

GAP

IMPACT

REPORT

2024

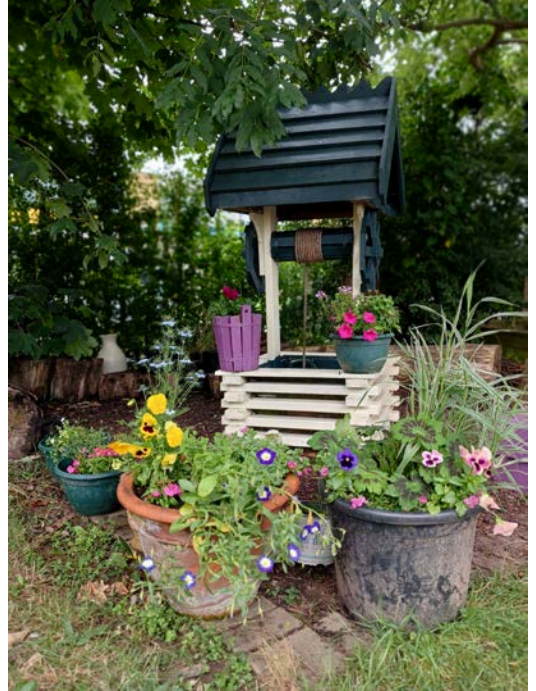


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Making Space for Change

As we reflect on the past year, we are filled with gratitude for the partners, supporters and communities who have joined us on our mission to create a more sustainable and just world. Your dedication and collaboration have been instrumental in driving positive change, and we extend our deepest thanks to everyone who has contributed, whether that was by participating in our programmes, funding our work, allowing us to use your facilities, or championing grassroots action in your own communities or places of work.

At GAP Ireland, we believe that small, local actions have the power to create lasting, systemic change. Every shift in behaviour, every community-led initiative, and every conversation about sustainability plays a role in building the momentum needed for a better future.

Change does not happen in isolation; it spreads, inspires and influences broader societal norms. Your actions ultimately help to shape the policies and practices that define our world.

This report highlights the progress we have made together, the stories of individuals and communities taking action, and the ripples of behaviour change that are already making a difference.



Partners & Supporters

This report also allows us to express our thanks to all our partners, who have made our work possible, including:

- Axis Ballymun
- Business In The Community Ireland
- Central Remedial Clinic
- The Community Foundation for Ireland
- Creative Ireland
- Deloitte Ireland
- Department of Education
- Dublin City Council
- Ducky
- Element Pictures
- Energia Group
- Erasmus+
- Fingal County Council
- Grant Thornton
- HSBC
- Irish Aid
- Irish Environmental Network
- McCann Fitzgerald
- MUFG Investor Services
- Patagonia
- Pobal
- Rediscovery Centre
- Rethink Ireland
- St. Michael's House
- Toast.org
- TU Dublin

- Worldwise Global Schools
- Young Ballymun
- Zero-G



MCCANN FITZGERALD



**Comhairle Contae
Fhine Gall**
Fingal County
Council



IEN  **Irish
Environmental
Network**

 **Irish Aid**
Department of Foreign Affairs
An Roinn Gnóthai Eachtracha



**An Roinn Oideachais
agus Óige**
Department of Education
and Youth


Dublin City
Baile Átha Cliath



A Year of Growth & Connection

GAP Ireland is committed to inspiring and supporting people across Ireland to take action for the environment and create positive change in their communities.

In 2024, we made great strides toward our goal of becoming Ireland's leading organisation in environmental behaviour change. Our strategic plan, introduced in 2023, has helped us build strong new partnerships with schools, local authorities and businesses, reaching more people and empowering them to adopt sustainable lifestyles. Expanding our impact nationwide remains our priority, as we continue to educate, inform and encourage individuals to make choices that benefit both people and the planet.

To achieve this, we are constantly improving our programmes, strengthening our networks, and growing our community of supporters. Through a combination of environmental education, social inclusion and empowerment, we work with people from all walks of life - from community groups and schools to public bodies and businesses. In 2024, we also used our expertise to highlight the challenges of sustainable living, reaching wider audiences through media and helping to shape conversations on societal change in Ireland.



2024 At A Glance

15,884 Engagements

We had 15,884 engagements through all events combined.

18% Increase

18% increase in attendance compared to 2023.

725 Events

In the past year, GAP hosted 725 workshops, training sessions and outreach events, 417 community events and 49 business events.

20% Increase

20% increase in the number of events compared to 2023.

4,054 Community Garden Visits

During 2024, the two GLAS community gardens hosted 297 sessions, recording 4,054 visits by volunteers from all walks of life.

166 Teachers Trained

166 teachers and school leaders developed their skills in global citizenship education at our training sessions.

20 Local Authority Areas Engaged

In 2024, GAP hosted or facilitated events in 20 different Local Authority areas, in 17 Counties.

17 Companies Volunteered

Teams from 17 different companies spent time volunteering in our community gardens, keeping these urban oases accessible for people of all ages, backgrounds and abilities.

3,775 Corporate Climate Heroes

We engaged 3,775 people in companies all over Ireland through our digital climate and sustainability challenges.

67 Media Hits

Our work was referenced 67 times in broadcast and print media, reflecting our increased reputation as a leading voice on environmental behaviour change.

€649,522

GAP Ireland had a total income for the financial year of €649,522; an increase of 7.5% compared to 2023.

Our Journey in 2024

In 2024, GAP Ireland made substantial progress across all four of its strategic goals, expanding our reach, strengthening partnerships, enhancing our influence and improving internal systems and sustainability.

