of the plan.

Last year we were delighted to welcome Stephen McNamara as our CEO, and I am very pleased with the positive impact that he has made in the role. He has continued the work that had been ongoing before his arrival, and has undoubtedly put his own stamp on the organisation concentrating on creating a collaborative, inclusive culture that is based on accountability.

The team in Paralympics Ireland has also grown to ensure that we have the resources necessary to deliver on our objectives. We have seen additions to our Corporate Affairs, Swimming, Athletics and Sports departments after the recruitment of industry leading professionals.

As we have continued with our mission of delivering world class performances and medals at major championships, we also recognise that athletes are not born as world class, mature athletes. Their development is a process that begins with their first introduction to sport, continues throughout the participation phase and on into international standard before hopefully reaching world class level. Much of our work focuses on supporting our athletes as they progress through the system. We are working closely with our NGBs and fellow disability sports organisations to strengthen the pipeline and find ways of assisting our aspiring Paralympians as they embark on their careers.

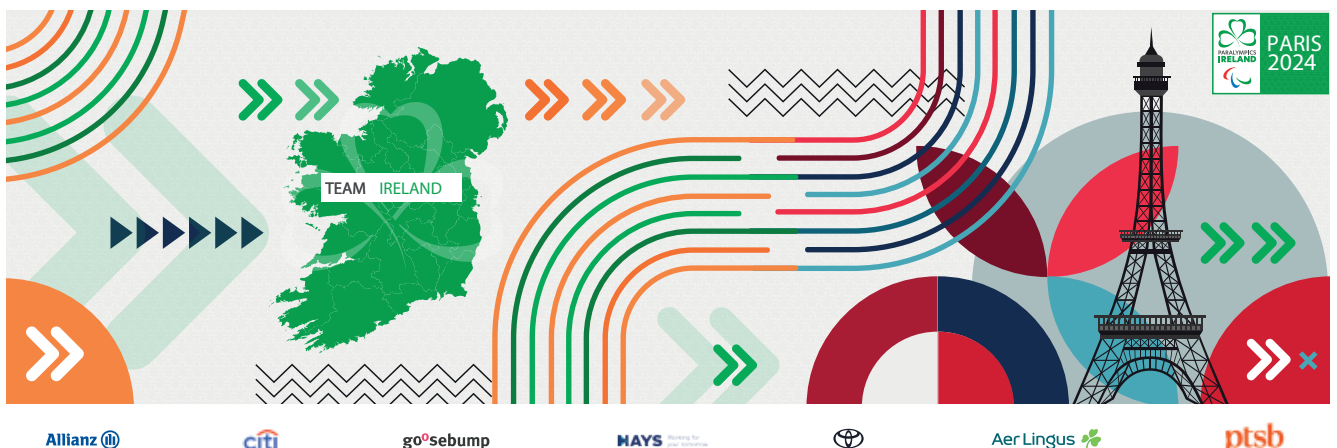
2023 was a year that is typical of a pre-Games year. It was full of excitement and anticipation for all of us that are looking forward to Paris 2024. It was a year when the first slots were secured for the Paralympic Games. Congratulations to our athletes in Cycling, Athletics, Swimming and Rowing that secured slots for Team Ireland in Paris. To date in 2024 we have added further slots for Equestrian and most recently, Table Tennis to bring the number of confirmed slots to 16, a number we would anticipate will nearly double before the plane lands in Charles de Gaulle airport this summer.

I would like to especially congratulate Róisín Ní Riain, Ellen Keane, Michael Murphy, Katie George Dunlevy, Linda Kelly, Eve McCrystal, Josephine Healion, Ronan Grimes and Richael Timothy who all secured world championship medals for Ireland in their respective world championships. This type of success is indicative of a healthy system and points towards a bright summer ahead.

Our overall excitement is tinged with sadness as we recently bade farewell to one of the most significant figures in the history of Irish Paralympic sport. My great friend, Anne Ebbs, had a phenomenal impact on me and on all of us that were lucky enough to come into contact with her during her career. She was the architect of Irish Paralympic sport as she led our organisation from its foundation in 1987 for over 20 years. She was involved at every level and was a

formidable leader during a formative time for the Paralympic Council of Ireland before leading the modernisation of the organisation into Paralympics Ireland. She was a medal winner in my own sport of table tennis before moving into administration and she used this understanding as she shaped an athlete-centred organisation. Anne is sadly missed by all of us but her spirit will live on in the Irish team as they compete in Paris and at every Games that follows.

Our attention turns now to Paris. It is a time of great anticipation and optimism. I would like to wish every member of Team Ireland, all the athletes and everyone that is there supporting them good luck. I look forward to seeing you all compete, and I know we will hear Amhrán na BhFiann proudly played at venues throughout the French capital.



CEO'S INTRODUCTION



It has been an exciting and memorable first year for me in my role as Chief Executive Officer of Paralympics Ireland. Since I joined the team I have focused on getting to know the organisation as well as possible and working collectively to identify areas of strategic opportunity,

that can help our movement to grow and strengthen for the future.

Implementation of our strategic plan has been a priority for everyone at Paralympics Ireland. The plan was ambitious and despite the global and geopolitical situations that have arisen since 2019, I am delighted to confirm that it is now tracking well with most pillars delivered, or on course for delivery.

'Pillar 1' of the report, 'Building an Effective High Performance System', set out key objectives of being in the top five in the world in 'Medals per Capita', which was achieved in 2021. We have also delivered multi-year service agreements through our partnership with the Sport Ireland Institute and we are hopeful of delivering the only outstanding aim of winning medals in all 'Tier 1' sports as we await Paris 2024 with anticipation. Additionally, academies have been established in both Para Swimming and Athletics to help bring through more athletes with potential to reach the highest levels.

In the second pillar of 'Driving Leadership in Para sport' we have also now achieved our aims of agreeing Memoranda of Understanding with our affiliates. We have surpassed our goal of a seventy five percent affiliate satisfaction rating following our first survey with them, conducted in 2023. We now aim to repeat this measurement annually.

To help achieve our aims as set out in 'Pillar 3' of 'Developing a Sustainable Paralympics Ireland Model', we have restructured our Communications

and Commercial Departments merging the two areas into our new Corporate Affairs department under the directorship of Derek Kinnevey. Our current suite of eight corporate partners fulfils our aim of six 'Top Level Partners'. We have also succeeded in leveraging our charitable status through 'The Next Level' campaign and thanks to the fantastic funding success achieved through the ReThink programme. We are extremely grateful to our supporters and partners, particularly Sport Ireland and our title sponsor, PTSB.

In 'Pillar 4' we identified the objective of the establishment of brand recognition metrics which we achieved in both 2019 and 2021 through our work with consultants, Onside. That work allowed us to establish a baseline of our brand recognition, helping us to work towards the retention and recruitment of partners, and helping us to identify storytelling opportunities for Paralympics Ireland now and in the future. We will repeat this research after the 2024 Paralympic Games.

In 2023 we examined the benefits and risks of potentially transferring Para Athletics and Para Swimming into Athletics Ireland and Swim Ireland respectively. We undertook a consultation process to provide a voice for all our stakeholders. This work resulted in a recommendation by our Board to proceed to the next, more in-depth, consultation with Swim Ireland, Athletics Ireland and Sport Ireland. To achieve this we have now set-up a transition committee chaired by Liam Sheedy, a man familiar with the Irish sporting system through his work on the board of Sport Ireland, as chair of the Sport Ireland High Performance Committee and with the GAA. I would like to thank Sport Ireland, Swim Ireland and Athletics Ireland for their time and commitment to this process.

