

An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



08 February, 2023

Ms Sarah Cremin
Committee Secretariat, Committee of Public Accounts
Committee of Public Accounts
Leinster House
Dublin 2
D02 XR20

Ref: S1174 PAC33

**Re: Report on Department of Children, Equality, Disability, Integration and Youth
(DCEDIY) 2022/2023 funding provided to Transgender Equality Network of Ireland
(TENI)**

Dear Ms Cremin,

I am writing in response to your correspondence dated the 27 January, 2023, which relates to funding provided to the Transgender Equality Network of Ireland.

Please find attached report and supporting documents as requested.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'Kevin McCarthy', with a stylized flourish at the end.

Kevin McCarthy
Secretary General
Department of Children, Equality, Disability, Integration and Youth

Report to the Committee of Public Accounts
Funding allocation to the Transgender Equality Network of Ireland (TENI) for 2022/2023
February 2023

1. Introduction

The LGBTI+ Community Services Fund forms part of the Department's commitments under the *National LGBTI+ Inclusion Strategy 2019-2022*. The 2022 LGBTI+ Community Services Funding Call is a measure to help support Action 6.2 of the National LGBTI+ Inclusion Strategy 2019-2022:

“Action 6.2: Increase funding for LGBTI+ community services to ensure existing LGBTI+ services are sustainable and that funding is available to develop additional services, based on gaps identified in the mapping exercise”.

The purpose of the call is to promote inclusion, protect rights and to improve quality of life and wellbeing for members of the LGBTI+ community enabling them to participate fully in Ireland's social, economic, cultural, and political life.

2. 2022 Funding Call

In 2022, the open call ran from 22 June - 20 July, with organisations applying through EU Survey. A press release (see Appendix 1) was published announcing the call. Organisations completed an application form for projects to run from 2022-2023, and were also required to submit their financial accounts. In 2022, the Department received 73 applications, all of which were eligible (35 Scheme A applications, and 38 Scheme B applications).

All applications were assessed by the assessment team and were also subject to review by an external reviewer.

3. Financial information required from applicants

As part of their application for funding, all applicants were required to:

- outline the controls their organisation had in place to ensure good financial management,
- submit their most recent set of audited accounts, and
- submit a valid Tax Clearance Certificate.

4. Proposal received from TENI

An application for funding was received from TENI under Scheme A. TENI is a non-profit organisation, which was founded in 2006 and was registered as a company limited by guarantee in February 2010. Governance of TENI is provided by a volunteer board and operations are led by a Chief Executive and staff. TENI successfully applied for the 2020 LGBTI Community Services Fund. TENI did not apply for 2021 funding.

TENI outlined that its financial management is overseen by three accountable parties. The Finance and Operations Manager leads the daily financial management and budget of the organisation, which are overseen by the CEO who reports to the Board of Directors. The Board of Directors oversees the CEO's management of funding and authorises the yearly budget. Additionally, TENI has a Financial Committee that further evaluates and oversees funding. TENI's accounts are audited annually.

TENI submitted their 2021 Annual Report and Financial Statements to support their application. The DCEDIY Funds Administration Unit identified no issues when reviewing the accounts. As part of the application TENI confirmed that they had not received a qualified set of accounts in the past five years.

TENI also provided their Tax Reference Number. The DCEDIY Funds Administration Unit confirmed via ROS (Revenue Online Service) that a valid Tax Clearance Certificate had issued prior to processing TENI's payment.

5. Health Service Executive (HSE) funding provided to TENI

The HSE has reported that signed audited accounts for its NGO partners with Grant Aid Agreements were required by 31 May, 2022. The HSE did not receive signed audited accounts from TENI by 31 May, 2022 as required.

TENI provided draft audited accounts to the HSE in advance of a meeting on 19 October, 2022. At this meeting, it was agreed that HSE funding to TENI would be suspended until signed audited accounts were received. TENI submitted signed audited accounts to the HSE on 21 October, 2022, and funding was reinstated in November, 2022. The HSE has requested TENI to provide a detailed plan to mitigate against future delays in financial reporting/requirements as per their Grant Aid Agreement.

DCEDIY publicly announced funding to be provided to successful applicants, including TENI, under the LGBTI+ Community Services funding call, on 5 December, 2022, by way of a Press Release (see Appendix 2).

6. Summary

TENI's application was assessed and scored in strict adherence with assessment criteria contained within the published guidelines for applicants. A further review of TENI's application was then conducted by an external assessor.

TENI submitted their most recent set of audited accounts as part of their application.

A valid Tax Clearance Certificate was provided by TENI before the grant payment was processed.

Funding to successful applicants was announced by DCEDIY on 5 December, 2022, by way of a Press Release.

Section 5 of the application form for the LGBTI Community Services Fund asks applicants to confirm that their financial situation is in order. This section also asks applicants to confirm that they are not receiving any other funding for the project applied for from other government sources. The form does not enquire about funding received for other projects, (which are outside the scope of the funding call) from other government sources, as those funding streams do not pertain to the project being applied for under the LGBTI Community Services Fund.

Minister O’Gorman announces 2022 LGBTI+ Community Services Funding Call with new ‘core support’ element

From [Department of Children, Equality, Disability, Integration and Youth](#)

Published on 22 June 2022

Last updated on 22 June 2022

- **€900,000 is being made available to applicant groups, operating at national, regional and local level, to support community services and promote visibility and inclusion of LGBTI+ people**
- **funding basis will now include a ‘core support’ feature which will enable LGBTI+ NGOs to maintain and enhance existing services and initiatives**
- **funding aims to promote inclusion, protect rights and to improve quality of life and wellbeing for LGBTI+ people in Ireland**
- **grant scheme is open to applications from existing LGBTI+ non-government organisations and community organisations working with LGBTI+ people**

The Minister for Children, Equality, Disability, Integration and Youth, Roderic O’Gorman, today announced that applications can now be made for funding from the LGBTI+ Community Services fund.

The 2022 LGBTI+ Community Services Funding Call is an important element in supporting the implementation of the National LGBTI+ Inclusion Strategy, which was published on 28 November 2019, and complements the National LGBTI+ Youth Strategy published in June 2018.

Based on feedback and discussions with a number of NGOs, Minister O’Gorman has expanded scheme A to include a ‘core support’ model. Scheme A will remain open for larger style projects but will also be open to applications from existing LGBTI+ NGOs for funding to maintain and enhance existing services and initiatives. This will assist these organisations build capacity and maintain existing and well-established LGBTI+ supports.

Announcing the fund, Minister O’Gorman said:

“The funding announced today coincides with Pride celebrations and recognises the need for greater access to LGBTI+ services right across Ireland. For the past 2 years the funding call has provided vital funding to many organisations across the country and I am pleased to see this continue. It will help improve the quality of life for LGBTI+ people and ensure they are supported in realising their rights.” The Minister continued:

“Recognising that a particular challenge for LGBTI+ NGOs has been the ability to plan to undertake longer-term projects and initiatives, this year the funding basis will change to now include a new ‘core support’ element. I hope this improvement will encourage new and innovative ideas coming forward that will further improve access to services for LGBTI+ people, irrespective of their age or where they live.

“Key actions for my department include maintaining the funding and capacity of LGBTI+ community services, as well as measures to ensure that community development infrastructure more broadly is both inclusive and welcoming to LGBTI+ people.”

There are 2 streams of funding:

- **Scheme A** will continue to support new initiatives but will also be open to applications from existing LGBTI+ NGOs for funding to maintain and enhance existing services and initiatives. This will assist these organisations build capacity and maintain existing and well-established LGBTI+ supports.
- **Scheme B** will provide small grants to organisations for projects that promote visibility and inclusion of LGBTI+ persons.

All applications must be submitted electronically.

Applications for funding will remain open until 3pm on Wednesday 20 July 2022. Groups can access a detailed guidance document and complete an online application form at the following links:

Scheme A –

[LGBTI Funding Open Call 2022 Scheme A](#)

Scheme B –

[LGBTI Funding Open Call 2022 Scheme B](#)

PRESS RELEASE



**An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige**
Department of Children, Equality,
Disability, Integration and Youth

Minister O’Gorman announces 27 projects to be funded under the 2022 LGBTI+ Community Services Funding Call

- €1,209,832.35 will be made available to 27 LGBTI+ community service based projects.
- Grants of up to €100,000 will be allocated to successful organisations to assist the development of rural community infrastructure to be inclusive and welcoming of LGBTI+ persons, address gaps in LGBTI+ services and support existing LGBTI+ community organisations.

5th December 2022

Minister for Children, Equality, Disability, Integration and Youth, Roderic O’Gorman, today announced the 27 LGBTI+ projects set to receive funding under the 2022 LGBTI+ Community Services Funding Call. Through this Fund, a total of €1,209,832.35 will be made available to support organisations across Ireland to assist the development of rural community infrastructure to be inclusive and welcoming of LGBTI+ persons, address gaps in LGBTI+ services and support existing LGBTI+ community organisations.

The National LGBTI+ Inclusion Strategy 2019-2021 adopted by Government and launched in November 2019, provides a whole-of-Government framework for identifying and addressing issues which may prevent LGBTI+ people from enjoying full equality in practice in Irish society. The Strategy is based on four thematic pillars providing a vision of an Ireland where members of the LGBTI+ community are healthy, visible and included, safe and supported and treated equally. Positive visibility and increased non-stereotypical representation of LGBTI+ identities is vital to support long-term attitudinal change.

The 2022 LGBTI+ Community Services Funding Call is an important element in achieving overall objective of the National LGBTI+ Inclusion Strategy. Successful projects will assist the development of rural community infrastructure to be inclusive and welcoming of LGBTI+ persons, address gaps in LGBTI+ services and support existing LGBTI+ community organisations.

Welcoming the latest announcement, Minister O’Gorman said:

“Every LGBTI+ person deserves to feel safe, visible and included in their community, and that is in every village, town and city across Ireland. This €1.2m in LGBTI+ community services funding, announced today, will support community organisations nationwide to improve access for LGBTI+ people to supports and services which will help to improve their quality of life, and support them in realising their rights.

The organisations behind the funded projects are doing valuable work, providing a safer, more inclusive environment for everyone, and ensuring LGBTI+ people can be visible in their communities. I want to commend the work of those organisations, and the many volunteers who support that work, in making all LGBTI+ people feel welcome and supported.”

ENDS

Note for Editors:

Purpose of projects/activities

The 2022 LGBTI+ Community Services Funding Call for proposals ran from 22nd June 2022 – 20th July 2022. €1,209,832.35 has been made available in 2022 to support LGBTI+ projects through grant funding of €25,000 - €100,000 per successful Scheme A project and €5,000 - €10,000 per successful Scheme B project.