Goal 1: Become the go-to organisation for evidence-based, effective environmental behaviour change

In 2024, GAP Ireland strengthened its reputation by significantly increasing its delivery, hosting 725 events across 17 counties and engaging over 15,800 participants; a 20% increase on 2023. The Climate Heroes programme played a key role in expanding visibility, helping GAP Ireland reach community groups in more counties and gain recognition at national climate forums. Similarly, our work with schools and businesses grew too, increasing our reach and impact, as evidenced by external assessments of some of our programmes.

Goal 2: Take a partner-led approach to delivering high-impact, creative programmes

Throughout 2024, GAP Ireland maintained a high quality of programme delivery, reflected in an average 4.86/5 satisfaction rating for workshops and facilitators. Key partnerships were strengthened and expanded across sectors, including delivery partnerships with a number of training organisations, and partnership agreements with Monaghan County Council and a number of companies. We also deepened our international engagement, by partnering with members of the GAP International network for the implementation of our Erasmus+ funded Just Maps project.

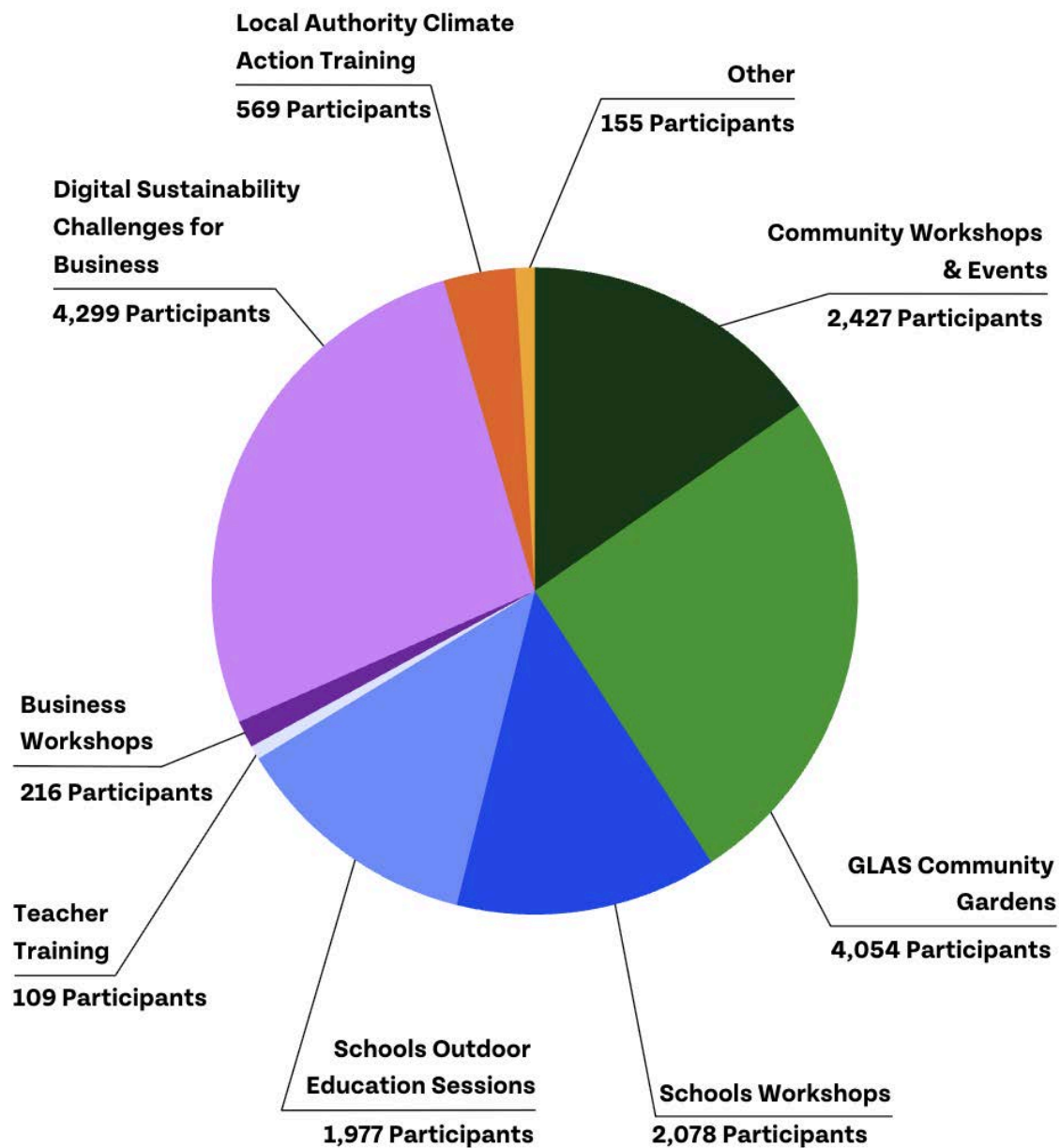
Goal 3: Use our voice to amplify positive changes within communities

GAP Ireland's public visibility continued to grow, with 67 media stories referring to our work in 2024. At the same time, our values-based decision to leave Twitter resulted in a reduced but more mission-aligned social media presence, allowing us to share information and lessons learned with a large number of people interested in our work.

Goal 4: Be an effective and accountable organisation with good governance and a sustainable business model

GAP Ireland achieved a financial surplus for the second consecutive year, and continued to grow its reserves. Multi-annual funding agreements and increased corporate support enabled investments in staff training, improved pay and benefits, and clearer career progression for all staff members. Staff numbers grew from 6 to 9, with more roles planned in 2025. Recognition through four national awards and pro bono support from external companies further highlighted GAP Ireland's strong governance and sectoral leadership.

Breakdown of Programmes



Total Number of Participants: 15,884

1. Community Action For a Better World



GAP Ireland is an environmental charity, embracing the profound interconnectedness of life on Earth, guiding individuals and communities on a transformative journey.