Our priority as we continue with the transition process is to ensure that the Para Swimming and Para Athletics programmes are given the best possible opportunity to grow and continue to succeed at the highest levels of competition.

2025 will mark the end of the current strategic planning period. With the end of this plan a new one will begin. The process of developing our strategic plan has

already begun. We are anticipating that the new plan, which will be unveiled in 2025, will be a ten-year plan which will be re-evaluated every three years to ensure that it is being correctly implemented and that it remains relevant in the rapidly changing environment.

As part of our new strategic planning process we have been analysing the plans developed by our fellow National Paralympics Committees globally. There is a clear trend towards advocacy on behalf of disability through sport across all of those comparable plans. This is something that our own research, conducted through Onside and with our own partners, has identified. We can deliver strong support for disability and inclusion, alongside the delivery of our sporting objectives.

2023 marked some great successes in Irish Paralympic Sport. We saw medals won on the world stage across numerous sports. Michael Murphy and his mount, Cleverboy, secured a Bronze at the European Championships and he was also named 2023 The Irish Field Dressage Rider of the Year. Róisín Ní Riain enjoyed a spectacular World Para Swimming Championships winning Gold and Silver medals with Ellen Keane securing Silver at the same competition. Para Cycling continues to be one of the strongest Irish Para sports and the team has shown great form in 2023 with an exceptional five medals claimed on the track and six on the road at the World Championships held in Glasgow last year. The performances of the Para Cyclists have been incredible and there is a lot of hope that those performances can be replicated at Paris 2024.

Naturally, much of the focus in Para sport currently is squarely on the Games that will take place in August and September. Athletes across all of our sports are working extremely hard trying to secure their slots for Paris. We are delighted that Ireland will compete in at least six sports including Athletics, Swimming, Cycling, Rowing, Equestrian and, most recently, Table Tennis. The team is still only taking shape and there is a high degree of confidence that we will see Ireland compete in up to 10 sports including Powerlifting and Triathlon.

While the qualification windows are open there is still opportunity and I would like to wish every athlete that

is still working towards securing their place on the plane in August the very best of luck.

Creating a positive and enjoyable team atmosphere has been one of the main objectives of our Games delivery team under the leadership of Chef de Mission, Neasa Russell. Neasa and her team have gone to exceptional lengths to build a fantastic atmosphere. We have seen a series of workshops delivered to athletes, coaches and support staff through the Pathway to Paris programme culminating in the Pathway to Paris Conference at the Aviva Stadium last November. We have also developed a unique brand and manifesto in consultation with our athletes to give the team their unique, self-generated identity. Our Strategy Development Manager, Jason Smyth, has used his unique insights to help with the development of an Athlete Leadership team and is developing an 'Athlete Voice.' I have no doubt that this team will be a united group that will generate a wonderful atmosphere that is uniquely and proudly Irish.

Paris is coming quickly, and our team are well prepared to embrace any of the challenges that may come our way. We can't wait to follow our tricolour to the Place de la Concorde at the opening ceremony and cheer on our team as they compete throughout the 10 days. Regardless of how results go I know that our team will provide us with moments of great national pride. To reflect the importance of this historic year our team developed a manifesto as part of our brand development work for Paris 2024. Created in conjunction with athletes, for athletes, the manifesto builds to a final line that resonated with me and one that I believe sums up our people at the Paralympic Games.

"We are Team Ireland, and we are a team without limits."



Our Vision

Our Vision is for Irish Athletes to win medals at the Paralympic Games.

Ireland has a proud track record of delivering medals consistently on the world stage in Paralympic sport. We aim to continue to outperform bigger nations with a planned, focused approach to ensure this happens by design and can be sustained through multiple Paralympic cycles.

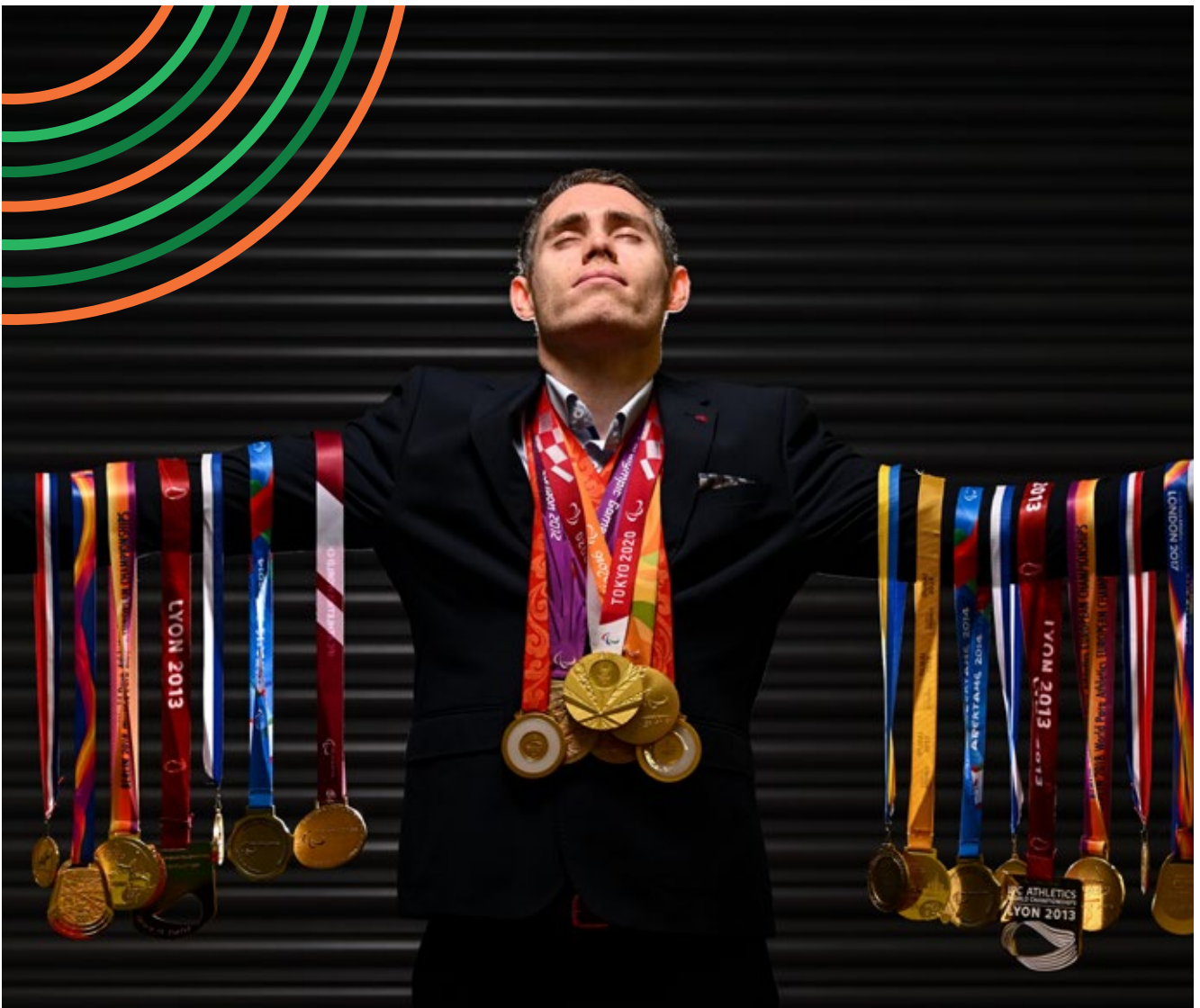
The world of Paralympic sport is becoming increasingly competitive. We are competing against nations with much larger athlete talent pools, far greater resources (people and financial), and increasingly sophisticated approaches to their high performance Para programmes.