Successful Scheme A projects:

Name of Organisation	Project Name	Grant Awarded	Geographic Scope	County
LINC - Advocating for Lesbian and Bisexual Women in Ireland	LINClusion	€58,900.00	Nationwide	Cork
Belong To	LGBTQ+ Quality Mark for Schools	€100,000.00	Nationwide	Dublin
Dublin AIDS Alliance CLG	Rapid and Self HIV testing for the transgender and non-binary community	€69,677.00	Dublin and greater Leinster region	Dublin
Free Legal Advice Centres	Legal Advice and Advocacy Project	€68,000.00	Nationwide	Dublin
Gay Switchboard Ireland	The Switchboard 2022-2023	€37,000.00	Nationwide	Dublin
LGBT Support and Advocacy Network Ireland CLG	Sustaining and enhancing LGBT Ireland frontline support services	€98,475.00	Nationwide	Dublin
ShoutOut	ShoutOut’s educational workshops in schools and youth groups.	€88,660.00	Nationwide	Dublin
Transgender Equality Network of Ireland	Trans Awareness Hub	€93,615.00	Nationwide	Dublin

AMACH! LGBT Galway Company Limited by Guarantee	COMHIONANNAS: The Galway LGBTI+ Community Achieving Equality Development of LGBT+ Community Supports for Galway city, county and region	€100,000.00	Galway, Mayo, Roscommon	Galway
Listowel Family Resource Centre	LGBT+ Community Support Worker and Peer Mentoring Programme	€94,874.63	Kerry	Kerry
Laois Youth Services CLG trading as Youth Work Ireland Laois	Midlands LGBT+	€98,156.72	Laois, Offaly, Kildare and Westmeath	Laois
GOSHH Ireland CLG	GOSHH Rainbow Development Project - 2022/2023	€100,000.00	Limerick, Clare and North Tipperary	Limerick
Outcomers	Operation Rainbow North East	€60,000.00	Louth, Meath, Cavan, Monaghan and Balbriggan	Louth
OutWest	Maintain and Enhance our existing services and initiative	€30,000.00	Galway, Mayo, Leitrim, Sligo and Roscommon	Mayo

Successful Scheme B projects:

Organisation Name	Project Name	Grant Awarded	Geographic Scope	County
ACTING OUT	Telling our stories: Taking LGBTQ+ theatre to small Irish towns and building a touring network for LGBTQ+ performance.	€7,700.00	Nationwide	Dublin
Dublin Lesbian Line	Engaging and Supporting DLL Volunteers	€8,620.00	Nationwide	Dublin
Gay Health Network (GHN)	A Gay in the Country	€10,000.00	Nationwide	Dublin
Sporting Pride CLG	Let's Get Visible	€10,000.00	Nationwide	Dublin

The Open Doors Initiative	Research into Inclusive LGBTI+ employment	€10,000.00	Nationwide	Dublin
Galway Traveller Movement	Traveller LGBTQI Visibility Project	€5,648.00	Galway	Galway
Gort Resource Centre	Becoming Stronger	€10,000.00	Multiple Counties	Galway
Crooked House Theatre Company	Indigo Collective	€10,000.00	Multiple Counties	Kildare
Lus Na Greine	This is ME.	€10,000.00	Multiple Counties	Longford
Drogheda LGBTQI Support Group	3 days a week club	€6,000.00	Multiple Counties	Louth
Meath LGBTQ Support Group	12 weeks educate together	€5,000.00	Meath	Meath
Youthwork Ireland - North Connaught/Smily Lgbti+ Youth Project	LGBTQI Youth Video	€9,506.00	Multiple Counties	Sligo
Bray Youth Service (Crosscare)	The Co Wicklow LGBTQ+ Youth Conference	€10,000.00	Multiple Counties	Wicklow

Issued by the Press and Communications Office at the Department of Children, Equality, Disability, Integration and Youth.

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An Roinn Dlí agus Cirt
agus Comhionannais
Department of Justice
and Equality

2022 LGBTI+ Community Services Funding Call Guidance Notes for Applicants



Introduction

The National LGBTI+ Inclusion Strategy 2019-2022¹ adopted by Government and launched in November 2019, provides a whole-of-Government framework for identifying and addressing issues which may prevent LGBTI+ people from enjoying full equality in practice in Irish society. The Strategy is based on four thematic pillars providing a vision of an Ireland where members of the LGBTI+ community are visible and included, treated equally, healthy, and safe and supported.

Positive visibility and increased non-stereotypical representation of LGBTI+ identities is vital to support long-term attitudinal change.

The 2022 LGBTI+ Community Services Funding Call is an important element in achieving overall objective of the National LGBTI+ Inclusion Strategy. The Call plans to assist the development of rural community infrastructure to be inclusive and welcoming of LGBTI+ persons. The call also aims to provide funding to existing LGBTI+ community organisations to sustain and enhance the delivery of services and supports to LGBTI+ persons.

Vision

A safe, fair and inclusive Ireland where people are supported to flourish and to live inclusive, healthy and fulfilling lives, whatever their sexual orientation, gender identity or expression, or sex characteristics.

Mission

To promote inclusion, protect rights and to improve quality of life and wellbeing for members of the LGBTI+ community enabling them to participate fully in Ireland's social, economic, cultural, and political life.

Values

The development and implementation of the Strategy will be grounded in the following core principles: Equality, Respect for Diversity, Inclusion, Visibility, Collaboration, Accessibility, and Accountability.

¹ http://www.justice.ie/en/JELR/LGBTI+Inclusion_Strategy_2019-2021.pdf/Files/LGBTI+Inclusion_Strategy_2019-2021.pdf

The 2022 LGBTI+ Community Services Funding Call is a measure to help support Action 6.2 of the strategy.

Action 6.2: Increase funding for LGBTI+ community services to ensure existing LGBTI+ services are sustainable and that funding is available to develop additional services.

Timetable of Calls

	Stages	Date and time or indicative period
1	Launch of Calls	22 nd June 2022
2	Deadline for submitting applications	20 th July 2022 12pm
3	Notification of results to the Applicants	October 2022
4	Sign off of grant agreement	October 2022
5	Start of Projects	October/November 2022

SUMMARY OF DOCUMENT

Part A - General Guidance for Applicants

Part B - How to Complete the Application Forms

Part C - Next Steps

Part A - General Guidance for Applicants

(i) Purpose and Goal of the 2022 LGBTI+ Community Service Funding Call

The overall aim of this fund is to promote inclusion, protect rights and to improve quality of life and wellbeing for members of the LGBTI+ community enabling them to participate fully in Ireland's social, economic, cultural, and political life.

The Department of Children, Equality, Disability, Integration and Youth is providing funding of €900,000 for Schemes A (delivery of services and initiatives) & B (grant scheme).

The two funding schemes are as follows:

SCHEME A: SUPPORTING LGBTI+ ORGANISATIONS IN DELIVERING COMMUNITY SERVICES AND SUPPORTS FOR LGBTI+ PERSONS.

- The Department of Children, Equality, Disability, Integration and Youth will provide funding towards the costs of delivering services and supports to a small number of existing LGBTI+ NGOs and community organisations under Scheme A. Amounts requested range from €25,000 up to a maximum of €100,000.
- Work programmes are to commence in 2022 and complete no later than 30 September 2023 with the grant to be paid as detailed in the grant agreement.
- Scheme A is open to applications from existing LGBTI+ NGOs and community organisations working with the LGBTI+ community. Applications should be submitted by individual organisations who work in providing supports to the LGBTI+ Community.
- The Funding scheme goals are:
 - To enhance the services provided by the NGO or community organisation to LGBTI+ persons, such as providing additional outreach capacity or locations, and/or;
 - To promote inclusion of LGBTI+ persons, in educational settings, within the workplace, or in wider society, and/or;
 - To support social inclusion and address multiple discrimination within the LGBTI+ community, targeting groups at risk of marginalisation such as Travellers, Roma, migrant communities, people with disabilities, etc. and/or;
 - To contribute to ensuring that existing community infrastructure in rural areas is inclusive and welcoming to members of the LGBTI+ community, such as the provision of pop-up LGBTI+ services and/or;
 - To combat the impact of rural isolation on members of the LGBTI+ community.
- The criteria against which the funding applications should be assessed should include the following:
 - Degree to which the planned outcomes meet the goals of the scheme and the strategic fit (20% of Assessment).
 - Whether the work programme has either identified a gap in community services for LGBTI+ persons or will continue to sustain an existing or established service.
 - How well the proposed work programme would meet that need and how feasible and sustainable the impact of proposed solution was.

- How the proposed work programme would benefit LGBTI+ persons in rural areas, and from groups at risk of marginalisation and multiple discrimination.
- Capacity of applicant organisation to deliver work programme. (40% of Assessment).
 - Whether the applicant organisation has a history of working with the LGBTI+ Community.
 - The applicant organisation's track record on delivering specific programmes related to supporting the LGBTI+ Community.
 - The overall strategic goals of the applicant organisation and how focus they are on supporting the LGBTI+ Community.
 - The overall aims and values of the organisations mission statement.
- Overall strength of work programme proposal by reference to planned activities (30% of Assessment).
- Value for money (10% of Assessment).

SCHEME B: PROMOTING VISIBILITY AND INCLUSION OF LGBTI+ PERSONS

- The Department of Children, Equality, Disability, Integration and Youth will provide funding for smaller grants for amounts from €5,000 - €10,000.
- All projects must be completed by end September 2023.
- Scheme B is open to applications from existing LGBTI+ NGOs and community organisations working with members of the LGBTI+ community. Applications may be submitted by individual organisations, or by a consortium involving two or more organisations where the lead partner is an existing LGBTI+ NGO or community organisation. The other partners may be not-for-profit organisations or social enterprises.
- The Funding scheme goals are to promote LGBTI+ visibility, awareness and expertise, through events or communications directed at the public in general, a specific sector of the economy, a geographic location, or any group within the LGBTI+ community.
- The criteria against which grant applications should be assessed should include the following:
 - Degree to which the planned outcomes meet the goals of the scheme (35% of Assessment).
 - How well the proposed initiative had considered its target group and the intended impact of the initiative.
 - How feasible the proposed initiative is.
 - How the proposed project would benefit LGBTI+ persons in rural areas, and from groups at risk of marginalisation and multiple discrimination.
 - Overall strength of project proposal by reference to planned activities (35% of Assessment).
 - Value for money (30% of Assessment).

For both schemes:

- Applications for Scheme A should outline detailed proposals of work programmes and the development of any new initiatives. For Scheme B, project activities must be additional to the usual business of the applicant organisation and should complement but not replace mainstream structures at local level.

- Allowable expenditure includes salaries, but not capital costs. Duplication of funding is not permitted.
- In determining the overall allocation of funding and grants under Schemes A and B respectively, the Department may have regard to the need to achieve a balanced geographical spread of activities.
- Organisations will not be awarded funding under both schemes.

(ii) Eligible Project Dates

Projects/work programmes must be completed no later than 30 September 2023. Projects/work programmes failing to observe these dates will be deemed ineligible, and any funding advanced must be returned to the Department.

(iii) Expiry of Grant Offer

Failure to return the signed Grant Agreement and other requested documentation/information within 6 months of the date of the grant offer will result in forfeiture of the grant offer.