Rooted in the belief that collective action begins with personal empowerment, we inspire change at every level - within ourselves, our neighbourhoods and places of work, and our planet.

Our approach is grounded in nature, encouraging people to make deep connections through our programmes. We empower people to make intentional choices that reverberate outward, creating waves of positive impact. From reducing ecological footprints to enhancing community resilience, we rekindle a reverence for what truly matters in daily life.

Central to our ethos is the conviction that change blossoms in community.

By collaborating closely with partners and local groups, we cultivate a shared commitment to a regenerative world. Together, we hope to contribute to a movement characterised by wisdom, compassion and environmental stewardship.

And we like to work with people and communities who aren't normally the first to be invited to join such a movement. Our activities, and many of the people we work with, can be considered to be at the fringes of society: immigrants, unemployed, people with disabilities or mental health issues, marginalised communities. Through our work, we allow people to rediscover their power to make a difference, and their right to belong. Our community engagement, social inclusion and environmental awareness activities converge, building bridges and making connections.

The heart of our community efforts beats strongly in places like the GLAS community gardens: urban havens where people from all walks of life reconnect with nature and each other. These inclusive spaces not only promote green living principles but also promote social cohesion and a sense of belonging.



Supported by partnerships with local councils and educational institutions, GAP Ireland continues to expand its impact, replicating successful models like our GLAS community garden programme and our outdoor education programme for schools. And we aim to use what we have learned in our work to contribute to the public discourse in Ireland, using our voice to tell the stories of the people we work with.

In May 2024, we celebrated the first anniversary of our GLAS @ TU Dublin community garden. A special event, attended by local politicians, schools, businesses and community groups, celebrated the many volunteers that had helped build the garden, and highlighted the many benefits of urban green spaces.

The GLAS community programme helps people from all backgrounds connect with nature and learn to grow their own food in a welcoming and environmentally friendly way.

At the GLAS gardens, we “grow communities, nurture nature, and harvest hope.” We bring people together, helping them build friendships, support one another, and work as a team to create a greener, more inclusive community.



GLAS Community Garden in Blanchardstown

2024 marked the first anniversary of our GLAS @ TU Dublin community garden — a milestone celebrated with local schoolchildren, community groups, companies and politicians.

Operated in partnership with Fingal County Council and TU Dublin, the garden has become a vibrant hub for inclusive gardening and environmental education.

During the year, it hosted 102 events and welcomed 1,927 visits, including 87 weekly gardening sessions and 24 workshops for community groups such as the Centre of Independent Living, Central Remedial Clinic and Coolmine Rehab Centre. We also delivered 27 workshops for local schools.

Our popular public events covered topics like composting, no-dig gardening, making raised beds, and potato planting; offering residents a hands-on introduction to growing their own food.

The garden's ethos extends beyond horticulture: we aim to provide a safe, welcoming space where community connections can grow. Everyone, regardless of background, is invited to learn, connect and contribute.

With continued support from TU Dublin and Fingal County Council, we look forward to growing our impact and supporting sustainable living across West Dublin.



What people say about our GLAS gardens:

“I had a great experience with GLAS Garden. If there’s one lesson I’ll carry with me, it’s to never waste food; so many hands work hard to bring it to my table.” - Deva Kumar Anandan

“The GLAS garden is beautiful. I supported Global Action Plan to help others, for them to use the produce in the future.” - Glennalyn Lantin

“We attended GLAS for our corporate volunteering event. Amazing experience, Lee is so knowledgeable, kind, funny and grateful. Everyone left feeling really pleased. This was our second year returning, and I would highly recommend returning to see the impact of your work one year later. We were delighted to see the progress of the garden.” - Caroline Doyle, Dept Agency

“Visiting the GLAS garden in Blanchardstown was such an enjoyable and interesting experience. We got some great tips and tricks from Lee the gardener who was a fount of knowledge. We all felt a great sense of achievement after helping out a little with the upkeep. Well done to all involved and keep up the good work.” - Deirdre Hurley, Energia

“GAP have provided great initiative for the community by providing a safe, friendly, and educational place for everyone who spends time there. The GAP team show a deep passion for what they stand for around sustainability and environmental biodiversity. You will find a warm welcome, without pressure to contribute beyond your abilities. I would highly recommend volunteering with GAP and even if it is to sit in silence and enjoy the surroundings or pull a few weeds, have a cuppa tea and a chat with fellow colleagues or the staff; I have no doubt, it all makes a positive impact for all those involved.” - Liam Sharpe, Energia

GLAS Community Garden in Ballymun

GAP Ireland welcomed service users from St. Michael's House Work Options and St. Michael's House Senior School, Rosewood House, St. Vincents, NOW group, disability service Portrane, as well as individual volunteers and people that are part of our longstanding partnerships with schools and organisations such as Young Ballymun. We also welcomed large numbers of volunteers from nearby direct provision centres at Crowne Plaza, Santry and Travelodge Ballymun, among others.

During 2024, we hosted 155 in-garden sessions in the GLAS garden in Ballymun, involving 3,189 visits from people of all walks of life.

2024 was another successful year for the GLAS garden in Ballymun, with an exceptional number of volunteers, and an incredible number of events being organised. In addition to our normal programme for community groups from all over Northwest Dublin, during the year Sharon and the GLAS volunteers organised inter-cultural barbecues, games nights, workshops, sessions for people struggling with addiction, dedicated sessions for neurodivergent people, corporate volunteering sessions, an event marking World Refugee Day, and a photo shoot for Volunteer Ireland. We even had a special drone filming session!



Little Green Fingers School Gardening Programme

The GLAS garden also hosted groups of schoolchildren from Virgin Mary Girls and Boys NS, for the Little Green Fingers programme.