To deliver on our vision, we must continually improve the national Paralympic performance system and leave no stone unturned in our efforts to be ranked in the top five nations in the world (in medals per capita). We must be agile and think differently to ensure we succeed in our ambition by working with our athletes to ensure they have the optimum support structures to make this a reality.

Our Mission

Our Mission is to support Irish Para athletes to reach finals and deliver podium places at the Paralympic Games.

We will continue to provide support and advice to NGBs in their delivery of a high performance pathway for athletes with a disability, ensuring that the next generation of Irish Paralympians will be amongst the best prepared and most successful Para athletes competing at future Paralympic Games.



Who We Are

Paralympics Ireland is the official National Paralympic Committee for Ireland and represents Irish Paralympic sport at the International Paralympic Committee and European Paralympic Committee.

Paralympics Ireland is the national governing body for the sports of Para-Athletics and Para-Swimming and currently has the responsibility to prepare athletes within those sports to compete at all international competitions including European Championships, World Championships and Paralympic Games.

The organisation is responsible for the selection, preparation and logistics for Team Ireland at the Paralympic Games every four years. It is the umbrella body of sporting organisations in Ireland providing programmes in sports on the Paralympic Games programme. There are currently 15 affiliated members of Paralympics Ireland.

Paralympics Ireland is the National Member in Ireland of Boccia International Sports Federation (BISFED) and governs the sport as an Official Sub-Committee of Paralympics Ireland called Boccia Ireland.



Our Structure

Paralympics Ireland is made up of a volunteer board that oversee the strategic direction of the organisation and assumes responsibility for the oversight and implementation of that strategic plan working closely with the senior leadership team and staff of Paralympics Ireland.

The board of Paralympics Ireland is made up of seven fully voluntary members with President Eimear Breathnach serving as the chairperson.

The Board appoints sub committees with specific responsibilities for strategic areas including Audit and Risk, Strategy Steering, Governance, Athletes Commission, Classification, High Performance, Boccia Ireland and Commercial.

PARALYMPICS IRELAND BOARD

Position	Name
President	Eimear Breathnach
Vice President	Lisa Clancy
Vice President	Denis Toomey
Chair of High Performance Advisory Group	Lisa Fallon
Member at Large	Larry Fenelon
Finance Officer	Lorcan Claffey
Company Secretary	John Bolger
Athletes Representative	Catherine Walsh
Governance Committee	Eileen O'Mahony

HIGH PERFORMANCE ADVISORY GROUP

Position	Name
Chairperson	Lisa Fallon
Member	Eimear Breathnach
Member	Denis Toomey
Member	Dr. Joe Conway
Member	Eoghan Clifford
Member	Tim Foster MBE

NATIONAL CLASSIFICATION COMMITTEE

Position	Name
Member	Fintan O'Donnell
Member	Ana Maia
Member	Amanda Carty
Member	Shane Conroy
Member	Lisa Callaghan
Member	Daragh O'Brien

GOVERNANCE COMMITTEE

Position	Name
Chairperson	Eimear Breathnach
Member	Denis Toomey
Member	Eileen O'Mahony
Member	Áine Crotty

ATHLETES COMMISSION

Position	Name
Chairperson	Catherine Walsh
Member	Greta Streimikyte
Member	Michael McKillop
Member	Padraic Moran
Member	Joe Markey
Member	Breda Bernie

AUDIT AND RISK COMMITTEE

Position	Name
Chairperson	John Bolger
Member	Lorcan Claffey
Member	Áine Crotty

STRATEGY STEERING COMMITTEE

Position	Name
Chairperson	Lisa Clancy
Member	John Fulham
Member	Ruth Nic Aoidh
Member	Larry Fenelon

PATHWAY ADVISORY GROUP

Position	Name
Sports Director	Neasa Russell
Pathway Lead	Brian Hughes
Irish wheelchair association representative	Paul Ryan
High performance coach representative	Hayley Burke
Board nominee	Liam Moggan
DSNI representative	Rhian McCarroll

COMMERCIAL ADVISORY COMMITTEE

Position	Name
Member	Shane Kelly
Member	Mark Keller
Member	Derek Kinnevey

MEMBER SPORTS

- Archery Ireland
- Badminton Ireland
- Canoeing Ireland
- Cycling Ireland
- Football Association of Ireland (Associate Member)
- Horse Sport Ireland
- Rowing Ireland
- Irish Sailing Association (Associate Member)
- Irish Taekwondo Union
- Table Tennis Ireland
- Tennis Ireland
- Triathlon Ireland

OTHER PARALYMPIC SPORTS

- Boccia Ireland (PI)
- Football 5 a side (VSI)
- Paralympic Athletics (PI)
- Paralympic Shooting
- Paralympic Swimming (PI)
- Para Powerlifting
- Wheelchair Basketball (IWA)
- Wheelchair Rugby (IWR)

MULTISPORT NGB MEMBERS

- Vision Sports Ireland
- Irish Wheelchair Association (Sport)

BOCCIA IRELAND

Position	Name
Interim Chair	Denis Toomey
Member	Padraic Moran
Member	Damien Noonan
Member	Patrick Flanigan
Member	Lisa Callaghan
Member	Peter Wiley
Member	Denise O'Flaherty

BOCCIA STATUS

Boccia Ireland is currently a sub committee of Paralympics Ireland and is chaired by Paralympics Ireland Vice President, Denis Toomey.

Much work has been completed this year by the committee to develop the sport including the introduction of new membership guidelines through the Sport Ireland Code of Conduct. Paralympics Ireland have now taken responsibility for the communications output of Boccia internally and will support and amplify all content through PI Channels.

Staff are working together with the committee to examine the future for the sport within Paralympics Ireland or to identify a suitable alternative that will allow the sport to continue its growth.



Pillar 1

Para Athletics Annual Report

The focus of the Para Athletics team has been on the Paris 2024 Paralympic Games as we have worked hard to ensure that our athletes are prepared to take advantage of their qualification opportunities and, for those that qualify, perform to the best of their abilities on the biggest of stages.

The qualification process for the Paralympic Games places a huge emphasis on achieving High Performance Standards (HPS). This has been what we are working towards achieving with each of our athletes especially in the first half of 2024 as the slot

availability and allocation situation becomes clear. Our athletes have until June 16th to secure a HPS for the Paris Games meaning there is a very busy schedule in place for each individual.