(iv) Reasons for non-award

If your organisation previously received grant funding and did not substantially comply with the terms and conditions set down in the Grant Agreement, it may be precluded from receiving a grant in 2022. The following circumstances may influence the outcome of your application:

- A final report was not submitted or was submitted late.
- There was a substantial underperformance on the project, including failure to deliver on the project outcomes and/or budget.
- Project activities were not carried out according to the terms of the grant agreement.
- Any other breach of the terms and conditions of the grant agreement.

(v) Assessment criteria

Initial check

Applications received by the closing date and time will be subject to an initial check by the Funds Administration Unit to ensure that they are eligible for consideration. In order to be eligible applications must:

- Be submitted on time;
- Be submitted by an eligible applicant organisation;
- Be requesting an amount of between €25,000 and €100,000 for Scheme A and €5,000 and €10,000 for Scheme B
- Be complete (i.e. all relevant sections completed);
- Be signed by a person authorised to submit the application on behalf of the applicant organisation.

Applications that fail to meet this initial test will not be considered. Applications that pass this initial test will then go forward for further assessment.

Capacity Assessment

For Scheme A, applications from organisations who work specifically in the LGBTI+ sector and have a proven track record of having the capacity to deliver large scale work programs will be viewed more favourably.

For both Schemes, applicant organisations must meet minimum governance standards to satisfy the Department that they will be in a position to manage a grant award of this size and complexity, including demonstrating management structures, financial discipline and capacity to manage the monitoring and reporting requirements, as set out below.

- Evidence of working with LGBTI+ Projects;
- Evidence of appropriate governance and financial viability of the applicant organisation;
- Previous experience in delivery of similar /comparable LGBTI activities’
- Evidence of ability to manage the project appropriately;
- Evidence of capacity to collect, maintain and report monitoring information.

Work Programme and Project Assessment

All applications will be screened to determine their completeness and the eligibility of the applicant organisation. Applications deemed complete and eligible will then be fully assessed and scored in accordance with the marking scheme set out below. Canvassing will disqualify applications.

Scheme A

Award Criteria	Marks Available
Capacity of applicant organisation to deliver work programme. <ul style="list-style-type: none"> • Whether the applicant organisation has a history of working with the LGBTI+ Community. • The applicant organisation’s track record on delivering specific programmes related to supporting the LGBTI+ Community. • The overall strategic goals of the applicant organisation and how focus they are on supporting the LGBTI+ Community. • The overall aims and values of the organisations mission statement. • 	40
Strength of Proposal. <ul style="list-style-type: none"> • Quality of proposal and approach showing <ul style="list-style-type: none"> - Evidence of need. - How the planned activities will improve services and meet the current unmet needs of the LGBTI+ community. - Clear attainable and measureable targets. - Anticipated outcomes for participants. 	30

<ul style="list-style-type: none"> • The quality of project/work programme outcomes. • The previous experience of the applicant. 	
Strategic Fit & Achieving goals of the scheme. <ul style="list-style-type: none"> • Whether the project/work programme has either identified a gap in community services for LGBTI+ persons or will continue to sustain an existing or established service. • How well the proposed project/work programme would meet that need and how feasible and sustainable the impact of proposed solution was. • How the proposed project/work programme would benefit LGBTI+ persons in rural areas, groups at risk of marginalisation and multiple discrimination. • How the proposal clearly addresses the themes of the National LGBTI+ Inclusion Strategy 2019-2022. 	20
Financial Management & Value for Money. <ul style="list-style-type: none"> • Achievement of maximum output for the proposed budget. • Clear and well-structured budget. <p>Costs are in line with market norms.</p>	10

Scheme B

Award Criteria	Marks Available
Strategic Fit & Achieving goals of the scheme. <ul style="list-style-type: none"> • Whether the project/work programme has identified a gap in community services for LGBTI+ persons and a priority need to address that gap. • How well the proposed project/work programme would meet that need and how feasible and sustainable the impact of proposed solution was. • How the proposed project/work programme would benefit LGBTI+ persons in rural areas, groups at risk of marginalisation and multiple discrimination. • How the proposal clearly addresses the themes of the National LGBTI+ Inclusion Strategy 2019-2022. 	35
Strength of Proposal. <ul style="list-style-type: none"> • Quality of proposal and approach showing <ul style="list-style-type: none"> - Evidence of need. - How the planned activities will improve services and meet the current unmet needs of the LGBTI+ community. - Clear attainable and measureable targets. - Anticipated outcomes for participants. • The quality of project/work programme outcomes. • The previous experience of the applicant. 	35
Financial Management & Value for Money. <ul style="list-style-type: none"> • Achievement of maximum output for the proposed budget. • Clear and well-structured budget. • Costs are in line with market norms. 	30

(vi) Decisions

A Selection Committee within the Department of Children, Equality, Disability, Integration and Youth will review all submitted applications and grade each application in accordance with the criteria. Final recommendations on the award of the grants will be made by this Selection Committee.

Decisions will be notified to the Applicants by the Department of Children, Equality, Disability, Integration and Youth.

The payment of the grant, related financial administration and any other regulatory and/or financial governance requirements and reporting will be dealt with according to Circular 13/2014 <http://circulars.gov.ie/pdf/circular/per/2014/13.pdf>

No cost or part thereof, of any element of the proposed application can be previously expended before approval date i.e. before the date on which final funding approval is confirmed.

(vii) Grant Agreement

Each organisation that receives a grant offer will be required to sign a Grant Agreement with the Department setting out the terms and conditions of the grant.

(viii) Payments

In the event that your application is successful you will be asked to provide the bank details of your organisation. Grants will be paid by electronic funds transfer only. Under no circumstances will the grant be paid into a personal bank account.

(ix) Duplication of Funding

If successful, you will be asked to certify that the costs of the activities proposed are not being met from any other source.

(x) Changes to projects/work programme post award

Unforeseen circumstances beyond the control of project organisers may affect project/work programme dates and scope (e.g. weather events, withdrawal of facilities etc.). In this case you must, at the earliest opportunity, notify the Department using the Project Change Request Form.

Changes to project/work programme dates

In applying for a change of dates, applicants will be required to state what dates (i.e. project/work programme start date, end date or both) are changing, the new project dates and the reason for the change. In no circumstances will organisations be allowed to change their project/work programme start or end date beyond 30 September 2023. Any applicant attempting to do so will be deemed to have forfeited their grant and be liable for repayment of any monies already provided.

Changes to project/work programme scope

The new scope of the project/work programme must remain commensurate with the goals and themes of the funding scheme and must also be commensurate with the original amount awarded. The reason for the change must be provided. The Department reserves the right to refuse such requests if it is felt the project no longer meets the goals of the Fund or is not commensurate with the amount of funding originally awarded. In such cases, the applicant will be deemed to have forfeited their grant and be liable for repayment of any monies already provided.

(xi) Project/work programme Reporting

Final Reports

All applicants must submit a final report within two calendar months of the agreed project/work programme end date.

NB The onus is on the person who signs the Grant Agreement to ensure that the report is submitted on time.

Report Structure/Templates

All reports should contain information on how the money has been spent and the outcomes achieved. Project/work programme reporting templates will be issued to successful applicants.

Reports should, where possible, include photographs to illustrate the activities undertaken and the participants involved. Organisations need to be mindful of the issue of confidentiality and privacy and must obtain permission for the use of the images prior to submitting the report to the Department. Extracts from the report, including photographs, may be published by the Department.

(xii) Audit

The Department has the right of audit over this expenditure. The Fund is also subject to audit by the Comptroller and Auditor General. You will be asked to retain documentary evidence of expenditure incurred against the grant for audit purposes.

(xiii) Children First Act 2015

In the event that your application is successful a statement of compliance with the Children First Act 2015 will be required (Appendix A of the Grant Agreement) and payment will not be made unless this is received. For further information on how Children First may affect your organisation please refer to the Tusla website <https://www.tusla.ie/> A copy of the national guidance can be found on the Department of Children, Equality, Disability, Integration and Youth website [here](#) You can download the Children First Act 2015 from the Irish Statute Book [here](#).

Part B - How to Complete the Application Form

Scheme A: Supporting LGBTI+ Community Organisations in the delivery of services and initiatives.

Section 1: Contact Details of Applicant Organisation

1.1 Legal Name of organisation: The full legal name of the organisation making the application.

1.2 Other Names(s): Other names by which the organisation is known (i.e. Trading Name).

1.3 Address: The full postal address to which correspondence relating to the application may be sent.

1.4 County: Select County from dropdown list. If your project spans more than one county, insert the name of the county in which the funded activity will primarily take place.

1.5 Name and role of person responsible for answering any queries concerning this application: The name and role of person responsible for answering any queries and has the necessary expertise and knowledge regarding the project.

1.6 Name of alternative contact within the organisation: Please provide an alternative contact person within the organisation.

1.7 Main Telephone number: The regular daytime contact number of the applicant.

1.8 Main Email Address: The email address to which all emails relating to the application will be sent. Must be a regularly monitored email account

1.9 . Email address for alternative contact (listed at 1.6): Please provide an email address for the contact listed at 1.6

Section 2: Organisation Details

2.1 Organisation Category (Which of the following best describes your organisation).

Public Body
Statutory Body
Private Company
Voluntary Organisation
Other

Choose one of the options provided. Please note that Local Authorities are not eligible for this round of funding. Applications from individuals acting alone are also not admissible.

2.1.1 CRO Number: The applicant's Companies Registration Office (CRO) Number, if applicable.

2.1.2 Charity Number: The applicant's Charities Number that it received upon registration, if applicable.

2.2 Date of establishment of Organisation: Insert the date of establishment of Organisation

2.3 Number of staff currently employed in Organisation (Whole Time Equivalents).

Insert the total number of paid full-time and part-time staff currently employed by your organisation.

2.4 Average number of volunteers engaged in a typical month:

Insert the number of unpaid volunteers engaged by your organisation in a typical month.

2.5 What is your organisation's Mission Statement:

Insert your organisations published mission's statement or a brief formal summary of the aims and values of your organisation.

2.6 Outline the main activities carried out/ support services provided by your organisation including geographical reach:

Please provide details of the main activities provided by your organisation including geographical reach.

2.7 Outline the organisation's historical interaction with the LGBTI+ Community:

Please provide details of previous supports your organisation has provided to the LGBTI+ Community including the type of support and when it was provided. Outline any your organisations previous experience working with the LGBTI+ Community, or other experience that is of relevance to the objectives of the Call (as outlined above)? If yes, include brief example(s) in the space provided.

2.8 Outline the organisation's current activities with the LGBTI+ Community:

Please provide details of any ongoing projects or activities that your organisation is engaged with support the LGBTI+ Community.

2.9 Outline the management and governance structure of your organisation.

Outline the management and governance structure of your organisation e.g., is it governed by a Board of Directors (if so, are they Executive or Non – Executive Directors), or by a Board of Management, or is there some other type of structure in place?