Little Green Fingers is our youth gardening programme designed for primary school students. Through weekly visits to the garden, students learn how to sow seeds, care for seedlings, and look after their crops. They are also encouraged to take responsibility for the GLAS garden, recognising it as both a valuable community resource and a vital haven for biodiversity. Our young gardeners from Virgin Mary GNS and Virgin Mary BNS thoroughly enjoyed their introduction to gardening. Through hands-on experiential learning, they developed an appreciation for the importance of biodiversity in the garden and the joy of growing their own food.



An Award Winning Charity

In 2024, GAP Ireland earned a number of awards:

- Our Funds Industry Climate Challenge initiative was nominated as a Finalist for the All Ireland Sustainability Awards 2024, in the category “Stakeholder Initiative of the Year.”



- The GLAS garden in Ballymun was named North West Area Winner in the Community Garden category, and won 2nd place in the same category at the Dublin City Neighbourhoods Awards.



- Our GLAS programme of social inclusion and environmental education was nominated as a Finalist for the Pakman 2024 Awards, in the Environmental Education and Community Initiative category.



Nature Explorer Programme

During 2024, we organised 14 “Nature Explorer” events, in partnership with Young Ballymun, involving 326 visits to our GLAS community garden by parents and children from the local community.

In 2024, we continued our Nature Explorer programme in partnership with Young Ballymun, providing a safe and welcoming space for urban families to connect with nature. Through activities like planting, growing, crafting and play, families - many of whom have limited access to green spaces - can engage meaningfully with the natural world.

By offering a sensory-rich environment, Nature Explorer helps children and parents build confidence, trust, and a deeper connection to nature.

Since its launch in 2019, the programme has facilitated hundreds of nature engagements in the GLAS community garden in Ballymun. The programme has been generously funded by Dublin City Council and the Ballymun Social Regeneration Fund, with additional support from Patagonia, Energia, the Community Foundation Ireland, Deloitte and HSBC.



Greening Neighbourhoods

Greening Neighbourhoods is a core element of our community work in the Ballymun area. Our GLAS garden manager Sharon works in partnership with Dublin City Council staff to identify areas in Ballymun to take part. The programme supports residents to take an active role in enhancing their local environment through practical activities such as clean-ups and planting projects. These efforts not only improve the appearance of the neighbourhood but also tackle important issues like biodiversity loss and poor urban drainage.

Planting and greening initiatives play a vital role in creating and preserving habitats, boosting food sources for pollinators and birds, and contributing to climate change mitigation.

In 2024 the following areas took part in the Greening Neighborhoods programme in 2024:

- Carton Way
- Owensilla terrace
- Poppintree
- Sillogue Gardens



Global Citizenship - Adult and Community

In 2024, GAP Ireland's Global Citizenship - Adult and Community programme continued to empower adult learners and community groups across Ireland through Global Citizenship Education (GCE).

With a strong focus on climate justice, this project supports participants in understanding the root causes of climate change, poverty and inequality, and equips them with the skills to take action for a fairer, more sustainable world. Thanks to funding from Irish Aid, the programme offers free workshops and resources to underserved groups, ensuring inclusive access to sustainability education. Over the past year we have expanded our partnerships with organisations such as disability groups, family resource centres, ETBs, and community partnerships, further strengthening its outreach.

A highlight of 2024 was the second national Climate Heroes competition, which encouraged participants to engage in sustainability initiatives in fun and practical ways. Additionally, our GCE Community of Practice - a platform for facilitators and learners to collaborate - continued to develop, promoting deeper engagement and shared learning experiences. The programme also used active learning methods such as discussion, debate and role-play, to help learners critically explore global challenges and develop problem-solving skills. Workshops hosted in the GLAS community gardens further enriched the learning experience by connecting participants with nature.



In 2024, 237 people attended training through our GCE Adult and Community project, leading to an average 7.23% increase in their capacities to respond to climate change as global citizens.

An external evaluation of the programme reaffirmed the project's success in increasing awareness of global issues and inspiring meaningful action. Participants, particularly those from marginalised communities, reported increased confidence in advocating for climate action within their own communities and networks. The programme's inclusive approach, particularly in engaging people with disabilities as active agents of change, was highlighted as a key strength.

In 2024, we worked with learners from the following organisations and groups:

- Prosper Fingal
- Hill Street Family Resource Centre
- Jigsaw
- Carraig Dulra
- Round Towers GAA Club



What people say about our ACT programme

“ACT brought a flexible way of exploring global issues in the local context. The programme helped to break down big abstract terms into understandable pieces relevant to everyday experiences. The participants discovered the links between local and global issues, and widened their perspective on how small everyday, locally made choices impact on distant issues and lives lived elsewhere. They learned practical solutions and were energised to take actions as individuals and as a group to become a part of the answer to critical global challenges. ACT encouraged the participants to see the big picture, explore unknown subjects, think and reflect deeper. The programme started new conversations, helped in bringing local communities together and is building on an increased and current interest in the topics of environmental change and climate justice.”

- Asia Rutkowska, Dublin South City Partnership



"I would like to say the Climate Heroes competition had an extremely positive effect on our family and it made us aware of aspects in our life that we had not thought about in terms of the impact we have on our environment. We have even taken the leap of becoming vegetarian and we have never looked back."

- Martina Healy

"While taking part [in the Climate Heroes challenge], I found it fascinating trying to discover ways of tweaking my lifestyle in order to gain as many points as I could. During the challenge, I often found that there were numerous small changes I could make that would make a big difference in terms of my carbon footprint."