The 2023 Para Athletics World Championships in Paris provided the first opportunity for our athletes to secure their slots for the Games. Orla Comerford and Greta Streimikyte performed excellently to secure slots for Team Ireland at the Games thanks to their respective fourth place





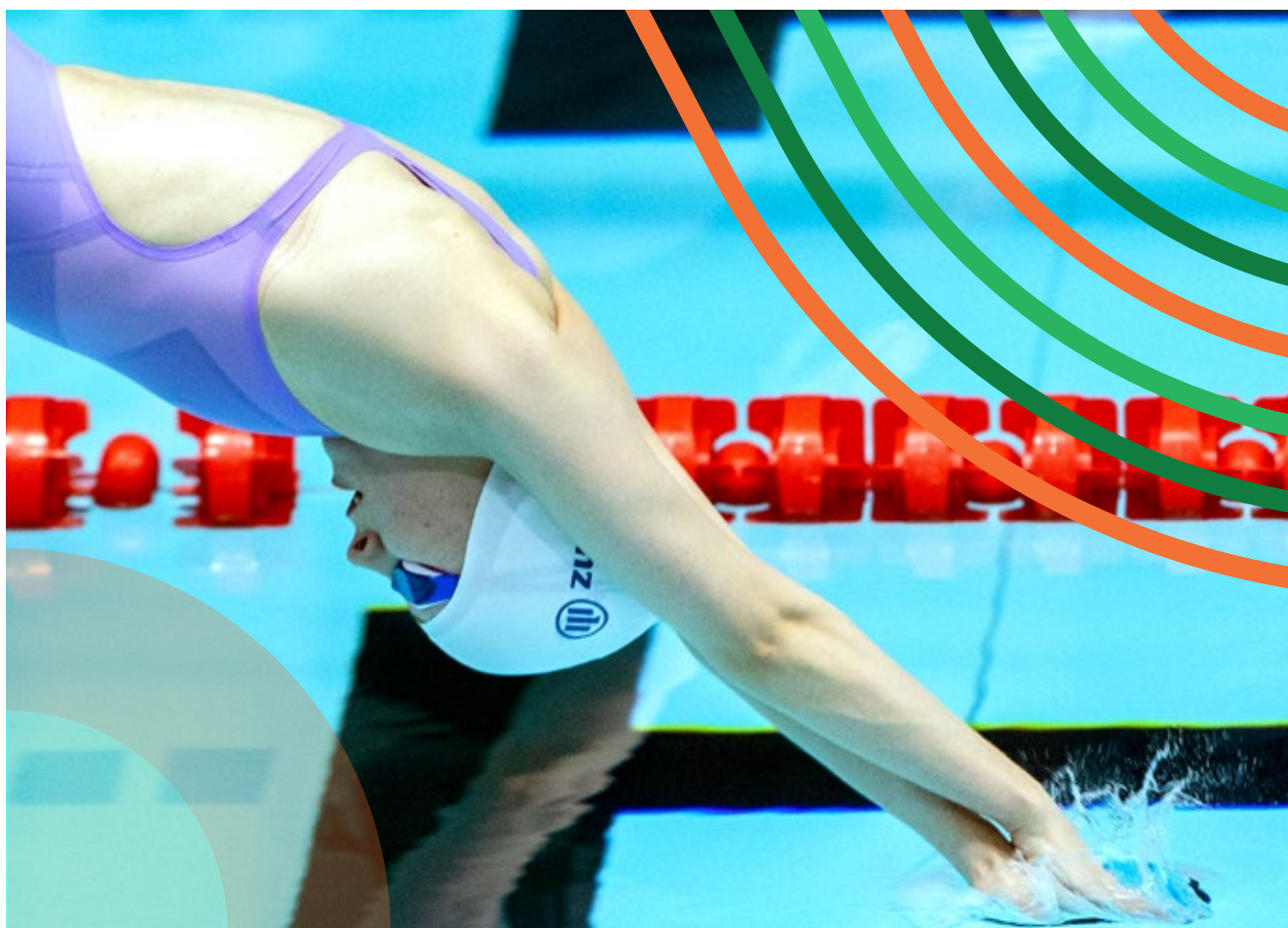
finishes. That competition also gave us a great opportunity to give some young and emerging athletes the chance to compete at a major championships.

This season we will be building towards the Paris Grand Prix event from June 13-15th, which will be the last opportunity to achieve a HPS before the window closes the following day. Our athletes will be competing both domestically and internationally on the track and on the road and, in preparation for the outdoor season, we have attended a warm weather training camp in Portugal. We are anticipating some of the most significant successes to date this year have taken place away from the arena in system development, collaboration and sustainability.

Sustainable system development focus areas have included; increasing competition opportunities, coach, athlete and official education and the successful development of the Para Athletics Academy.

Para Athletics were delighted to receive the top research grant available from Sport Ireland with the backing of University College Dublin (UCD). On top of the research outcomes, this support enables Para Athletics to provide academy support to Para athletes.

The collaboration between Paralympics Ireland and UCD's School of Public Health, Physiotherapy and Sports Science will focus on the development of talent identification, profiling and monitoring protocols in para-athletics. It will also showcase how NGBs and third level institutions can work together to enhance and improve athlete performance.



The Para Swimming programme had a very successful year in 2023 with three medals won on the world stage at the WPS World Championships, along with two female slots secured for the Paris 2024 Paralympic Games.

There were five athletes selected for the 2023 World Para Swimming Championships including one new athlete, Dearbhaile Brady. Róisín Ní Riain became the new World Champion in the Women's S13 100m Backstroke event making it a personal total of two medals for the Limerick star who also secured a silver medal. Róisín also broke the world record at the World Series event in Berlin in the Women's S13 200m Backstroke.

Other international events that the high-performance squad travelled to included:

- World Series, Melbourne, Australia - 3 athletes
- World Series event, Sheffield, Great Britain - 7 athletes
- World Series, Minneapolis, USA - 3 athletes
- World Series, Berlin, Germany - 1 athlete
- World Series, Mexico - 1 athlete - 1 medal
- Ken Demchuk International, Vancouver, Canada - 4 athletes

The Para Swimming department has also grown in 2023 as we were delighted to welcome Hayley Burke into the role of Performance Coach and Coach Educator. We also recruited Olympian Kevin Williamson into the position of Pathway Coach. Additionally, Patrick Harmon joined the team as an intern in December 2023. There were two further changes to our staffing in the department as Hayley Burke has since been promoted to Head Coach and Sarah Hurley has advanced to the position of Para Swim Manager with both changes confirmed in December 2023.

International Classification proved challenging in 2023 with over 1,200 athletes on the World Para Swimming waiting list, four times the typical number. Four Irish athletes underwent international classification, including two reviews for existing athletes and two new athletes.

A specific PTSB NextGen Swim recruitment day also took place in June 2023. Swimmers were invited to the Sport Ireland National Aquatic Centre where they were put through their paces by the swim team. Many of the recruits in attendance were already known to us and

since then a development squad has been established of 20 athletes. Monthly squad training days have been taking place since September 2023.

At High Performance level it has been a very successful year as we have secured a total of six slots for Ireland for the 2024 Paris Paralympic Games, four female and two male. Six swimmers will compete at the WPS European Championships in Madeira in April with selection for the Paris Games taking place at the end of May 2024. We are anticipating that the Irish team will be very strong in Paris, and although standards continue to rise globally, we believe that there is great potential for some memorable performances.

“THANK YOU FOR ORGANIZING NEXT GEN. AS A RESULT OF IT I HAVE MASSIVELY INCREASED THE AMOUNT OF SWIMMING I AM DOING. THERE ARE PHYSICAL BENEFITS BUT ALSO A SENSE OF ACHIEVEMENT AND IT HAS BEEN FUN TO MEET OTHER SWIMMERS LIKE ME FROM AROUND THE COUNTRY.”