2.10 Outline the operational management control systems that will be established for this project/work programme.

Describe the project management, governance and operational control arrangements that you plan to put in place for your project. Please indicate how operational information will be recorded and stored by your organisation.

Section 3: Project/Work Programme Proposal

3.1 Project/Work Programme Name

What is the name of your project? Suggested limit is 10 Words.

3.2 Project/work programme Start Date

Enter your project start date.

3.3 Project/work programme End Date

Enter your project end date.

3.4 Project/Proposal Description

Provide a general description of the proposal with details of objectives and outcomes.

3.5 Outline the specific objectives of the project/work programme

Explain how your project will contribute to the achievement of the objectives set out in the Call. Suggested limit is 200 Words

3.6 What is the geographical scope of your project/work programme? Please list all locations.

Indicate the local area in which your project will operate based on both the project activities and the geographical spread of participants.

3.7 Do you intend to work with any project/work programme partners in the implementation and delivery of this project?

Please answer Yes or No.

It is not a requirement to work with a partner in the delivery of a project. If however, you are intending to work with one or more partner organisations you should set out below how this arrangement will operate.

If yes, please enter the names of the proposed partner organisations and give a brief description of how the collaboration with the partner will operate (i.e. governance, finance, outputs, reporting).

If more than one organisation is applying for funds, one organisation must be nominated as the Lead Applicant. If successful, the Lead Applicant will sign the Grant Agreement and will carry the liability for ensuring its terms and conditions are met by them and all delivery targets.

The project plan should clearly indicate the responsibility of each partner and the level of linkage. There should be a clear division of responsibility and costs. A service level agreement should be in place which should clearly define each partner's role and responsibilities. There should be clear budgets and projections detailing all the costs involved.

3.8 Outline the overall aims/outcomes to be delivered by the Project/Proposal.

Please provide an outline of the overall aims/ outcomes to be delivered by the Project/ Proposal.

3.9 Outline the outputs of your project/ proposal, please specify each output in the table provided.

Please provide information on:

1. Description of output.
2. Participant numbers in total.
3. Projected cost of the total output.
4. Date to be delivered by.

3.10 Outline clearly how you intend to effectively manage the project/work programme, so as to deliver on the agreed outputs and outcomes. This must state clearly your management processes to monitor and report on the deliverables.

Please provide an outline on how you intend to effectively manage the project, so as to deliver on the agreed outputs and outcomes. Please state clearly your management processes to monitor and report on the deliverables.

Section 4: Strategic Fit

4.1 Outline how your organisations work programme will support the four thematic pillars outlined in the National LGBTI+ Inclusion Strategy 2019-2022.

The National LGBTI+ Inclusion Strategy 2019-2022 is based on four thematic pillars providing a vision of an Ireland where LGBTI+ people are visible and included, treated equally, healthy, and safe and supported.

4.2 Explain how your project will contribute to the purpose of this call.

Explain how your projects will contribute to the overall purpose of the call and the benefits to the LGBTI+ community.

4.3 Indicate which theme of the LGBTI+ 2022 Funding Call will be addressed by your project/work programme.

You must select one theme. If your project addresses more than one please pick the theme that best fits your project.

- Enhance the services provided by the NGO or community organisation to LGBTI+ persons, such as providing additional outreach capacity or locations.

- Promote inclusion of LGBTI+ persons, in educational settings, within the workplace, or in wider society.
- Support social inclusion and address multiple discrimination within the LGBTI+ community, targeting groups at risk of marginalisation such as Travellers, Roma, migrant communities, people with disabilities, etc.
- Combat the impact of rural isolation on LGBTI+ persons.
- Outreach support to LGBTI+ persons and their families, including initiatives to combat intersectional discrimination affecting LGBTI+ persons.
- Advocacy services: on behalf of LGBTI+ persons.
- Awareness: Developing information, guidance toolkits and frameworks and delivering LGBTI+ awareness/ sensitivity training in healthcare settings, businesses, schools etc., and to assist local employers in improving workplace inclusion.

Section 5: Financial Information

5.1 Outline what controls your organisation has in place to ensure good financial management

Outline in brief the form of financial controls your organisation operates to ensure good financial management e.g. accounts system, segregation of duties, finance committee in place, etc.

5.2 Are your accounts audited annually?

Answer Yes or No.

5.3 You are required to submit a copy of your organisation's most recent audited Annual Accounts or Accountants Report, with this application. Please upload.

Maximum file is 10MB

5.4 Has your organisation received a qualified set of accounts in the last 5 years?

Answer Yes or No.

If Yes, please outline below the reasons for the qualification. You should set out the details of what occurred, the reasons behind the qualification, and the steps taken to remedy the issue.

5.5 Has your organisation previously applied for funding for this initiative from the Department of Justice and Equality, the Department of Children, Equality, Disability, Integration and Youth or any other Government body since 1 January 2016?

Answer Yes or No.

If Yes, please provide comprehensive details of the funding received, the outputs and outcomes and how this delivered value for money.

5.6 Is your organisation currently in receipt of funding for this initiative from other public bodies?

Answer Yes or No.

If Yes, please provide comprehensive details of the funding received, the outputs and outcomes and how this delivered value for money.

5.7 What is the total cost of operating your project/work programme for each of the years?

Please detail the total cost of your project per year and the Funding being sought from the Department of Children, Equality, Disability, Integration and Youth.

Provide details of direct salary costs, direct staff costs, direct project costs, direct travel & subsistence, direct equipment, direct accommodation, indirect staff costs, administration and overheads. It would strengthen your application if more detailed financial projects and budgets were submitted.

If you require additional rows in the table, please insert.

5.8 Outline the total cost of operating the project analysed between payroll and non-payroll costs

Please detail the total cost of your project analysed between payroll and non- payroll costs.

5.9 Please give details of the extent, if any, to which your proposal would leverage other resources e.g. European or philanthropic funding or voluntary input.

5.10 Detailed analysis of payroll costs

You should provide details of all staff costs associated with the project (this may be attached in an appendix). Justification must be provided for the salary costs being proposed by reference to relevant salary levels in the labour market. Where additional benefits are provided to staff (i.e. car, car allowance, health insurance, bonus, etc.) these should be documented and included as part of the application.

Section 6: Declaration

In this section please provide declarations that you have read all the relevant circulars and documentation accompanying this guidance and application form and that all information given is true and accurate.

Section 7: Signature

This Section should be signed by a person within the applicant organisation who has the authority to submit this application for funding.

Please provide the follow details:

Amount of grant sought.

Name of signatory.

Name of person who will sign the grant agreement (if different from above).

Date of signatory

Please provide confirmation that the information given in this form is true, complete and accurate.

Scheme B: Promoting LGBTI+ Visibility and Inclusion

Section 1: Details of Organisation

- 1.1 **Name of organisation:** The full name of the organisation making the application.
- 1.2 **Legal Name:** Some organisations such as registered charities and NGOs etc. are registered for tax purposes under a different name to that by which they are commonly known. If this applies to the organisation you are representing, insert the legal name here. Otherwise, leave blank
- 1.3 **Address:** The full postal address to which correspondence relating to the application may be sent.
- 1.4 **County:** Select County from dropdown.- If your project spans more than one county, insert the name of the county in which the funded activity will primarily take place.
- 1.5 **Telephone Number:** The regular daytime contact number of the applicant organisation. Can be landline or mobile but not a premium rate number.
- 1.6 **Email:** The email address to which all emails relating to the application will be sent. Must be a regularly monitored email account.
- 1.7 **Alternative Email address:** Please provide an alternative email address for a person within the organisation.
- 1.8 **Organisation category:** Choose one of the options provided. NOTE: APPLICATIONS FROM INDIVIDUALS ACTING ALONE ARE NOT ADMISSABLE.
- 1.9 **Number of staff currently employed:** Insert the total number of paid full-time and part-time staff currently employed by your organisation.
- 1.10 **Average number of volunteers:** Insert the number of unpaid volunteers engaged by your organisation in a typical month.
- 1.11 **Name of the main contact person responsible for any query concerning this application:** This should be someone who can act on behalf of the organisation and has a lead role in delivering the project proposed within the application.
- 1.12 **Name of alternative contact person within the applicant organisation**
- 1.13 **Name of the person who will enter into the Grant Agreement:** This should be someone who is authorised to enter into the Grant Agreement on behalf of the organisation.
- 1.14 **Please provide details of previous experience working with the LGBTI+ community (if any?)** Does your organisation have any previous experience working with the LGBTI+ Community, or other experience that is of relevance to the objectives of the Call (as outlined above)? If yes, include brief example(s) in the space provided.

Section Two: Project Goals, Objectives and Outcomes

- 2.1 **Name of project:** Insert the name of your project here.
- 2.2 **Describe your project/activity:** What is required here is a brief summary of what your project entails.
- 2.3 **Describe how the project will benefit the LGBTI+ community in rural areas, at risk of marginalisation and/or multiple discrimination;** please stick to the word limit and describe what you hope to achieve with your project and the activities you will be organising.
- 2.4 **Provide a summary of the project/ activity the grant will be used for, setting out the main activities to be undertaken:** **please** stick to the word limit and use short bullet points to outline the expected outcomes of your project.
- 2.5 **Please provide details of how the project will promote LGBTI+ visibility and awareness:** Insert details of how the project will promote LGBTI+ visibility and awareness.
- 2.6 **Please provide start and end dates of the project: IMPORTANT** – The project start date must be in **2022** and cannot be earlier than the date the Grant Agreement is signed. The project end date cannot be after **30 September 2023** Projects that do not comply with this criteria will not be considered.

Insert Start and End dates.
- 2.7 **Provide a short description of the proposed outcomes expected:** Please outline the proposed outcomes and how they will benefit the LGBTI+ community.
- 2.8 **Estimate the total number of participants expected to benefit from this proposal:** exact numbers are not required, just your best estimate of the numbers that will take part in your project.
- 2.9 **What is the geographical scope of your project?** Indicate the local area in which your project will operate based on both the project activities and the geographical spread of participants.

Section 3: Budget Details

- 3.1 **Please provide a detailed breakdown of projected expenditure and the total amount of the grant sought:** Use the table provided. A simple project budget is required here. One line for each main item of expenditure. Similar costs should be grouped together.

Section 4: Signature

- 4.1 **Amount of grant sought:**

Insert:

Name of signatory

Name of person who will sign the grant agreement (if different from above)

Date

Provide confirmation that the information given in this form is true, complete and accurate.

Part C - Next Steps

1. All applicants (successful and unsuccessful) will be notified of the outcome of their application.
2. Successful applicants will be asked to provide, in the form and manner requested, the following:
 - Signed Grant Agreement (which includes a statement of compliance with the Children First Act 2015)
 - Bank details of the organisation
 - Tax number (if applicable)
 - Registered Company No. / Registered Charity No. (if applicable)

NB: the grant will not be paid until ALL requested documentation/information has been received and is deemed to be in order.