- Emily Scott



Ballymun Is Brilliant

In 2024, GAP Ireland launched *Ballymun Is Brilliant (BIB)*, an innovative community project funded by the Creative Climate Action Fund. Using art as a catalyst, BIB brings people together to spark dialogue, build trust and imagine a better, more sustainable future for Ballymun. From storytelling and mural-making to workshops and performances, the project creates welcoming spaces where everyone feels heard and valued.

Rather than relying on traditional consultation methods, BIB prioritises creative collaboration. Artists work hand-in-hand with the community to explore local concerns, from climate justice to community pride, through accessible and engaging activities. This approach opens up conversations, builds connections and helps people feel more confident in sharing their ideas and experiences.

Throughout the year, GAP Ireland organised 61 BIB events, engaging nearly 600 people. These included casual chats, coffee mornings, live mural painting, community-led swap shops, biodiversity workshops and a major community exhibition in November. The exhibition was a celebration of Ballymun's creativity, featuring visual art, readings, music, and more - all led by local residents.

The heart of this Creative Ireland funded project lies in listening deeply, and meeting people where they are. Informal conversations in familiar settings helped the team gauge community readiness and shape the project in response. This process helped GAP Ireland connect with new groups and individuals, many of whom had not previously engaged with our work.



In 2024, GAP Ireland's activities recorded more than 15,000 engagements - an increase of 20% in the number of people taking part in our programmes compared to 2023 (and an increase of 156% compared to 2022).

- ***Of the 725 events facilitated and hosted by GAP Ireland in the past year (compared to 587 events last year), 259 engaged with teachers and students in schools, with a further 396 events focusing on adult learners and community organisations.***
- ***GAP Ireland's two community gardens hosted 297 sessions, and its climate competitions involved 96 companies and 68 community groups all over Ireland.***

To deepen impact, five artist-led projects were developed, each aligned with climate themes identified by the community. These included storytelling and food waste, local pride through a mural, sustainable fashion, and reconnecting with land and place. Two Ballymun Bursary Artists also led smaller-scale projects: one composed a song linking Ballymun's history to climate change; the other used traditional Irish crochet to explore climate anxiety and justice.

Ballymun Is Brilliant reflects GAP Ireland's evolving approach to community engagement; one rooted in trust, inclusion and creativity. By using art as a bridge, the project empowers people to take part in shaping their community's future. It's a powerful example of how collaboration and imagination can drive meaningful, community-led change.



2. Schools Programme

At GAP Ireland, we believe in promoting sustainable communities through education, especially focusing on children and youth. Our Primary and Secondary Schools programme offers a variety of engaging workshops centred on environmental and climate action topics. Additionally, we provide training for teachers in Global Citizenship and international solidarity.

Our goal is to empower students, educators and school communities, encouraging them to play an active role in creating a healthier planet and a more compassionate global community. Through our programme, we deliver dynamic and personalised workshops tailored to the needs of primary and secondary schools. We also conduct training sessions for teachers, equipping them with resources to inspire and educate students effectively. Moreover, we encourage outdoor education activities to promote hands-on learning experiences.



During 2024, we facilitated 259 events for schools, including outdoor education sessions, and workshops on themes such as biodiversity, water, waste and climate.

We facilitated 5,034 engagements by learners over the course of the year, and supported 116 teachers to develop their skills in global citizenship education, through our CPD sessions funded by WorldWise Global Schools.

By supporting schools in these ways, GAP Ireland aims to instill a sense of responsibility and passion for environmental and social issues among young people, cultivating future leaders who will contribute positively to our world.

During 2024 we delivered more school workshops than in many of the previous years. In 2024, we provided workshops to schools in Dublin City, South Dublin, Fingal, Dun Laoghaire Rathdown, Kildare, Limerick, Clare, Laois, Donegal, Wexford, and Westmeath, helped greatly by our partnerships with a number of Local Authorities.



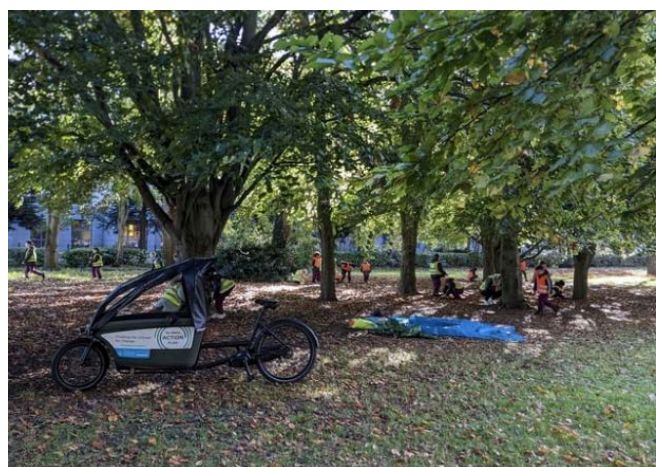
Nature Explorer Outdoor Education in Schools

In 2024, 375 students from 10 different schools across Dublin took part in our outdoor nature connection and care programmes, resulting in 1,977 engagements with nature.

Funded by Dublin City Council (DCC), the "Park Stewardship" initiative has flourished in Ballymun since 2011, and in other areas of the city since 2023, thanks to support from the National Parks and Wildlife Service and DCC Biodiversity.

These transformative 8-week programmes for primary schools are designed to help develop a bond between young people and the natural world right in their own neighbourhoods. Activities are centred on children's exploration and play, providing space for the joyful discovery of trees, insects, birds and mammals, alongside activities like tree planting and community clean-ups.

Our Park Stewardship programme, now called "Nature Explorer for Schools", isn't just about promoting environmental stewardship; it's about sowing seeds of curiosity, growth and reverence for the natural world.