Pillar 2

Driving Leadership in Para sport in Ireland

We have been making steady progress in transforming our core operational support to our member sports and the wider Para-Sport and High Performance systems. 2023 was a year of significant activity as we started to design, develop and deliver a range of projects supporting the needs of our Paris 2024 potential athletes and our member NGBs.

Underpinning our capacity and capability to roll out our work was the recruitment of a new group of staff over the 2022 and 2023 season including Performance Operations Manager, Paralympic Pathway Lead, Strategy Manager, Sports Administrator and Aspire Graduate.

To optimise the delivery of the programme work we invested in two IT systems to aid and improve our operations/performance. These are 'Smartabase' for athlete data management and 'Salesforce' for stakeholder and campaign management.

We sought to build on the programmes of work we developed early in the Paris cycle which focused on Paris 2024 in the short term; and LA 2028 and beyond as a medium to long term focus:

- Perform at Paris: Projects focused on supporting athletes and their programmes to achieve their potential at Paris 2024.
- Transform for LA: Projects focused on supporting NGBs grow their Paralympic pathways and programmes to support Paralympic performers for LA 2028.

2023 Key Milestones

Perform at Paris

We kicked off 2023 with a focus on supporting our Paris 2024 potential athletes and coaches. In spring we launched the 'Pathway to Paris' series of workshops which culminated in our Perform at Paris Conference at the Aviva Stadium.





**“LIFE CHANGING - BRILLIANT
- CAN'T THANK YOU ENOUGH
FOR ENSURING I COULD MEET
THESE SPORTS PEOPLE IN
BLANCHARDSTOWN AND
THEN TRY IT ALL OUT THERE.
I AM SO GRATEFUL”**

We hosted three 'Pathway to Paris' workshops over 2023 aimed at those athletes (mainly uncarded) and their coaches who have high potential to qualify for Paris 2024. We had two in-person sessions on 28th February ('Planning Your Qualification Campaign') and 15th April ('Preparing to Perform') with an online version for 24th June ('Performing to Your Potential'). We had approx. 40 attendees to both in-person workshops from 10 sports.

The main milestone in our 'Pathway to Paris' series was the Perform at Paris Team Ireland Conference on the 3rd and 4th November (main session). The Conference was in two parts: Part 1 aimed at the Team-behind-the-Team and Part 2 focused on Team Ireland athletes. The 'longlist' athletes were invited along with the wider support team.

We have had great commitment from our attendees to all our sessions with:

- Information Session 1: 76 attendees
- Information session 2: 54 attendees
- Team-behind-the-Team Workshop: 51 attendees (Performance Support practitioner, performance leads and coaches, PI staff)
- Main Conference session: approx. 100 attendees including athletes, support staff, sponsors, Board and partners.
- Launch of our Athlete Leadership Team and our Athlete Mentoring programme - matching up potential Paris 2024 Paralympians with former Paralympians who trained up as mentors.

Transform for LA

We launched our flagship athlete recruitment campaign 'PTSB NextGEN' athlete recruitment campaign on 13th April. We had a hugely supportive and enthusiastic partner in PTSB who supported on the event day and with the look and feel of the campaign.

PTSB NextGen consisted of five events (4 x multi-sport and 1 x sport specific (Swim) across the four provinces over an eight-week period in Galway, Cork, Dublin and Antrim. In addition, we hosted a PTSB NextGEN Para Swim and an event at the National Rehabilitation Hospital's Sports Week.

We worked closely with 17 NGBs over the period, as well as volunteers from seven different third level education institutes, across Ireland. 113 athletes with physical, vision and intellectual impairments attended the events. Along with the athletes' family, friends and future athletes (who were too young to undertake the challenges) over 300 people attending the events in some capacity.

Our main aims for the campaign were to ensure there was a positive athlete experience and a follow-up developmental opportunity for athletes post-event. Following up with the attendees three months after the events, we learned that 82% of those who replied to our survey, had been in contact with their local sports and that over 60% had gone on to attend a training session or come and try with a new sport.

Pillar 3

Creating a Sustainable Paralympics Ireland Model

In 2023 a structural change within our Communications, Marketing and Commercial areas occurred, necessitated by the retirement of former Commercial Director, Trevor O'Rourke. The change provided an opportunity to reassess the make up of the department and to streamline how those functions work together.

The restructure resulted in the appointment of Communications and Marketing Manager, Derek Kinnevey, to the role of Corporate Affairs Director and the recruitment of a new Corporate Affairs Executive, Marisa Kennedy with specific responsibility for sponsorship to work alongside Fiona Scally who takes responsibility for Communications within the organisation.

Onside, a sponsorship insights specialist, were hired to assist with the assessment of our current sponsorship portfolio, analysis of our offering and prospecting for potential new partners. Retention of our current partners was identified as the priority for the Corporate Affairs Department especially as we approach the end of the Games cycle and the natural commencement of negotiation for contract renewals.

We also identified that the current levels of communication and immersion of our sponsors was not at the required levels and we immediately began to develop new opportunities for engagement with our partners.





Work will continue on the packaging of our sponsorable assets as we put together a suite of opportunities for partners with the aim of providing consistent activation opportunities in the inter-Games period. An example of this is the grassroots sponsorship of the NextGen programme by PTSB.

Prospecting for potential new partners will also continue and we are very pleased to be in a position to announce a new sponsor at the beginning of summer 2024.

Exploratory discussions have also

taken place with several potential sponsors and will continue throughout the year.

A priority event that we identified was the World Para Swimming Championships in Manchester in August 2023. A representative of each of our current partners was invited to travel to the event, attend a pre-event dinner where they were introduced to our athletes, had an opportunity to speak with our coaching team and attend the evening session of the event before returning home. This proved successful and has acted as a catalyst to renewed activity with our programme.

To maintain this momentum we also hosted a sponsors day where we introduced our full team to partners and hosted a meet and greet with our athletics athlete, Orla Comerford. As we continue to look ahead and create further engagement opportunities we have also identified the Athletics World Cup event in Paris this June. We have also begun renewal conversations with all partners that are moving towards the end of their current contracts.

RETHINK IRELAND

Building on our learnings from the PTSB NextGEN campaign around the Para sport system in Ireland, we applied to Rethink Ireland and their Disability Participation Fund. It involved a €200,000 proposal for a Para sport Network project, which is a complimentary programme of work to our already planned pathways activity. We are confident that it can act as a stimulus for our local and regional recruitment activity.

We learned in January 2024 that we had been successful with our application and secured the funding. The aim of the Para sport Network is to create a national network of Para sport Activators and opportunities so that we have sustainable and resilient local clubs and regional multi-sport hubs.

OUR MAIN GOALS ARE TO:

1 To better understand the lived experience and barriers to progress in Para sport for people with disabilities. This will be achieved through commissioned research.

2 Grow the number of people with disabilities accessing sport by providing local multi-sport recruitment activity in collaboration with our affiliated National Governing Bodies of sport. In collaboration with local sports partnerships and NGB clubs, we will host a series of local/regional Para sport festivals over the summer of 2024.

3 Employ people with disabilities to lead the work and be the central voice in driving forward the opportunities for local engagement and connections. We will recruit a Para sport Network Manager and additional support staff to support the roll out of the recruitment activity.