3. All decisions on grant applications are final, and no appeals will be considered.
4. The review and decision-making process will take up to 10 weeks, therefore, you can expect to hear from us October 2022.
5. The Department will not respond to queries during the review process.



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Oige
Department of Children, Equality,
Disability, Integration and Youth

LGBTI+ Funding Open Call 2022

Scheme A: Supporting LGBTI+ Community Organisations in the Delivery of Services and Initiatives

Fields marked with * are mandatory.

Download

[Guidance Note 2022 LGBTI Community Services Fund.pdf](#)

☒ I confirm that I have read the accompanying LGBTI+ Fund 2022 Guidance Notes

Section 1 Contact Details of Applicant Organisation

* 1.1 Legal name of organisation

The full legal name of the organisation making the application.

Trangender Equality Network of Ireland

1.2 Other Name(s) by which the organisation is known

TENI

* 1.3 Address

10 Ellis Quay
Arran Quay
Dublin
Ireland

* 1.4 County

Dublin

- * 1.5 Name and role of person responsible for answering any queries concerning this application.

Tina Kolos Orban, CEO

- * 1.6 Name of alternative contact within the organisation

Sam Blankensee

- * 1.7 Telephone Number

+353 (0)1 873 3575

- * 1.8 Email address

tina@teni.ie

- * 1.9 Email address for alternative contact listed at (1.6)

sam@teni.ie

Section 2 Organisational Details

- * 2.1 Organisation Category (Which of the following best describes your organisation)

at most 1 choice(s)

Choose one of the options provided. Please note that Local Authorities are not eligible for this round of funding.

Applications from individuals acting alone are also not admissible.

- ☐ Public body
- ☐ Statutory Body
- ☐ Private Company
- ☒ Voluntary Organisation
- ☐ Charity
- ☐ Other

If other please specify

2.1.1 CRO Number (if applicable)

The applicant's Companies Registration Office (CRO) Number, if applicable.

481106

2.1.2 Charity Number (if applicable)

The applicant's Charities Number that it received upon registration, if applicable.

* 2.2 Date of establishment of organisation

18/03/2006

* 2.3 Number of staff currently employed in organisation (Whole Time Equivalents)

7

* 2.4 Average number of volunteers engaged in a typical month

15

* 2.5 What is your organisation's Mission Statement

Insert your organisations published mission's statement or a brief formal summary of the aims and values of your organisation

Our vision is a world where all people, regardless of gender identity or expression, enjoy full acceptance, equality and human rights. Our mission is to advance the rights and equality, and improve the lives of trans people and their families.

* 2.6 Outline the main activities carried out/support services provided by your organisation including geographical reach

TENI engages in activities that promote the rights, equality and wellbeing of trans people and their families in Ireland. We work in three main areas:

Support: We offer a range of services that aim to increase the wellbeing of trans people and their families by providing support and information that mitigates common experiences of isolation, misunderstanding and exclusion. Our main support services can be summarised as the following; TENI's regional trans support groups, our Gender Identity Family Support Line, Family Support Groups and conferences such as TransParenCI. TENI support focuses on individual mental health, family support and aid, educational support of trans and gender expansive children, and community building and support conferences.

Education: We provide trainings that increase awareness, understanding and inclusion of trans issues across key sectors of Irish society. TENI works directly with primary, secondary and third level education bodies to ensure that trans young people enrolled in these institutions are facilitated to participate fully in school or college life. We also publish and release research, policy guidelines, and resources for schools, businesses, health services, and families each year.

Advocacy: We advocate to ensure that policy development and legislative reform reflect the positive recognition of trans rights and equality. In so doing TENI has built strong relationships with legislators, and government departments to further conversations on trans support and inclusion in Ireland. Most importantly TENI was paramount in building strong relationships with legislators to pass the Gender Recognition Act, and continues to be a strong partner of the HSE. TENI has run national advocacy campaigns such as Call IT Out that address the harm caused by homophobia, biphobia, and transphobia in Ireland and propose positive remedies to address them.

All of these support, education, and advocacy initiatives are carried out across Ireland and are national in scope, planning, and execution.

* 2.7 Outline the organisation's historical interaction with the LGBTI+ Community

Please provide details of previous supports your organisation has provided to the LGBTI+ Community including the type of support and when it was provided. Outline any your organisations previous experience working with the LGBTI+ Community, or other experience that is of relevance to the objectives of the Call (as outlined above)? If yes, include brief example(s) in the space provided.

TENI has worked with the LGBTI+ community since our inception. TENI is Ireland's national trans support and advocacy organisation. We are one of the leading trans specific organizations in Europe. TENI has been recognised as the key civil society driver behind the introduction of progressive gender recognition legislation in 2015. Since then we have supported hundreds of trans individuals in their journey to receiving their Gender Recognition Certificate. TENI continues to run multiple peer support groups across the country, a family support and education residential conference and publish research on trans experiences in Ireland in life, school, and work. TENI works on the frontline of support, education and advocacy for trans people. The work we do, from providing a hotline for support, to peer groups, to trainings, directly impacts the inclusion and betterment of the entire LGBTI+ community. Other key statistics that highlight TENI's work with the community include:

- Providing over 50 trainings for medical care professionals yearly
- A suite of different educational trainings focused on the needs of healthcare providers and educators
- Working closely with the HSE and the ICGP in developing transgender healthcare guidelines
- 1st National Transgender Education Conference 2018
- Releasing resources on Higher Education and Transgender Mental Health and Experience, The Postprimary School Experiences of Transgender and Gender Diverse Youth in Ireland, Speaking from the Margins and Supporting Transgender People in the Workplace
- Supporting 10 peer support groups for trans people, and 8 family support groups across the country
- Continuing to run the Gender Identity Family Support Hotline
- Hosting Trans Children and their families for TransParenCI a residential and multi-day conference
- Working with employers to provide trainings to various national and international businesses on better employment practices, recruitment and retention policies, and trans human resource training.
- Working with the Social Innovation Fund on empowering trans women in the workplace and improving access to employment for transgender woman
- Running multiple community celebration events and working collaboratively with Dublin Pride, Alternative Pride, Trans & Intersex Pride Dublin, Drogheda Pride, Limerick Pride and Cork Pride
- Hosting support and awareness events such as Trans Day of Visibility and Trans Day of Remembrance

* 2.8 Outline the organisation's current activities with the LGBTI+ Community

Please provide details of any ongoing projects or activities that your organisation is engaged with support the LGBTI+ Community.

TENI is a non-profit organisation supporting the trans community in Ireland. TENI seeks to improve the situation and advance the rights and equality of trans people and their families. Our vision is an Ireland where trans people are understood, accepted and respected, and can participate fully in all aspects of Irish society. TENI works to fulfill this vision by providing peer support groups, family support and family support groups, education services and trainings to schools, businesses and medical care providers, and advocacy on behalf of the trans community by working for better laws, policies, and regulations that all trans people to live a fully and included life in Ireland.

* 2.9 Outline the management and governance structure of your organisation

Outline the management and governance structure of your organisation e.g., is it governed by a Board of Directors (if so, are they Executive or Non – Executive Directors), or by a Board of Management, or is there some other type of structure in place?

The governance is provided by a volunteer Board and operations are led by the Chief Executive Officer, the Operations Manager and Full-time staff. Community engagement is an essential part of TENI's identity and our mandate is based on a substantial membership, which elects the Board and is involved in long-term strategic planning.

The volunteer Board has three sub committees which oversee Finance, Governance, and Staff Relations. The staff and Chief Executive Officer are accountable to the Board and the Board is accountable to the community that elects the Board and shares long-term challenges.

*** 2.10 Outline the operational management control systems that will be established for this project**

Describe the project management, governance and operational control arrangements that you plan to put in place for your project. Please indicate how operational information will be recorded and stored by your organisation

The operational management control system for this project will be delivered in the following way. The project will be overseen by the CEO who will work in partnership with the Operations Manager to oversee any TENI staff and the newly hired position. The newly hired Training, Research and Policy Manager will be the project oversight manager, overseeing the entire scope of work of the Healthcare, the Education and the Employment Officers who will conduct the daily work for the project. The Manager will lead the data collection, the reviews, the surveys, the research, and also create and build resources for the project's completion.

Section 3 Project/Work Programme Proposal

*** 3.1 Project/Work Programme name**

Trans Awareness Hub

*** 3.2 Project/Work Programme start date**

between 01/10/2022 and 31/12/2022

01/10/2022

*** 3.3 Project/Work Programme end date**

before 01/10/2023

01/10/2023

*** 3.4 Project/Proposal Description**

Provide a general description of the proposal with details of objectives and outcomes.

Research produced by TENI and by other organisations provides a significant evidentiary support for the assertion that, despite recent legislative advancements, trans and non-binary people remain among the most vulnerable members of Irish society, experiencing high levels of stigmatisation and marginalisation. We will map existing trainings and resources and review our own programs. TENI will create an online Information Hub of Trans Awareness and identify gaps and unmet needs and develop an action plan with recommendations to fill those gaps. TENI seeks to improve educational, employment and healthcare outcomes for trans people and to enhance trans affirming policies and training modules in Ireland. The trainings and resources gathered, revised and provided in the framework of the proposal can be used throughout the country to resource key stakeholders, decision makers, educational institutions, healthcare providers and employers. It will lead to building vital skills in education, workplace and healthcare settings and within the local communities to include and affirm trans people leading to fuller lives and healthier lives.

* 3.5 Outline the specific objectives of the project/work programme

1000 character(s) maximum

Suggested limit is 200 words

1. Mapping of available Trans Awareness Trainings and Resources in Ireland offered by TENI and also others
2. Review of TENI trainings and available resources to assure quality and develop a strategic approach in developing new resources and delivering existing programs
3. The creation and promotion of an online Information Hub of Trans Awareness Trainings and Resources to provide easily and widely accessible resources to those seeking information
4. Identify gaps and unmet needs and develop an action plan with recommendations to fill those gaps

* 3.6 What is the geographical scope of your project/work programme? Please list all locations

Indicate the local area in which your project will operate based on both the project activities and the geographical spread of participants

National Ireland

* 3.7 Do you intend to work with any project/work programme partners in the implementation and delivery of this project?

- ☐ Yes
- ☒ No

* 3.8 Outline the overall aims/outcomes to be delivered by the Project/Proposal

The proposal's aims are to improve educational, employment and healthcare outcomes for trans people and to enhance trans affirming policies and training modules in Ireland.

Mapping of available Trans Awareness Trainings and Resources in Ireland

TENI's work is grounded in an evidence-based approach. Research produced by TENI and by other organisations will be gathered to develop an easy to reach database for everyone. TENI works closely with other LGBT groups and other civil society members both at a local and national level in Ireland and we will also map their available trans awareness trainings and other resources. A stocktaking of available data and resources can inform the work of TENI and others when developing new programs and improving existing ones. It can also help with identifying areas of collaboration and overlaps among extant programs. The mapping process will foster engagement of TENI with organisations working in the field of trans awareness in Ireland.