What people say about our Biodiversity Stewardship programme

Teachers/SNAs Comments:

“The children involved with the Park Stewardship Programme were visibly more relaxed upon their return to school after the session each Wednesday. Some children showed reduced anxiousness and stress and noticed this change in themselves, *‘it’s like the mindfulness we do with Mr. Foxton but it’s not meditation, it’s being outside and doing fun things.’*

Some children increased their visits to the park along with their families and said that they were proud to show off the trees planted in Poppintree by the class.

In terms of social development; we noticed a significant increase in imaginative play with some children during yard time (regularly focused around planting trees, magical trees, magical forest creatures and mini-beasts). We also noticed new friendships and connections form between children in the class during the Wednesday sessions as they were given the opportunity to engage with each other outside the classroom environment.

“The children developed more of an awareness of their local environment and due to the time spent there and the information and knowledge about trees/wildlife etc. they became quite protective of the park. This was evident from their upset at the litter spotted and the sections of trees/earth that had been vandalised by fires etc. There was also an improved respect towards the birds and trees in the park. This awareness was also displayed in the yard, they would hear birds singing and stop to ask one of the adults what type of bird it was.



As educators, it was wonderful to work in a different environment. It gave the children more freedom to be hands on and work in a child-led setting. They were enabled to be curious and messy which they really enjoyed (maybe not so much the mummies!) It was also fantastic to see how far they had come in terms of their learning when we visited Bull Island and spoke to Pat (*Corrigan, DCC).

Finally, Emer has been wonderful and we are so grateful to her for the fantastic experience she gave the boys. She really understood them and allowed them to be themselves. Emer adapted to each individual child's needs in a respectful, dignified and kind way. Thank you!"

- *Chloe Twyford, SET Teacher, Holy Spirit BNS, Ballymun*

Students:

"I learned stuff I thought never existed. I loved being in nature and I loved being with my friends." (St. Brigid's student)

"I felt free and happy and got to see how nature really is." (Scoil Fhursa student)



Global Citizenship in Schools

- ***In 2024, we trained a total of 166 teachers through this programme.***
- ***Our Teacher Factsheets were downloaded a total of 1,286 times, and our toolkits and lesson plans were downloaded 1,725 times.***
- ***We also host a GCE Support Group on Facebook that shares resources and networking opportunities with 379 teachers (up from 316 in 2023).***

Our Global Citizenship schools project builds the capacity of Irish secondary school teachers to engage with the climate emergency. This project aims to better equip teachers with resources, knowledge, skills, and methodologies to explore how climate change interacts with inequality, poverty, development and consumption, and to support student-led whole-school action.

This project is funded by Worldwise Global Schools.

In 2024, GAP Ireland programme staff developed and delivered:

- A 4-week teacher training webinar series on global citizenship education for climate action in schools;
- 90-minute webinars on the topics of sportswashing, climate justice and peace and sustainable food systems;;
- A 1-day training with Transition year coordinators to incorporate our TY unit into their planning for the coming year.
- A video lesson & CPD on recycling in coordination with the Irish Schools Sustainability Network.

We again partnered with the Irish Schools Sustainability Network for their annual Irish Climate and Nature Summit. As a result, our video lesson on recycling was shown in 166 classrooms across the country, reaching an estimated 4,000 students.

3. Working With Business

In 2024, GAP Ireland significantly expanded its collaboration with businesses, emphasising employee engagement and measurable environmental impact. By empowering employees with the knowledge, tools and motivation to take climate action, GAP Ireland helps drive bottom-up sustainability transformations within Irish companies and beyond.

A notable initiative was the Irish Funds Climate Challenge, organised in partnership with the Green Team Network. This programme mobilised over 2,900 employees from 29 companies across three continents, leading to a collective reduction of 280 tonnes of CO₂e emissions over a two-week period. Participants tracked their climate-smart actions - ranging from sustainable transportation choices to energy conservation and changes in diet - via a digital platform that translated these activities into quantifiable emission savings. This award-winning initiative highlighted the power of individual actions within corporate structures to drive climate action, and promoted a sense of shared purpose among employees.



- ***We ran 31 climate competitions, involving 3,920 people, including 4 custom in-house challenges and a major sector-wide Funds Industry Climate Challenge with 27 companies. The 2,907 participants in that challenge saved 280 tonnes of CO₂e; equivalent to flying around the world 28 times.***
- ***Teams from 17 different companies spent time volunteering in our community gardens, keeping these urban oases accessible for people of all ages, backgrounds and abilities.***

Beyond competitions, GAP Ireland offered a suite of services to support businesses on their sustainability journeys. These included hosting workshops and "lunch and learn" sessions to educate employees on sustainable living, organising corporate volunteering opportunities in the GLAS community gardens, and providing tailored programmes aligned with the UN Sustainable Development Goals. By integrating these initiatives into their operations, companies were able to advance their Environmental, Social, and Governance (ESG) objectives, enhance employee engagement, and contribute positively to their local communities.

To further strengthen our service offering, GAP Ireland initiated new partnerships with expert training providers, including Vyra, The Sustainable Life School and Róisín Dexter Coaching.