Pillar 4

Building the Profile of Paralympics Ireland

One of the key highlights of 2023 was the activation of the PTSB NextGen campaign. The events took place in Dublin, Limerick, Galway and Lisburn with a swim specific event in Dublin and a further event at the NRH. The events were promoted through a digital and traditional PR campaign that was jointly undertaken by Paralympics Ireland and PTSB. That campaign included the production of high quality digital content that was also seeded out through our digital channels. The aim of the campaign was to attract participants to the four regional events and educate viewers about the programme and what was involved.

A bespoke, dual-branded identity was developed for the programme and rolled out at each of the venues and throughout all of the content produced. The result has been that the campaign has now been

award nominated and we are hopeful that further recognition will be forthcoming.

Paralympics Ireland also underwent a full rebrand in 2023. The Paralympics Ireland logo has been updated and modernised to align with the broader rebrand of the International Paralympic Committee. The new logo is a much brighter and more vibrant symbol and is now used throughout all visual representations of Paralympics Ireland.

A further branding exercise was undertaken in collaboration with our sponsors and digital design agency, Goosebump lead by Sarah Love. A series of stakeholder consultations were undertaken to understand what it means to be a Paralympian and what best represents that visually. Athletes were





heavily consulted throughout the process with Strategy Manager, Jason Smyth, playing a major role in the process. To aid the development of the brand we established an 'Athlete Manifesto' which captured specifically the feedback of the athletes and acted as the framework for the full brand identity.

We were delighted to role out the new brand identity at the Paris 2024 Conference held at the Aviva Stadium as it was unveiled by our CEO Stephen McNamara to a broadly positive reception. Our full new suite of brand collateral is now in full use across all Paralympics Ireland related communications, presentation, digital content and apparel. It is a sustainable piece of work that can be reproduced for the Games in LA, Brisbane and beyond.

We have begun the process of modernising our digital content and prioritising the production of high quality content with strong story telling. To this end we have worked with Videos on the Net who have produced on several important pieces of work including the PTSB NextGen campaign, roll out of the Paralympics Ireland brand and content capture at events like the Perform at Paris conference and Six Months to Go event at the Helix in February.

2023 also marked a significant milestone as Paralympics Ireland took part in the Pride Parade for the first time in our history. This was an important event as it showed our commitment to diversity and inclusion and particularly as it brought us out of the sports arena and signalled a movement into areas of societal importance. We will return to Pride in 2024 prior to the Paralympic Games and welcome any members that wish to march under our banner.

In March 2023 Jason Smyth retired from Paralympic sport after an unbeaten career that saw him win six Paralympic titles, which included 100m and 200m doubles at the Beijing and London Games in 2008 and 2012. His retirement did not see him slow down as he immediately joined the Paralympics Ireland staff as Strategy Manager. In a fitting tribute to his stellar career, Jason was inducted into the RTÉ Sports Hall of Fame at the 2023 RTÉ Sport Awards in December.

January 2024 saw him join the cast of 'Dancing With the Stars' and he brought us on an incredible journey which culminated in him winning the illusive glitterball trophy with his professional dance partner Karen Byrne. The pair captivated audiences each week, particularly when Karen wore a blindfold for the pair's show dance during the final.

His impactful presence on the show not only elevated visibility around disability but also helped how disability is perceived in the media, marking a significant step towards societal inclusion.

“It is just incredible. It’s about showing what’s possible and I really hope that’s what I’ve done through this journey,” Smyth said about winning the show.

The social media presence of Paralympics Ireland has been consistent throughout the year, with growth evident across many major social channels (see table). Paralympics Ireland has fostered a vibrant online community that celebrates diversity, inclusivity, and the achievements of our Para-athletes. This will continue to build in the run up to the Paralympic Games and beyond.

Platform	October 2023	March 2024
Facebook	40,921	41,390
X (Twitter)	21,416	21,258
Instagram	7,537	7,883
LinkedIn	2,985	3,214
TikTok	342	461
YouTube	522	538

The focus for 2024 will be the Paralympic Games in Paris. A full schedule of events to maximise the opportunity presented by the Games got underway with the Six Months To Go celebration and will continue through the Team naming, which will include four separate events and will culminate post Games with the Paris Awards Ball. This is a window of opportunity for Paralympic sport, at what is essentially a home Games, to showcase our athletes, our sports and to advocate for the disabled. Our Paris 2024 campaign will aim to do this and harness support for the athletes at the biggest Paralympic Games since London 2012.



FINANCIAL STATEMENTS 2023

Notes to the financial statements



The deficit for the year is €28,836 and is broadly in line with budget and expectations in the penultimate year leading up to the 2024 Paralympic Games. The company has retained earnings at the end of the year of €1,126,184. We are now in the last year of the current Games cycle and

anticipate a significant spend to support our athletes and the staff team in Paris. We expect to incur a substantial deficit and to expend 75% of the €1.126m surplus reserves we have built up over the last three years in the 2024 financial year. We expect to end the year in a positive reserve position.

I would like to extend thanks to Sport Ireland as our main funder and indeed to all of our sponsorship partners for their ongoing support of Paralympics Ireland. The 2023 audit was conducted by JPA Brenson Lawler and I would like to thank them for the professional service delivered. I would also like to thank the management team within Paralympics Ireland and in particular Natalie O'Callaghan for the heavy lifting in supporting the administration side of our work. As we close in on the 2024 Games, we are in a secure financial position and are well placed to perform well in 2024.

Lorcan Claffey

Company registration number 339700 (Republic of Ireland)

PARALYMPICS IRELAND CLG
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

PARALYMPICS IRELAND CLG

COMPANY INFORMATION

Directors	Eimear Breathnach Lorcan Claffey Lisa Clancy Denis Toomey John Bolger Catherine Walsh Lisa Fallon Eileen O'Mahony Larry Fenelon
Secretary	John Bolger
Company number	339700
Registered office	Irish Sports HQ National Sports Campus Blanchardstown Dublin 15
Auditor	JPA Brenson Lawlor Argyle Square Morehampton Road Donnybrook Dublin 4 D04 W9W7
Business address	Irish Sports HQ National Sports Campus Blanchardstown Dublin 15

PARALYMPICS IRELAND CLG**CONTENTS**

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PARALYMPICS IRELAND CLG

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

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

Principal activities

The principal activity of the Company during the financial year was to promote, encourage and support involvement in high performance sport of people with disabilities of an intellectual, physical, physiological and sensory nature.

Results and dividends

The results for the year are set out on page 8. The Company operates to a four year cycle culminating in the Paralympic Games. The current cycle will end in 2024 with the Paralympic Games in Paris. The Company is on track against budget for this cycle and anticipates a deficit in 2024 as it expends additional funding for the Games from Sport Ireland and from its own reserved funds to meet the strategic goals for this cycle.

Directors and secretary

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

Eimear Breathnach
Lorcan Claffey
Lisa Clancy
Denis Toomey
John Bolger
Catherine Walsh
Lisa Fallon
Eileen O'Mahony
Larry Fenelon

Accounting records

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

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

The accounting records are held at the company's registered office, Irish Sports HQ National Sports Campus Blanchardstown Dublin 15.

Post reporting date events

There have been no significant post reporting date events.

Future developments

The Company plans to continue in its present activities.

Auditor

JPA Brenson Lawlor were appointed as the company's auditor and in accordance with section 383(2) of the Companies Act 2014, continue in office as auditor of the company.

Board evaluation

The board carried out a self-assessment of its role and effectiveness, led by the President. The board uses this feedback to make changes to how it operates.