Review and update of TENI trainings and available resources

TENI provides trans awareness and gender identity trainings in the field of healthcare, education and workplaces. These trainings will be evaluated and restructured based on customer and participant feedback from across Ireland. The feedback will be provided by participants of these trainings. Training outlines and learning outcomes will be updated if necessary in this process. A quality assurance framework will be developed for TENI and it will provide strategic approach to improve the quality of our trainings provided. Harmonization and standardisation will provide us also with the opportunity to provide better support our trainers.

The creation and promotion of an online Information Hub of Trans Awareness Trainings and Resources

As part of the project TENI will create a resource online with all the information gathered to provide education and training support and information in general on trans inclusion and the diversity of gender identities and gender expression. The Hub will be promoted in the areas of healthcare, education and employment.

Identify gaps and unmet needs and develop an action plan with recommendations to fill those gaps

It is inevitable that we will identify gaps and unmet needs both in the trans community and outside in wider society. TENI will actively engage with policy-makers, service providers and other stakeholders having those needs to develop ways for improvement and to outline recommendations to address gaps with future work outside the scope of this project.

3.9 Outline the outputs of your project/ proposal, please specify each output in the table provided

	Description of Output	Participant numbers in total	Projected Cost of the total output	Date to be delivered by
1 *	Trans Awareness Trainings and Resources are mapped	20 trainers, researchers will be contacted	4000	31/01/2023
2 *	TENI trainings and resources are reviewed	200 participants provide feedback	6000	30/05/2023
3 *	The hub is promoted in different areas	200 participants receive revised training	7000	30/07/2023
4 *	Recommendations to fill gaps is published	20 trainers, researchers will be contacted	5000	30/09/2023
5				
6				
7				
8				

- * 3.10 Outline clearly how you intend to effectively manage the project/work programme, so as to deliver on the agreed outputs and outcomes. This must state clearly your management processes to monitor and report on the deliverables

Please provide an outline on how you intend to effectively manage the project, so as to deliver on the agreed outputs and outcomes. Please state clearly your management processes to monitor and report on the deliverables

The project will be overseen by the CEO of TENI. The CEO will manage the work of the Training, Research and Policy Manager(TRPM) to develop a detailed implementation plan, deadlines for the program and an evaluation process. The TRPM will oversee the Healthcare, the Education and the Employment Officers in TENI and will devote 100% of their time to the work of the project. These roles will provide weekly reports to the TRPM, who will provide reports to the CEO. These reports will be combined into monthly and quarterly reports that will be sent to the Board of Directors. Every month and quarter the Operations Manager and the CEO will also provide financial updates and project updates to the Department, and Board of Directors on the progress to completion.

Section 4: Strategic Fit

- * 4.1 Outline how your organisations work programme will support the four thematic pillars outlined in the [National LGBTI+ Inclusion Strategy 2019-2022](#)

1. Visible and Included: This project will continue to raise awareness that transgender people are vital community members of Irish society. TENI will ensure that transgender people no longer fear revealing their gender identity or expressing their gender when accessing services, going to school or work and when engaging with their community. They will be able to participate, work and study as their full and authentic selves contributing to the diversity of the wider community. The pillar further commits to "include awareness raising, the creation of LGBTI+ networks and the strengthening of institutional capacity within public and private sector organisations to support LGBTI+ service users, employees and participants" this project will allow the Department to support TENI in raising awareness of the challenges of trans people, create a hub of gender diversity trainings, map existing resources and increase the capacity of organizations to better serve and include their trans community members.

2. Treated Equally: As the Department has stated under this pillar that "[t]he Strategy also includes a series of actions intended to ensure that transgender people are treated equally. It includes a commitment to review the equality legislation to ensure that it provides explicit protections to transgender, gender nonconforming and intersex people. It also includes actions on streamlining administrative processes for people who have obtained gender recognition certificates, while ensuring a person's privacy." This project undertaken by TENI will ensure that the legislative protections already passed will be best implemented in educational, healthcare and workplace settings to make sure that gender diverse people within these communities have the full access to care, and services that affirm their gender identity and do not further alienate nor harm them. Further this project will provide feedback on the extent of services and the experiences of transgender people in both public and private institutes across the country. As it stands now, the majority of trans people are not treated equally in their daily life and this project will continue to highlight this, while also forging a path forward for equal treatment and affirmation.

3. Healthy: This project will further support the health of transgender people. As our research has shown some transgender people, including non-binary people, are not able to self-identify with registrars, they come in contact in a majority of cases with community members, faculty and staff that do not gender them correctly, or provide them with the services and care required. Trans people are facing mounting mental health stresses and this project can provide an immediate impact on the health of trans persons helping them lead healthier lives across the nation. TENI's project will contribute a wholistic approach to improve the quality of life of trans people across Ireland. Also as we continue to navigate post-pandemic TENI's project will meet the need of providing healthy communities for trans people as they progress through their schools and workplaces.

4. Safe and supported: Lastly this project aims to make sure that all trans persons feel safe and supported when they enter any educational, workplace or healthcare setting. Rather than being targets of cruel jokes, gatekeeping practices or refusal of service they will be welcomed, affirmed and given full access to the services they need. In particular the Department has specified that "The Strategy is intended to ensure that LGBTI+ people feel safe and supported when going about their daily lives. The key action, as stressed in the consultation process, is to protect LGBTI+ people from hate crime and hate speech" Health care providers, educational institutions and workplaces face a unique challenge when it comes to protecting and supporting trans persons. This project will help them in creating affirming policies, in addressing challenges and will show how policies and actions of each actor can either make a trans person feel safe or in danger. TENI has already adapted to the pandemic in the past years by increasing virtual support programs for trans adults, students and families. In this project TENI will also increase available online resources for healthcare providers, schools and employers in Ireland to ensure a better quality of life for all trans people to ensure they feel safer and supported in their community.

Explain how your projects will contribute to the overall purpose of the call and the benefits to the LGBTI+ community

The scope of this project will address the following objective highlighted by the The Department of Children, Equality, Disability, Integration and Youth: to promote inclusion, protect rights and to improve quality of life and wellbeing for members of the LGBTI+ community enabling them to participate fully in Ireland's social, economic, cultural, and political life.

The overall aim of this fund is to promote inclusion, to protect rights and to improve quality of life and wellbeing for all members of the LGBTI+ community enabling them to participate fully in Ireland's social, economic, cultural, and political life. TENI's work is grounded in an evidence-based approach. Research produced by TENI and by other organisations provides a significant evidentiary support for the assertion that, despite recent legislative advancements, trans people remain among the most vulnerable members of Irish society, experiencing high levels of stigmatisation and marginalisation. Knowledge of issues facing the trans community including poor mental health, discrimination in access to goods and services, transphobia and hate crime, high rates of unemployment, homelessness, educational disadvantage and social exclusion highlight the very significant barriers facing trans people in all areas of public life. This, coupled with longer waiting lists to access gender affirming health services, ongoing difficulties concerning legal recognition (particularly for young trans and non-binary people), lack of representation in public life and higher than average rates of suicidality indicate a high rate of need among the trans community for person-centred supports, family and community support services, consultation and advocacy at a local and national level.

TENI provides education, healthcare and workplace trainings which address the lack of inclusive practices and increase inclusion and safety in education, healthcare and workplace settings. Developing a dedicated online hub of resources, toolkits, and support materials available will directly help TENI, service providers, employers, schools and other institutions to engage on trans issues more effectively.

This project will actively help healthcare providers, educational institutions and workplaces across the country with relevant comprehensive training on gender identity and expression and with good practices for trans inclusion. TENI by creating an online hub for resources, including existing and relevant trainings, will reduce the cost of different stakeholders while increasing their access to training and support. To do this TENI will also seek to work with other civil society organisations to get feedback on resources, allow stakeholders to provide feedback and to better increase the outreach of TENI trainings.

Due to COVID providing a comprehensive online training and resource hub will allow support to occur while maintaining health and safety measures.

TENI's comprehensive program of training and student resources will mitigate the challenges faced in acceptance and inclusion and also increase the mental health and retention outcomes of trans people in Ireland. It will decrease rural isolation. TENI will help workplaces, healthcare providers and schools crafting transgender policies and provide

valuable direct training via online courses to provide service providers, employers and schools with better tools to support their students. TENI will release a yearly report on the program, and review the impact on trans peoples' everyday life. This project will allow trans persons to move from discrimination to safe, and affirming inclusion in their educational, healthcare and workplace settings.

*** 4.3 Indicate which theme of the LGBTI+ 2022 Funding Call will be addressed by your project/work programme**

at most 1 choice(s)

You must select one theme. If your project addresses more than one please pick the theme that best fits your project based on the accompanying Guidance Note.

- ☐ Enhance the services provided by the NGO or community organisation to LGBTI+ persons, such as providing additional outreach capacity or locations
- ☒ Promote inclusion of LGBTI+ persons, in educational settings, within the workplace, or in wider society
- ☐ Support social inclusion and address multiple discrimination within the LGBTI+ community, targeting groups at risk of marginalisation, such as Traveller's, Roma, migrant communities and people with disabilities etc.
- ☐ Combat the impact of rural isolation on LGBTI+ persons
- ☐ Outreach support to LGBTI+ persons and their families, including initiatives to combat intersectional discrimination affecting LGBTI+ persons
- ☐ Advocacy services: on behalf of LGBTI+ persons
- ☐ Awareness: Developing information, guidance toolkits and frameworks and delivering LGBTI+ awareness/ sensitivity training in healthcare settings, businesses, schools etc., and to assist local employers in improving workplace inclusion

Section 5: Financial Information

* 5.1 Outline what controls your organisation has in place to ensure good financial management

Outline in brief the form of financial controls your organisation operates to ensure good financial management e.g. accounts system, segregation of duties, finance committee in place, etc.

Financial management for TENI is overseen by three accountable parties. The Finance and Operations Manager leads the daily financial management and budget of the organization which are overseen by the CEO who reports to the Board of Directors. The Board of Directors oversees the CEO's management of funding and authorizes the yearly budget. Additionally, TENI has a Financial Committee that further evaluates and oversees funding. TENI's accounts are audited annually.

* 5.2 Are your accounts audited annually?

- ☒ Yes
☐ No

5.3 You are required to submit a copy of your organisation's most recent audited Annual Accounts or Accountants Report, with this application. Please upload

2f7edcf6-1bd5-4416-86c9-6dd309d01971/TENI_Financial_Statements_31.12.2020.pdf

* 5.4 Has your organisation received a qualified set of accounts in the last 5 years?

- ☐ Yes
☒ No

5.5 Has your organisation previously applied for funding for this initiative from the Department of Children, Equality, Disability, Integration and Youth, Department of Justice or any other Government body since 1 January 2016

- ☐ Yes
☒ No

* 5.6 Is your organisation currently in receipt of funding for this initiative from other public bodies?