- “This was a very enjoyable workshop. It was very engaging and I think we all came away with some useful tips and food for thought in terms of making more mindful choices when food shopping, prepping, cooking.” - From a participant in our “Climate Friendly Eats” workshop for businesses
- “For me, being part of the Funds Industry Climate Challenge was a big success. Not only did the Challenge result in substantial and tangible greenhouse gas emissions savings, but it also helped us mobilise Independent Non-Executive Directors from across the sector and demonstrate the power of making small changes to achieve big impact.” - Aedín O’Leary
- “I am so proud of companies and individuals who got behind the challenge to help create awareness and learning on our behaviours. We all have a part to play in the global sustainability journey and our small actions do make a difference. I am delighted that MUFG Investor Services was one of the main sponsors for the challenge and this has helped our organisation show our commitment to our colleagues that we are trying to make a difference. I look forward to running the challenge again next year.” - Jack Lee, MUFG Investor Services



Some Further Highlights of 2024

In addition to the strategic goals and project-specific achievements outlined above, 2024 saw a range of other impactful developments across GAP Ireland. These successes, while varied in nature, each contributed meaningfully to our mission and reflect the creativity, commitment and adaptability of our team and partners. They include:

- During 2024, GAP Ireland benefited from additional support from IEN, in the shape of a dedicated mentorship on charity fundraising and a grant to help us improve the marketing of our digital climate challenges.
- Coalition 2030, a network of civil society organisations campaigning for the achievement of the Sustainable Development Goals, used our paper on Climate and Disability as a basis for their submission for the National Strategy on Disability.
- During the year we had the use of an electric cargo bike, provided to us on loan by Dublin City Council and Bleeper.
- GAP Ireland and the Rediscovery Centre hosted a local hustings in Ballymun, in the run up to the 2024 local elections. In a well attended event, local candidates from across the political spectrum set out their visions for the future of Ballymun, and answered questions from residents.
- GAP Ireland provided training for local authority staff in Fingal, Mayo, Meath and South Dublin, and organised a digital Climate Competition for the Department of Further and Higher Education.

Following lobbying by Community Gardens Ireland, which was supported by GAP Ireland, an explicit responsibility for local authorities to include allotments and community gardens in their new sustainable places and communities strategies was included in the Planning and Development Act.

4. Using Our Voice

GAP Ireland is an organisation focused on behaviour change, with a clear approach and area of expertise. By combining environmental education with social inclusion, we gain valuable firsthand insight into people's lived experiences across a wide range of communities and circumstances.

We use that experience to help amplify the voices of the people and organisations we work with, and to share what we're learning from our programmes to inform public conversations about the policies and practices that shape opportunities for positive environmental change.

Over the past year, our public profile continued to grow: GAP Ireland was mentioned in the media 67 times – up slightly from 64 in 2023 – and our newsletter subscriber base increased by 30%. Although our overall social media audience fell by 17% due to our decision to leave Twitter, engagement on our other channels stayed strong. We sent out 17 newsletters during the year, sharing updates and stories of impact.



We also contributed to national policy. Based on our programme experience, we made submissions to Meath County Council's draft Climate Action Plan and to the consultation on the NCCA's Leaving Certificate Climate Action and Sustainable Development subject. As a result, GAP Ireland was invited to join a civil society forum supporting the rollout of the new subject, giving us a chance to continue sharing our expertise in this space.

- 67 references to GAP Ireland's work in national and local broadcast and print media;
- Our values based decision to leave Twitter resulted in a 17% decrease in our online audience;
- The number of people subscribed to our newsletter increased by 23% in 2024.
- Our website pages were viewed 141,000 times - an increase of 9% compared to the previous year.

In May, GAP Ireland and the Rediscovery Centre organised a debate among candidates in the Local Elections 2024. Candidates faced questions and ideas on issues such as climate change, biodiversity, the circular economy and the environment. The local council and European Parliament elections took place on 7 June 2024.



Working Together for Greater Impact

Partnership is at the heart of everything we do at GAP Ireland. Our programmes are co-designed and delivered with a wide range of collaborators, from grassroots groups to national networks. We work closely with organisations across the Irish Environmental Network (IEN) and the wider civil society sector, responding directly to the needs of communities and schools.

Whether through our community programmes that link local action to global issues, or our education initiatives shaped by teachers' feedback, we ensure that the people we work with are active partners, not just participants.

Our impact is amplified through strong, ongoing collaborations. We've built deep, place-based partnerships like those in Ballymun with the Rediscovery Centre and Axis, and in Blanchardstown with Fingal County Council and TU Dublin. We also play an active role in international networks, such as GAP Ireland International, where we both contribute to and learn from shared experiences. Our consortium leadership in training frameworks and joint initiatives show how we achieve more by working together across sectors.

Throughout the past year, we have continued to grow our collaborative network. From joint projects and funding proposals with local development groups and social enterprises, to joint service delivery with groups like The Sustainable Life School and Vyra, to collective efforts like the civil society forum on climate education and a coalition exploring the links between disability and climate action, our partnerships help shape both local change and national policy.

Our memberships in networks like the Just Transition Alliance, Coalition 2030, Dóchas, The Wheel and local PPNs ensure that we stay connected, informed and ready to contribute to a just and sustainable future.

5. Memberships

All our programmes are delivered in partnership with other organisations. We believe lasting and meaningful impact requires the building of partnerships in which different perspectives and areas of expertise are brought together for a common goal.

We are proud to be part of a range of coalitions and membership organisations, including:

