

Compliance Record Summary – 2024

Organisation Overview

Charity: Community Enterprise Society CLG t/a Terenure Enterprise Centre **Registered Charity Number (RCN):** 20025069 **Reporting Period:** January–December 2024 **Board Approval Date:** 2 October 2025

This Compliance Record demonstrates the organisation's adherence to the Charities Governance Code across the six core governance principles. The charity has established a broad governance framework supported by board oversight, operational policies, strategic planning, financial controls, staff and volunteer management systems, and stakeholder engagement processes.

Key Governance Highlights

1. Advancing Charitable Purpose

- Charity purpose is clearly defined in the constitution and communicated throughout the organisation.
- Strategic planning is central to operations, with the 2022–2024 Strategic Plan under review and development of the 2025–2027 plan commencing in 2025.
- Board reviews organisational activities and public benefit review through board meetings, CEO reports, and strategic reviews.
- Resources and operational capacity are reviewed continuously to ensure delivery of charitable objectives.
- The CEO reports provide updated to the Board to monitor progress against plans and evaluate the effectiveness of our work.

2. Behaving with Integrity

- Governance policies include:
 - Conflict of Interest Policy
 - Code of Conduct
 - Gifts Policy
 - Staff Handbook
- All directors sign a code of conduct and staff acknowledge behavioural expectations.
- Conflicts of Interests is on the agenda at all Board meetings.
- Organisational values and vision are publicly displayed and embedded across operations.
- Annual salary reviews are overseen by a Remuneration Subgroup.

3. Leading People

- Clear role descriptions and induction procedures are in place for directors, staff, and volunteers.
- Recruitment, supervision, training, appraisal, and dismissal processes for staff are governed through formal HR policies.
- Volunteer policies and codes of conduct are established, with policy reviews planned for 2025.
- Governance Subgroup planned for 2025 to oversee policy review and governance improvements.
- The roles, duties and delegated responsibility for decision making is documented for Trustees, the Board, Board Sub-Groups, Staff and Volunteers.

4. Exercising Control

- Strong financial oversight includes:
 - Financial policies
 - Bi-monthly management accounts
 - External annual audit

- Finance Subgroup reviews
- Risk management framework includes a formal risk register and risk policy adopted in 2021.
- Annual insurance reviews and compliance monitoring are conducted.
- Directors undertake governance and compliance training as required.

5. Working Effectively

- Board meetings are held bi-monthly with formal agendas, board packs issued at least seven days in advance, and documented minutes.
- Trustee induction and governance training are mandatory.
- Board composition, skills, succession planning, diversity, and effectiveness are under ongoing review.
- A Full Board Effectiveness Review and new trustee recruitment policy are planned for 2025.

6. Being Accountable

- Stakeholder communication is maintained through the website, social media, surveys, reports, and direct engagement.
- Complaints, queries, and stakeholder feedback are formally recorded and reviewed.
- Annual accounts and reports are prepared, independently audited, and filed with the relevant regulatory bodies.
- The organisation reports regularly to funders, including Pobal.

Areas Identified for Development in 2025

The organisation has identified several governance enhancement priorities for 2025, including:

- Strategic Plan development
- Establishment of a Governance Subgroup
- Full Board Effectiveness Review
- Review of volunteer, finance, complaints, term limit and governance policies
- Trustee recruitment, succession planning and Trustee induction improvements
- Expanded stakeholder engagement processes
- Continued preparation for SORP compliance