☐ Yes

☒ No

5.7 What is the total cost of operating your project/work programme for each of the years?

Provide details of direct salary costs, direct staff costs, direct project costs, direct travel & subsistence, direct equipment, direct accommodation, indirect staff costs, administration and overheads. It would strengthen you application if more detailed financial projects and budgets were submitted.

	Year	Total cost of your project per year	Funding being sought from the Department of Children, Equality, Disability, Integration and Youth
1 *	2022	21.904	21.904
2 *	2023	71.711	71.711
3			

5.8 Outline the total cost of operating the project analysed between payroll and non- payroll costs

	Year	Total cost of your project per year	Pay costs	Non pay costs
1 *	2022	21.904	17.904	4.000
2	2023	71.711	53.711	18.000
3				

- * 5.9 Please give details of the extent, if any, to which your proposal would leverage other resources e.g. European or philanthropic funding or voluntary input

No

- * 5.10 Detailed analysis of payroll costs.

You should provide details of all staff costs associated with the project. Justification must be provided for the salary costs being proposed by reference to relevant salary levels in the labour market. Where additional benefits are provided to staff (i.e. car, car allowance, health insurance, bonus, etc.) these should be documented and included as part of the application.

- * Total number of project staff

3

- * Total number of staff (whole time equivalents)

7

- * Total staff costs (gross salaries and Employers PRSI and pension contribution)

335238

Details of payroll costs for staff on the proposed project (including the CEO and Directors)

	Name	Title/Role description	Gross salary	Employer Pension Contribution	Employer PRSI Contribution	% of time per day on project	Cost of other benefits (car etc.)
1 *	Tina Kolos Orban	Chief Executive Officer	64000	3200	7072	20	0
2 *	TBH	Training, research and Policy Manager	50000	2500	5525	100	0
3	TBH in August	Operations Manager	44075	2204	4892	20	0
4							
5							

Section 6 Declaration

☒ Please provide a declaration that you have read and understood the Department of Public Expenditure and Reform Circular: 13/2014 'Management of and Accountability for Grants from Exchequer Funds'. <http://circulars.gov.ie/pdf/circular/per/2014/13.pdf>

☒ I declare that the requirements and procedures as stated in Circular: 13/2014 'Management of and Accountability for Grants from Exchequer Funds' will be complied with by the applying organisation as a grant recipient

☒ I declare that I have the authority to represent the applicant organisation and certify that the information in this form is true and accurate.

(Where it subsequently emerges that the information provided in the application form or being reported during the lifetime of the project is partially or wholly untrue, the funding must be repaid to the Department.)

☒ I understand that information supplied in/or accompanying this application may be made available to Third Parties on request under the Freedom of Information Act 2014.

The Department of Children, Equality, Disability, Integration and Youth shall not be liable to the applicant or any other party in respect of any loss, damage or costs of any nature arising directly or indirectly from:

1. The application or the subject matter of the application.
2. The rejection for any reason of the application.

Section 7 Signature

* Amount of funding sought

Only values from €25,000 up to a maximum of €100,000 allowed

Only values of at least 0 are allowed

93.615

* Name of signatory

Sam Blankensee

Name of person who will sign the grant agreement if application is successful (if different from above)

Sam Blankensee

* Date

after 21/06/2022

19/07/2022

☒ I confirm that the information given in this form is true, complete and accurate.

Contact

[Contact Form](#)

Company Number: 481106

Transgender Equality Network Ireland Company Limited by Guarantee
Annual Report and Financial Statements
for the financial year ended 31 December 2021

Vistra Ireland
Chartered Accountants and Statutory Audit Firm
Block A, Georges Quay Plaza
Georges Quay
Dublin 2
Ireland

Transgender Equality Network Ireland Company Limited by Guarantee
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Transgender Equality Network Ireland Company Limited by Guarantee

DIRECTORS AND OTHER INFORMATION

Directors	Cearbhall Turraoin (Resigned 16 May 2022) Lynne Tracey Sara Phillips (Resigned 22 July 2022) Denise Breen Aoife Martin Olwyn Bell Sam Erik Blanckensee Nem Kearns (Appointed 23 May 2022)
Company Secretary	Liyan Zhu (Appointed 17 May 2022) Fionnuala Power (Resigned 17 May 2022)
Company Number	481106
Registered Office	10 Ellis Quay Dublin 7
Business Address	Unit 1 Ellis Court Business Complex Ellis Quay Dublin 7
Auditors	Vistra Ireland Chartered Accountants and Statutory Audit Firm Block A, Georges Quay Plaza Georges Quay Dublin 2 Ireland
Bankers	Allied Irish Bank 41/42 Westmorland Street, Dublin 2, Ireland
Solicitors	Arthur Cox Earlsfort Centre Earlsfort Terrace Dublin 2 Ireland

Transgender Equality Network Ireland Company Limited by Guarantee

DIRECTORS' REPORT

for the financial year ended 31 December 2021

The directors present their report and the audited financial statements for the financial year ended 31 December 2021.

Principal Activity and Review of the Business

Transgender Equality Network Ireland Limited (TENI) is a non-profit member-driven organisation, founded in 2006. The company was incorporated on 18th February 2010.

TENI's vision is a world where all people, regardless of gender identity or expression, enjoy full acceptance, equality and human rights. Our mission is to advance the rights and equality, and improve the lives of trans people and their families.

The company is limited by guarantee not having a share capital.

In 2021, TENI continued the work of the Strategic Plan 2020-2022. As the pandemic was still ongoing, much of TENI's work remained online. 2021 was a period of change for TENI with the organisation saying goodbye to staff members, who moved on to new opportunities. TENI's CEO Éirénne Carroll left the organisation following experiences of transphobia in Ireland which resulted in her move back to the United States. TENI began the search for a new Chief Executive Officer in December 2021. The review of TENI's staffing structure in August 2020 has begun to move into the implementation stage, TENI has appointed a new Education Officer and a Health Officer and will move to create organisation that can meet the growing demands. We will continue this work into 2022 and 2023 and are committed to this process long-term.

The organisation postponed its Annual General Assembly of members once again, although found ways to engage online. Income was reduced across the year. This was offset by reduced spending, mainly because of lower staffing costs, lower salary spending, and reduced travel expenditure, and overhead costs. The Board is continuing to improve organisational governance and compliance and to ensure that the organisation meets the best standard of reporting. The Board continue to demand improved governance, improved processes and ensure the organisation goes from strength to strength.

In 2021, TENI has set a reserves policy to ensure that the organisation can continue during a period of unforeseen difficulty. The Board have established a target of building reserves equal to three months operating costs. The Board have recognised the difficulty in achieving these reserve levels due to the current funding levels and type of grants received.

Financial Results

The surplus for the financial year after providing for depreciation and taxation amounted to €14,120 (2020 - €4,798).

At the end of the financial year, the company has assets of €51,682 (2020 - €134,690) and liabilities of €56,700 (2020 - €153,828). The net liabilities of the company have decreased by €14,120.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Cearbhall Turraoin (Resigned 16 May 2022)
 Lynne Tracey
 Sara Phillips (Resigned 22 July 2022)
 Denise Breen
 Aoife Martin
 Olwyn Bell
 Sam Erik Blanckensee
 Nem Kearns (Appointed 23 May 2022)

The secretaries who served during the financial year were:

Liyan Zhu (Appointed 17 May 2022)
 Fionnuala Power (Resigned 17 May 2022)

In accordance with the Constitution, the directors retire by rotation after their 3-year term and, being eligible, offer themselves for re-election.

Transgender Equality Network Ireland Company Limited by Guarantee

DIRECTORS' REPORT

for the financial year ended 31 December 2021

Future Developments

In August 2020, TENI, with the support of Rethink Ireland and 2into3 consultancy commenced a review of our staffing requirements and the current staffing structures. The Board have approved a new staffing structure to meet the needs the growing community demands and a new strategic plan, which has been extended in 2022 for an additional 2 years in light of the delays caused by the pandemic. This program will require additional funding. However, the Board have also set out a stepped process to achieve these outcomes. The Board are aware this may take some time and in partnership with the Chief Executive Officer, will need to address demands on the workplan.

Post Statement of Financial Position Events

TENI have now hired a new Chief Executive, Tina Kolos Orban. A number of funding programs have been completed and have not been renewed. However, continuation of existing grants for 2022 have been secured and provide security in moving the organisation forward. In 2022, TENI's longstanding chairperson, Sara R Phillips resigned following the completion of her term. TENI appointed a new Chairperson, Sam Blanckensee who has served two terms on the TENI Board of Directors. Sam will work alongside Tina and the board ensure the stability of TENI and the completion of its strategic plan.

Political Contributions

The company did not make any disclosable political donations in the current financial year.

Auditors

The auditors, Vistra Ireland, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Going Concern

2021, continued to be a difficult year with both covid restrictions and changes in staff affecting output. Certain funding grants were completed and not renewed. With the support of our main funders, TENI continue to be secure in our future. The organisation have had to re-imagine the staffing restructure and develop the plan over a longer period. The Board have identified new funding streams to be targeted and we expect to see further increases as we move into the second half of 2022. The Board are satisfied that the organisation has adequate resources to continue operational existence for the next 12 months.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Unit 2, Ellis Quay, Dublin 7, Ireland.

Signed on behalf of the board



Sam Erik Blanckensee
Director



Denise Breen
Director

Date: 19. October 2022

Transgender Equality Network Ireland Company Limited by Guarantee

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

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 surplus or deficit 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 for the company financial statements and then apply them consistently;
- make judgements 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 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 readily and properly 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.

Signed on behalf of the board



Sam Erik Blanckensee
Director



Denise Breen
Director

Date: 19. October 2022

INDEPENDENT AUDITOR'S REPORT

to the Members of Transgender Equality Network Ireland Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Transgender Equality Network Ireland Company Limited by Guarantee ('the company') for the financial year ended 31 December 2021 which comprise the Income Statement, the Statement of Financial Position, the Reconciliation of Members' Funds, the Statement of Cash Flows and notes to the financial statements, including the 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" 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 2021 and of its surplus 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 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 the Provisions Available for Audits of Small Entities, in the circumstances set out in note 6 to the financial statements, 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.

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.

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.

INDEPENDENT AUDITOR'S REPORT

to the Members of Transgender Equality Network Ireland Company Limited by Guarantee

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.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 6, 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the 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 intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

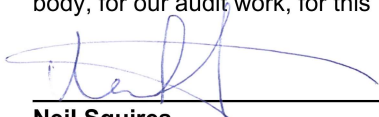
Auditor's responsibilities for the audit of the financial statements

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.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. The description forms part of our Auditor's Report.

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 any 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.