Board recruitment

PARALYMPICS IRELAND CLG

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

When recruiting new directors to the board, the board aims to attract a diverse range of candidates with the skills Paralympics Ireland needs. The board adheres to gender balanced recommendations with 5 females and 4 males.

Risk management

Paralympics Ireland has in place a risk management framework and a risk register which is subject to review by the Audit and Risk Committee. The risk register is maintained by the Senior Leadership Team and the CEO reports changes in principal risks and uncertainties to the Audit & Risk Committee and the Board during the financial year.

Governance code

Paralympics Ireland was added to the governance code registry of organisations as 'compliant' since the beginning of January 2019 and have overseen adherence to the code since then. As required each three years when we renewed and were reconfirmed as 'compliant' in September 2023. The board implemented another governance code, the Charities Governance Code, and reconfirmed compliance in October 2023.

Branches outside the state

There are no branches of the Company outside the State.

Statement of disclosure to auditor

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

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

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

Reserves policy

As the Paralympics operate on a four-year cycle, the Company policy is to accumulate funds in the "non-games" years to help meet the additional costs of sending teams to the games.

In addition, the Company has a policy of maintaining a minimum reserve of €250,000 to meet operating expenses.

PARALYMPICS IRELAND CLG

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Governance and management

Paralympics Ireland's board give their time to Paralympics Ireland on a voluntary basis and receive no remuneration. Out-of-pocket expenses may be reimbursed. The board met seven times during 2023. There are also a number of sub committees which have been established by the board as outlined below with details of membership of each committee:

Audit and Risk Committee – John Bolger, Áine Crotty, Lorcan Claffey and Neal Morrison.

Meets at least twice per annum and reviews internal controls and the risk management system. It also liaises with the external auditors in relation to the year-end audit and the statutory accounts. The Committee met twice during 2023.

Governance Committee - Eimear Breathnach, Denis Toomey, Eileen O'Mahony and Áine Crotty.

Responsible for ensuring compliance with all related legislative and regulatory requirements, to monitor and review the Governance Code and the Charities Governance Code and that good governance is at the forefront of how the board and organisation operate. The Committee met three times during 2023.

Strategy Steering Committee – Lisa Clancy, John Fulham, Ruth NicAoidh and Larry Fenelon.

Responsible for overseeing the development implementation of the 2019 – 2025 strategy of Paralympics Ireland. The Committee met three times during 2023.

Athletes Commission – Catherine Walsh, John Twomey, Jason Smyth, Michael McKillop, Padraic Moran, Joey Markey and Breda Berine.

Responsible for ensuring that athletes' interests remain at the core of decisions that are made at board level. The Committee met twice during 2023.

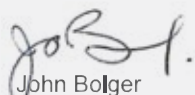
Boccia Ireland Sub Committee – Denis Toomey, Damien Noonan, Patrick Flanigan, Lisa Callaghan, Denise O'Flaherty and Cliona Horan.

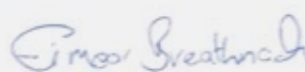
Responsible for the implementation of the Strategic Plan for Boccia Ireland, including the development of an athlete pathway. Prepare an Annual Operational and financial plan and target the progression to an independent NGB. The Committee met ten times during 2023.

High Performance Committee – Lisa Fallon, Eimear Breathnach, Denis Toomey, Liam Moggan, Eoghan Clifford, Dave Malone and Neasa Russell.

Responsible for the strategic oversight of High Performance Plans and Processes for Paralympics Ireland with the objective of building an effective High Performance system.

By order of the board


John Bolger
Secretary


Eimear Breathnach
Director

10 April 2024

PARALYMPICS IRELAND CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2023

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

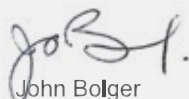
Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland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

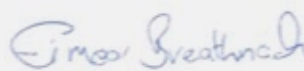
In preparing these financial statements, the directors are required to:

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

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

By order of the board


John Bolger
Secretary


Eimear Breathnach
Director

10 April 2024

PARALYMPICS IRELAND CLG

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF PARALYMPICS IRELAND CLG

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

PARALYMPICS IRELAND CLG

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF PARALYMPICS IRELAND CLG

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

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

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the company. We have nothing to report in this regard.

Responsibilities of directors for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the company's financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

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

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

PARALYMPICS IRELAND CLG

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF PARALYMPICS IRELAND CLG

Ian Lawlor
Statutory Auditor
For and on behalf of JPA Brenson Lawlor

10 April 2024

Chartered Accountants
Statutory audit firm

Argyle Square
Morehampton Road
Donnybrook
Dublin 4
D04 W9W7

PARALYMPICS IRELAND CLG**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	2023 €	2022 €
Income	3	3,001,843	2,106,309
Direct costs		(2,014,174)	(1,243,799)
Gross surplus		987,669	862,510
Administrative expenses		(1,016,505)	(778,183)
(Deficit)/surplus for the financial year		(28,836)	84,327

The income and expenditure account has been prepared on the basis that all operations are continuing operations.

PARALYMPICS IRELAND CLG

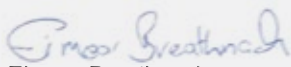
STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2023

	Notes	2023		2022	
		€	€	€	€
Fixed assets					
Tangible assets	7		21,166		-
Current assets					
Debtors	8	26,473		1,476	
Cash at bank and in hand		1,662,718		1,833,701	
		<u>1,689,191</u>		<u>1,835,177</u>	
Creditors: amounts falling due within one year	10	<u>(584,173)</u>		<u>(680,157)</u>	
Net current assets			<u>1,105,018</u>		<u>1,155,020</u>
Net assets			<u>1,126,184</u>		<u>1,155,020</u>
Reserves					
Income and expenditure account			<u>1,126,184</u>		<u>1,155,020</u>
Members' funds			<u>1,126,184</u>		<u>1,155,020</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 Financial Reporting Standard 102 'The Financial Statement Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board of directors and authorised for issue on 10 April 2024 and are signed on its behalf by:


Eimear Breathnach
Director

PARALYMPICS IRELAND CLG**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Income and expenditure €
Balance at 1 January 2022	1,070,693
Year ended 31 December 2022:	
Surplus and total comprehensive income	84,327
Balance at 31 December 2022	1,155,020
Year ended 31 December 2023:	
Deficit and total comprehensive income	(28,836)
Balance at 31 December 2023	<u>1,126,184</u>

PARALYMPICS IRELAND CLG

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Company information

Paralympics Ireland CLG is a limited company domiciled and incorporated in the Republic of Ireland. The registered office is Irish Sports HQ, National Sports Campus, Blanchardstown, Dublin 15 and its company registration number is 339700. It is a registered sports body primarily involved in promoting, encouraging and supporting involvement in high performance sport of people with disabilities of an intellectual, physical, physiological and sensory nature.

1.1 Accounting convention

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

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

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

1.2 Going concern

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

1.3 Income and expenditure

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

Fundraising, donations and sponsorship are amounts received from private institutions and fundraising events. Other income pertains to membership fees. These are recognised in the Statement of comprehensive income in the period of receipt.