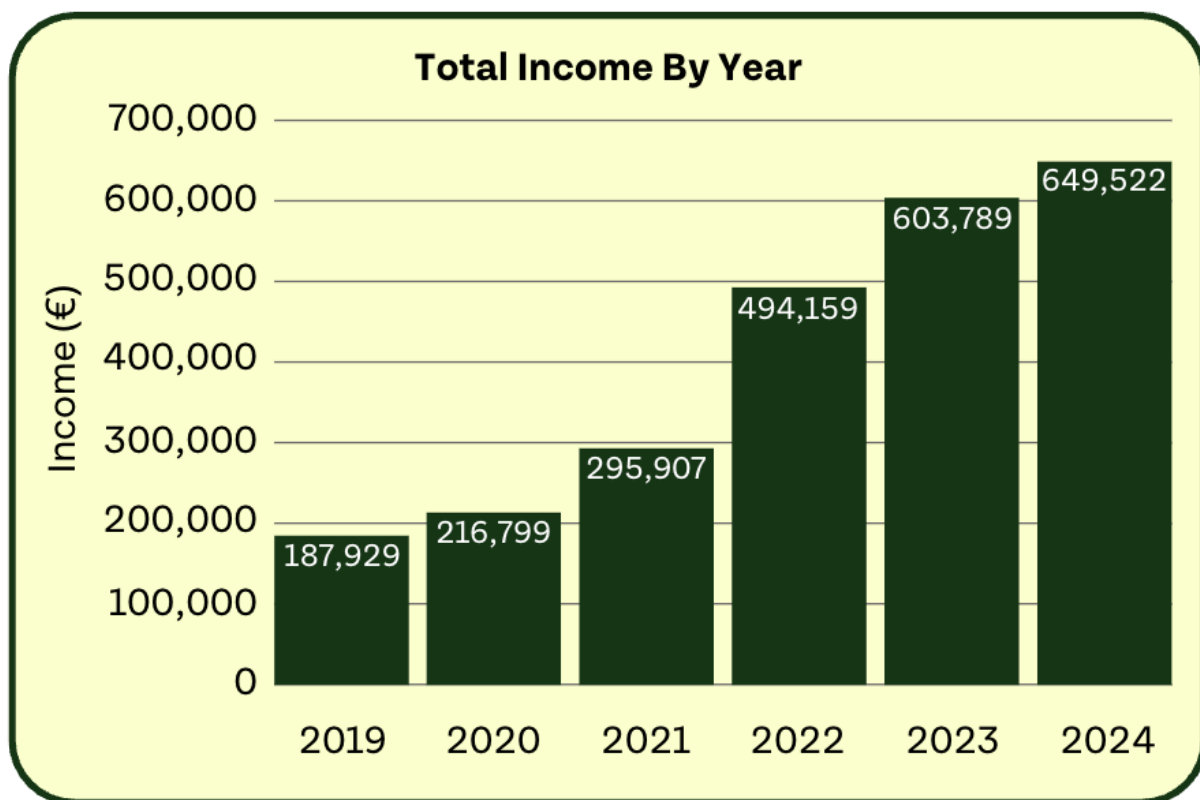
- **Ballymun 4 Business**
- **Coalition 2030**
- **Dóchas**
- **Feminist Communities for Climate Change**
- **GAP International**
- **IDEA**
- **Irish Environmental Network / Environmental Pillar**
- **Just Transition Alliance**
- **Leave No Trace**
- **The Wheel**

6. Organisational Finances

GAP Ireland worked with Whiteside Cullinan, Registered Auditors and Chartered Accountants, to prepare our 2022 Financial Statements in accordance with the Companies Act 2014 and in compliance with the Charity SORP (Standard of Reporting Practice under FRS102).

GAP Ireland had a total income for the financial year of €649,522 (2023: €603,789) and total expenditure of €607,567 (2023: €583,598). 83% of our expenditure went to direct charitable costs, and the remaining 17% was spent on programme support costs.

Income 2024: €649,522 Expenditure 2024: €607,567



Full financial statements for 2024 can be found on our website, along with copies of our Financial Statements for other recent years, under About / Governance & Compliance.

7. Governance and Compliance

Our Strategic Plan 2023-2026 sets our goal of being “an effective and accountable organisation with good governance, nationwide reach and sustainable business model.”

To deliver on this goal, during 2024 GAP Ireland’s Board of Directors reviewed its own performance and reviewed the organisation’s performance on an ongoing basis.

Average Board attendance stood at 86% in 2024. Attendance rates have been consistently high, with an average attendance of 83% over the last 5 years.

GAP Ireland’s Board of Directors

- Aisling McCaffrey, Chairperson
- Niall O’Leary, Company Secretary
- Aoife Connaughton
- Caoimhe Donnelly, Chairperson
- Amine El Alami
- Jack Lee
- Frances Neary
- Jana Platau-Wagner

GAP Ireland is committed to a culture of efficiency, transparency and good governance: we strive to meet best standards driven by the principles of integrity, transparency, openness and accountability.

GAP Ireland is registered and complies with the requirements of:

- Revenue Commissioners, with the charity number CHY15448
- The Charities Regulator, under the number 20053338
- Companies Registration Office, with registered company number 3346806

We adhere to the relevant legislations and standards of good practice, such as:

- Charities Act 2009;
- Charities Regulatory Authority Internal Financial Controls Guidelines for Charities;
- Data Protection Act 1988, Amendment 2003, General Data Protection Regulation 2016/679;
- Guidelines for Charitable Organisation on Fundraising from the Public.

GAP Ireland remains committed to the Principles of the Governance Code and has been fully compliant since 2016. GAP Ireland and its Board continued working towards its full compliance throughout 2024.

We also remain signatories of the Dóchas Code of Conduct on Images and Messages, which provides a best practice framework for organisations for the public communications of global justice organisations. These guidelines promote dignity, equality, fairness, solidarity, and justice for everyone.

GAP Ireland has also signed up to the IDEA Code of Good Practice for Development Education. This code encourages reflective assessment of DevEd delivery so we can ensure we will work towards the continuous improvement and quality of DevEd delivery and to critically evaluate and monitor if we are contributing to the sector meaningfully.

Acknowledgements

GAP Ireland Board of Directors

Caoimhe Donnelly, Chairperson (stepped down May 2024)

Aisling McCaffrey, Chairperson (appointed May 2024)

Niall O'Leary, Company Secretary

Aoife Connaughton

Amine El Alami

Frances Neary

Jack Lee

Jana Platau-Wagner

Auditors

Whiteside Cullinan

Registered Auditors and Chartered Accountants

Molesworth House

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