Neil Squires
for and on behalf of
VISTRA IRELAND

Chartered Accountants and Statutory Audit Firm
Block A, Georges Quay Plaza
Georges Quay
Dublin 2
Ireland

Date: 19 October 2022

Transgender Equality Network Ireland Company Limited by Guarantee

INCOME STATEMENT

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Income		507,798	387,894
Expenditure		(491,380)	(383,096)
Surplus before tax		16,418	4,798
Tax on surplus	9	(2,298)	-
Surplus for the financial year	14	14,120	4,798
Total comprehensive income		14,120	4,798

Approved by the board on 19. October 2022 and signed on its behalf by:



Sam Erik Blanckensee
Director



Denise Breen
Director

Transgender Equality Network Ireland Company Limited by Guarantee

STATEMENT OF FINANCIAL POSITION

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	10	12,037	18,482
Current Assets			
Debtors	11	4,001	7,382
Cash and cash equivalents		35,644	108,826
		39,645	116,208
Creditors: amounts falling due within one year	12	(56,700)	(153,828)
Net Current Liabilities		(17,055)	(37,620)
Total Assets less Current Liabilities		(5,018)	(19,138)
Reserves			
Retained deficit	14	(5,018)	(19,138)
Equity attributable to owners of the company		(5,018)	(19,138)

The financial statements have been prepared in accordance with the small companies' regime.

Approved by the board on 19. October 2022 and signed on its behalf by:



Sam Erik Blanckensee
Director



Denise Breen
Director

Transgender Equality Network Ireland Company Limited by Guarantee
RECONCILIATION OF MEMBERS' FUNDS

as at 31 December 2021

	Retained deficit	Total
	€	€
At 1 January 2020	(23,936)	(23,936)
Surplus for the financial year	4,798	4,798
At 31 December 2020	(19,138)	(19,138)
Surplus for the financial year	14,120	14,120
At 31 December 2021	(5,018)	(5,018)

Transgender Equality Network Ireland Company Limited by Guarantee**STATEMENT OF CASH FLOWS**

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Surplus for the financial year		14,120	4,798
Adjustments for:			
Tax on surplus on ordinary activities		2,298	-
Depreciation		8,815	8,757
		<u>25,233</u>	<u>13,555</u>
Movements in working capital:			
Movement in debtors		3,381	293
Movement in creditors		(99,426)	53,510
		<u>(70,812)</u>	<u>67,358</u>
Cash (used in)/generated from operations			
		<u>(70,812)</u>	<u>67,358</u>
Cash flows from investing activities			
Payments to acquire tangible assets		(2,370)	(1,460)
		<u>(2,370)</u>	<u>(1,460)</u>
Net (decrease)/increase in cash and cash equivalents		(73,182)	65,898
Cash and cash equivalents at beginning of financial year		108,826	42,928
		<u>108,826</u>	<u>42,928</u>
Cash and cash equivalents at end of financial year	18	35,644	108,826
		<u><u>35,644</u></u>	<u><u>108,826</u></u>

Transgender Equality Network Ireland Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. General Information

Transgender Equality Network Ireland Company Limited by Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is Unit 2, Ellis Quay, Dublin 7, Ireland. Unit 2 Ellis Court Business Complex, Ellis Quay, Dublin 7, Ireland is the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Statement of compliance

The financial statements of the company for the year ended 31 December 2021 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is 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.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014.

Income

Income represents receipts from grants for both restrictive and non-restrictive use, gifts and donations from individuals. Grant income is recognised in the income statement once the related expenditure is incurred and the terms of the grant are satisfied.

Transgender Equality Network Ireland Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Financial Instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Where investments in non-convertible preference shares and non-puttable ordinary shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in profit or loss. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in profit or loss, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss immediately.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised in profit or loss immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Long leasehold property	-	Over the life of the lease
Fixtures, fittings and equipment	-	15% Straight line
Office Equipment	-	15% Straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Statement of Financial Position bank overdrafts are shown within Creditors.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Transgender Equality Network Ireland Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Employee benefits

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

Taxation and deferred taxation

Current tax represents the amount expected to be paid or recovered in respect of taxable income for the financial year and is calculated using the tax rates and laws that have been enacted or substantially enacted at the Statement of Financial Position date.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the company's taxable income and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the Statement of Financial Position date.

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Statement of Financial Position date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income Statement.

3. Significant accounting judgements and key sources of estimation uncertainty

The directors consider the accounting estimates and assumptions below to be its critical accounting estimates and judgements:

Useful Lives of Tangible and Intangible Fixed Assets

Long-lived assets comprising primarily of property, plant and machinery and intangible assets represent a significant portion of total assets. The annual depreciation and amortisation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives and change them if necessary to reflect current conditions. In determining these useful lives management consider technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation and amortisation charge for the financial year. The net book value of Tangible Fixed Assets subject to depreciation at the financial year end date was €18,482 (2019: €25,779).

Provisions

Judgement is involved in determining the Company's provisions. There are certain transactions and computations for which the ultimate determination is uncertain during the ordinary course of business. Where the final outcome of these matters differs from the amounts that were initially recognised, such differences may impact the provisions, in the period in which such determination is made.

4. Departure from Companies Act 2014 Presentation

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

5. Going concern

2021, continued to be a difficult year with both covid restrictions and changes in staff affecting output. Certain funding grants were completed and not renewed. With the support of our main funders, TENI continue to be secure in our future. The organisation have had to re-imagine the staffing restructure and develop the plan over a longer period. The Board have identified new funding streams to be targeted and we expect to see further increases as we move into the second half of 2022. The Board are satisfied that the organisation has adequate resources to continue operational existence for the next 12 months.

6. Provisions Available for Audits of Small Entities

In common with many other businesses of our size and nature, we use our auditors to prepare and submit tax returns to the Revenue and to assist with the preparation of the financial statements.

Transgender Equality Network Ireland Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

7. Operating surplus	2021	2020
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible assets	8,815	8,757
8. Employees		
The average monthly number of employees, including directors, during the financial year was		
	2021	2020
	Number	Number
Administration	9	4
9. Tax on surplus	2021	2020
	€	€
(a) Analysis of charge in the financial year		
Current tax:		
Corporation tax at 12.50% (2020 - 12.50%) (Note 9 (b))	2,298	-
(b) Factors affecting tax charge for the financial year		
The tax assessed for the financial year differs from the standard rate of corporation tax in the Republic of Ireland 12.50% (2020 - 12.50%). The differences are explained below:		
	2021	2020
	€	€
Surplus taxable at 12.50%	16,418	4,798
Surplus before tax		
multiplied by the standard rate of corporation tax		
in the Republic of Ireland at 12.50% (2020 - 12.50%)	2,052	600
Effects of:		
Expenses not deductible for tax purposes	957	-
Depreciation in excess of capital allowances for period	365	379
Utilisation of tax losses	(1,185)	(979)
Late filing surcharge	109	-
Total tax charge for the financial year (Note 9 (a))	2,298	-

Transgender Equality Network Ireland Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

10. Tangible assets

	Long leasehold property €	Fixtures, fittings and equipment €	Office Equipment €	Total €
Cost				
At 1 January 2021	34,424	10,068	2,736	47,228
Additions	-	2,370	-	2,370
At 31 December 2021	34,424	12,438	2,736	49,598
Depreciation				
At 1 January 2021	20,992	5,018	2,736	28,746
Charge for the financial year	7,247	1,568	-	8,815
At 31 December 2021	28,239	6,586	2,736	37,561
Net book value				
At 31 December 2021	6,185	5,852	-	12,037
At 31 December 2020	13,432	5,050	-	18,482

11. Debtors

	2021 €	2020 €
Trade debtors	3,050	-
Other debtors	530	1,450
Prepayments	421	5,932
	4,001	7,382

All debtors are due within one year.

12. Creditors

Amounts falling due within one year

	2021 €	2020 €
Trade creditors	10,937	-
Taxation	6,612	4,404
Other creditors	264	-
Accruals	38,887	23,715
Deferred Income	-	125,709
	56,700	153,828

The terms of the accruals are based on the underlying contracts.

Other amounts included within creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

13. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

Transgender Equality Network Ireland Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

14. Income and expenditure account

	2021 €	2020 €
At 1 January 2021	(19,138)	(23,936)
Surplus for the financial year	14,120	4,798
At 31 December 2021	(5,018)	(19,138)

15. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2021.

16. Related party transactions

The present membership of the board is listed on the 'Directors and other information' page. All directors served on a voluntary basis and there were the below transactions between the company and directors during the period.

During the year Lynne Tracey was paid €4,488 in consultancy fees for her services as key management personnel.

During the year Sara Phillips was paid €6,171 in consultancy fees for her services as key management personnel.

17. Events After the End of the Reporting Period

2021, continued to be a difficult year with both covid restrictions and changes in staff affecting output. Certain funding grants were completed and not renewed. With the support of our main funders, TENI continue to be secure in our future. The organisation have had to re-imagine the staffing restructure and develop the plan over a longer period. The Board have identified new funding streams to be targeted and we expect to see further increases as we move into the second half of 2022. The Board are satisfied that the organisation has adequate resources to continue operational existence for the next 12 months.

18. Cash and cash equivalents	2021 €	2020 €
Cash and bank balances	35,644	108,826

19. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on _____.

TRANSGENDER EQUALITY NETWORK IRELAND COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

NOT COVERED BY THE REPORT OF THE AUDITORS

THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS

Transgender Equality Network Ireland Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
TRADING STATEMENT
for the financial year ended 31 December 2021

	Schedule	2021 €	2020 €
Income			
HSE grant income		39,917	95,000
National Office for Suicide Prevention (NOSP) grant		250,916	79,000
Sigrid Rausing Trust grant		68,151	50,100
Community Foundation		6,500	-
Membership		432	10,303
Training		25,524	16,005
Merchandise		2,000	-
Gifts & Donations		44,244	-
HSE - Other income		-	18,002
Leargas		-	6,481
HSE Dormant accounts		-	30,000
POBOL		-	(8,791)
Surt-Tranvisable		-	8,930
Rethink Ireland (Formerly Social Innovation Fund)		-	42,000
DYCA		70,114	23,229
Call It Hate		-	9,521
Astrea		-	8,114
		507,798	387,894
Overhead expenses	1	(491,380)	(383,096)
Net surplus		16,418	4,798

Transgender Equality Network Ireland Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

SCHEDULE 1 : OVERHEAD EXPENSES

for the financial year ended 31 December 2021

	2021	2020
	€	€
Administration Expenses		
Wages and salaries	288,523	182,901
Social welfare costs	28,473	22,818
Staff defined contribution pension costs	3,615	207
Staff training	2,356	4,702
Rent payable	38,547	39,646
Insurance	1,094	1,202
External projects	44,200	8,114
Light and heat	1,243	1,406
Repairs and maintenance	804	1,041
Printing, postage and stationery	7,547	3,505
Telephone	8,302	6,944
Computer costs	3,142	3,772
Conference costs & Events	5,433	7,400
Travelling and entertainment	14,653	9,695
Legal and professional	5,197	3,907
Consultancy fees	7,974	57,431
Accountancy	(1,756)	(937)
Bank charges	614	450
General expenses	16,864	11,177
Subscriptions	740	3,958
Auditor's remuneration	5,000	5,000
Depreciation of tangible assets	8,815	8,757
	491,380	383,096