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

1.4 Tangible fixed assets

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

PARALYMPICS IRELAND CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies (Continued)

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

Fixtures and fittings	33% Straight line
Motor vehicles	25% Straight line

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

1.5 Impairment of fixed assets

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

1.6 Cash and cash equivalents

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

1.7 Financial instruments

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

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

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

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Classification of financial liabilities

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

PARALYMPICS IRELAND CLG**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 DECEMBER 2023****1 Accounting policies (Continued)*****Basic financial liabilities***

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

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

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

1.8 Taxation

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

1.9 Employee benefits

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

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

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

1.10 Retirement benefits

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

1.11 Government grants

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

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

1.12 Reserves

As the Paralympics operate on a four-year cycle, the Company policy is to accumulate funds in the "non-games" years to help meet the additional costs of sending teams to the games.

In addition, the Company has a policy of maintaining a minimum reserve of €250,000 to meet operating expenses.

PARALYMPICS IRELAND CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

2 Judgements and key sources of estimation uncertainty

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

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

The items in the financial statements where these judgments and estimates have been made include:

Revenue recognition

Determining when to recognise revenues from Sport Ireland, Sport Northern Ireland and other private organisations requires an understanding of the relevant grant and sponsorship agreements. Recognising grant and sponsorship income also requires significant judgment in determining whether conditions, milestones and other terms have been met.

PARALYMPICS IRELAND CLG**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**
FOR THE YEAR ENDED 31 DECEMBER 2023**3 Income**

An analysis of income by class of business is as follows:

	2023	2022
	€	€
Income by class of business		
Sport Ireland grants	2,518,091	1,677,071
Fundraising, donations and sponsorship	365,441	359,127
Other income	118,311	70,111
	<u>3,001,843</u>	<u>2,106,309</u>

	2023	2022
	€	€
Sport Ireland grants		
Sport Ireland - Performance Grant	1,225,075	843,735
Sport Ireland - Core Grant	450,000	450,000
Sport Ireland - Paris 2024	216,191	-
Sport Ireland - Carding	378,000	260,000
Sport Ireland - NI Core	5,088	4,546
Sport Ireland - Women in Sport Grant	5,249	3,000
Sport Ireland - Boccia Ireland	50,000	30,310
Sport Ireland - Aspire Grant	24,065	-
Sport Ireland - Cycling	15,000	-
Sport Ireland - Swimming	15,000	-
Sport Ireland - Impact Funding	134,424	85,480
	<u>2,518,091</u>	<u>1,677,071</u>

4 Operating (deficit)/surplus

	2023	2022
	€	€
Operating (deficit)/surplus for the year is stated after charging:		
Depreciation of owned tangible fixed assets	1,245	-
	<u>1,245</u>	<u>-</u>

5 Employees

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

2023	2022
Number	Number
<u>12</u>	<u>10</u>

PARALYMPICS IRELAND CLG**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 DECEMBER 2023****5 Employees (Continued)**

Their aggregate remuneration comprised:

	2023	2022
	€	€
Wages and salaries	596,927	589,456
ER PRSI	72,501	59,753
Pension costs	38,275	19,513
	<u>707,703</u>	<u>668,722</u>

The following number of employees received total employees' benefits (excluding employers PRSI and pension costs) for the reporting period of more than €60,000 based on contract.

	2023	2022
	No.	No.
€60,000 - €70,000	1	2
€70,001 - €80,000	1	2
€80,001 - €90,000	1	-
€100,001 - €110,000	1	-
	<u>4</u>	<u>4</u>

Capitalised employee costs during the financial year amounted to €Nil (2022: €Nil).
The directors did not receive any remuneration during the financial year.

Key management remuneration based on contract amounted to a total cumulative figure for 2023 of €352,546 (2022: €369,632).

Key management remuneration includes salary and other benefits including employees PRSI and pension contribution but excluding employers PRSI and employers pension contribution.

6 Taxation

The Company has been granted charitable tax exemption under reference CHY 13420. The charity number of the Company is 20041700.

PARALYMPICS IRELAND CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

7 Tangible fixed assets

	Fixtures and fittings €	Motor vehicles €	Total €
Cost			
At 1 January 2023	4,600	23,910	28,510
Additions	22,411	-	22,411
At 31 December 2023	<u>27,011</u>	<u>23,910</u>	<u>50,921</u>
Depreciation and impairment			
At 1 January 2023	4,600	23,910	28,510
Depreciation charged in the year	1,245	-	1,245
At 31 December 2023	<u>5,845</u>	<u>23,910</u>	<u>29,755</u>
Carrying amount			
At 31 December 2023	<u>21,166</u>	<u>-</u>	<u>21,166</u>
At 31 December 2022	<u>-</u>	<u>-</u>	<u>-</u>

8 Debtors

	2023 €	2022 €
Amounts falling due within one year:		
Other debtors	24,978	1,476
Prepayments	1,495	-
	<u>26,473</u>	<u>1,476</u>

9 Cash and cash equivalents

	2023 €	2022 €
Cash at bank and in hand	<u>1,662,718</u>	<u>1,833,701</u>

The cash balance consists of cash reserves built up by the Company to cover additional costs of Games years and includes grant funding ring-fenced for specific purposes and deferred income.

10 Creditors: amounts falling due within one year

	Notes	2023 €	2022 €
PAYE and PRSI		31,960	18,924
Sport Ireland funding	11	441,018	561,660
Accruals		111,195	99,573
		<u>584,173</u>	<u>680,157</u>

PARALYMPICS IRELAND CLG**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 31 DECEMBER 2023****10 Creditors: amounts falling due within one year (Continued)**

Trade creditors and accruals are payable at various dates over the coming months, in accordance with the creditors' usual and customary credit terms.

PAYE/PRSI and other taxes including social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

The terms of deferred income are based on underlying contracts.

11 Sport Ireland funding

	2023 €	2022 €
Deferred income arising from Sport Ireland funding	441,018	561,660

The terms of deferred income are based on underlying contracts.

Included in the deferred income are grants from Sport Ireland detailed below:

	Deferred income 2022 €	Amounts awarded €	Amounts taken to statement €	Deferred income 2023 €
Sport Ireland - Performance Grant	314,377	1,000,000	1,225,075	89,302
Sport Ireland - Core Grant	-	450,000	450,000	-
Sport Ireland - Paris	-	400,000	216,191	183,809
Sport Ireland - Carding	-	378,000	378,000	-
Sport Ireland - NI Core	-	5,088	5,088	-
Sport Ireland - Women in Sport Grant	21,253	-	5,249	16,004
Sport Ireland - Boccia Ireland	30,361	25,093	55,454	-
Sport Ireland - Aspire Grant	23,958	2,662	24,065	2,555
Sport Ireland - Cycling	15,000	-	15,000	-
Sport Ireland - Swimming	15,000	-	15,000	-
Sport Ireland - Impact Funding	141,711	142,060	134,424	149,347
	<u>561,660</u>	<u>2,402,902</u>	<u>2,523,544</u>	<u>441,018</u>

12 Retirement benefit schemes

	2023 €	2022 €
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	36,018	11,760

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

PARALYMPICS IRELAND CLG

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

13 Members' liability

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

14 Boccia

In 2016, Paralympics Ireland commenced the managing of the governance of Boccia Ireland. During 2023, Boccia Ireland also received €55,454 (2022: €30,310) of which €50,000 was received through grants and €5,454 was received through donations and membership fees. Expenditure incurred in 2023 was €72,705 (2022: €41,523). These amounts are reflected in the financial statements.

15 Events after the reporting date

There have been no significant post reporting date events since the financial year end.

16 Approval of financial statements

The directors approved the financial statements on 10 April 2024.

