

GAP IMPACT REPORT 2025



**Making space
for change**



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Summary



Reflecting on the year 2025, we first and foremost want to express our thanks to all the people we worked with. Through this report, we say “Thank You” to the communities, schools and organisations that worked alongside us, the volunteers who shared their time and energy, and the funders and supporters who continue to believe in the power of positive change.

This year reinforced why our work matters. Climate change, biodiversity loss and social inequality remain significant challenges. At the same time, we see the number of initiatives and efforts to curb them increase, and their impact begin to grow. The movement of people who want to live wisely and with care is growing.

At GAP Ireland, we know that lasting change happens when people are supported to take action together. And that is why we work with communities, schools, workplaces and public bodies to turn environmental ambition into everyday action.

Through behaviour change programmes, nature-based learning and community-led initiatives, we help people build the knowledge, skills and confidence to make a difference where they live, learn and work.

Throughout 2025, we saw what is possible when people come together around practical solutions. Individuals took action, communities grew stronger, and positive behaviours became more visible. As more people got involved, confidence and momentum for change continued to grow.

Our work is built on an important insight: people are more likely to act when they see others taking action. By making positive action visible, and by creating opportunities for participation, we help break the “Spiral of Inaction”, and build a culture where sustainable choices become the norm.

Looking ahead, we remain hopeful and ambitious. The challenges we face require urgent action, but they also present an opportunity to create healthier, more connected and more resilient communities.



Connect. Protect. Grow.

A record year



2025 was a year of growth, learning and achievement for GAP Ireland.

During the year, we recorded almost 17,000 engagements with people, in our programmes in schools, workplaces and community initiatives. Together, those people took thousands of practical actions that reduced environmental impact, strengthened local communities and contributed to a more sustainable future.

The year also brought recognition of the quality and effectiveness of our work. GAP was named Environmental Charity of the Year and recognised as a Sustainable Development Goals Champion. Our Funds Industry Climate Challenge received the Sustainability Impact Award at the Spider Awards; Nature Explorer for Schools received national recognition for environmental education; and the Ballymun GLAS Garden was recognised as Northwest Dublin's Best Community Garden.

These achievements matter not because they celebrate organisational success, but because they reflect growing confidence in approaches that place people at the centre of climate and sustainability action. They demonstrate that behaviour change, community participation and partnership working have an increasingly important role to play in achieving Ireland's environmental and social goals.



2025 At A Glance



16,917 engagements with people looking to make a difference

During the year, we delivered over 840 events and workshops, representing almost 17,000 engagements with people through our community, education and business programmes. Our work supported people to take practical action on climate change, biodiversity and sustainability.

5,100 community garden visits

In our communities, the GLAS gardens in Ballymun and Blanchardstown welcomed more than 5,100 visits and hosted over 400 events and workshops. Community initiatives such as Ballymun is Brilliant, ACT and our Climate Champions programmes empowered people to take action while building connection, resilience and wellbeing.

5,600 school engagements

Through our schools programmes, we logged more than 5,600 engagements with learners and educators, including 179 teachers who participated in Global Citizenship Education training and 145 teachers who participated in Nature-Based Learning training. Our award-winning Nature Explorer for Schools programme continued to connect children with nature through hands-on outdoor learning.

5,588 corporate climate heroes

We recorded 5,588 engagements with people in companies all over Ireland, through our digital climate and sustainability challenges. Participants in our flagship Funds Industry Climate Challenge, for example, saved more than 320 tonnes of CO₂.

64 media hits

GAP continued to strengthen its public profile and sector leadership. During the year, our work was referenced 64 times in broadcast and print media, reflecting our increased reputation as a leading voice on environmental behaviour change.

6 Awards

In 2025, GAP was recognised as a Sustainable Development Goals Champion, and received national recognition for its climate challenge programmes through the Spider Awards Sustainability Impact Award.

GAP's Nature Explorer for Schools programme won the Environmental Forum *Community & Voluntary Sector Award 2025*, and the GLAS garden in Ballymun was named Best Community Garden at the Dublin City Council Northwest Area City Neighbourhood Awards in September.

We were named Environmental Charity of the Year at the 2025 Irish Enterprise Awards, and our CEO was awarded Environmental Charity CEO of the Year 2025 by CEO Monthly, while our Funds Industry Climate Challenge received the Excellence Award in Employee Engagement. Our ACT adult education programme was shortlisted for the Aontas Star Awards 2025, in the category of Adult Learning Initiatives that Support Global Citizenship Education.

These achievements reflect the collective efforts of our participants, partners, volunteers, staff and supporters, and demonstrate the growing appetite for positive, evidence-based climate action across Ireland.

€870,115

GAP Ireland had a total income for the financial year of €870,115; an increase of 34% compared to 2024.

Partners & Supporters



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

- Accenture
- Agoda
- Astrazeneca
- Axis Ballymun
- Ballymun Biodiversity Action Group
- Ballymun Job Centre
- Ballymun Local Drugs Task Force
- Blakestown Drive Community Group
- Cavan County Local Development
- Central Remedial Clinic
- The Community Foundation for Ireland
- Coopattiva
- Creative Ireland
- Deloitte Ireland
- Department of Education
- Die Reha
- Dublin City Council
- Dublin Northwest Partnership
- Ducky
- Energia Group
- Erasmus+
- Farmhand
- Fermanagh Trust
- Fingal County Council
- Gheel Autism Services
- HSBC
- HSE / Sláintecare
- InEuropa
- Irish Aid
- Irish Environmental Network
- Kingston Technology
- McCann Fitzgerald
- Men's Shed Mulhuddart
- Monaghan County Council
- MUFG Investor Services
- Pobal
- Praxiscare
- Prosper Fingal
- Rediscovery Centre
- SEUPB / PEACEPLUS
- Stepping Stones Ponds Project
- St. Michael's House
- Toast.org
- TU Dublin
- Worldwide Global Schools
- Young Ballymun



McCANN FITZGERALD



Clár Éire Ildánach
Creative Ireland
Programme



Erasmus+

energia
group

AstraZeneca



Special EU Programmes Body
Comhlacht na gClár Speisialta AE
Special EU Skemes Boadie



Irish Aid
Department of Foreign Affairs
An Roinn Gnóthaí Eachtracha

Comhairle Contae
Fhine Gall
Fingal County
Council



IEN

Irish
Environmental
Network



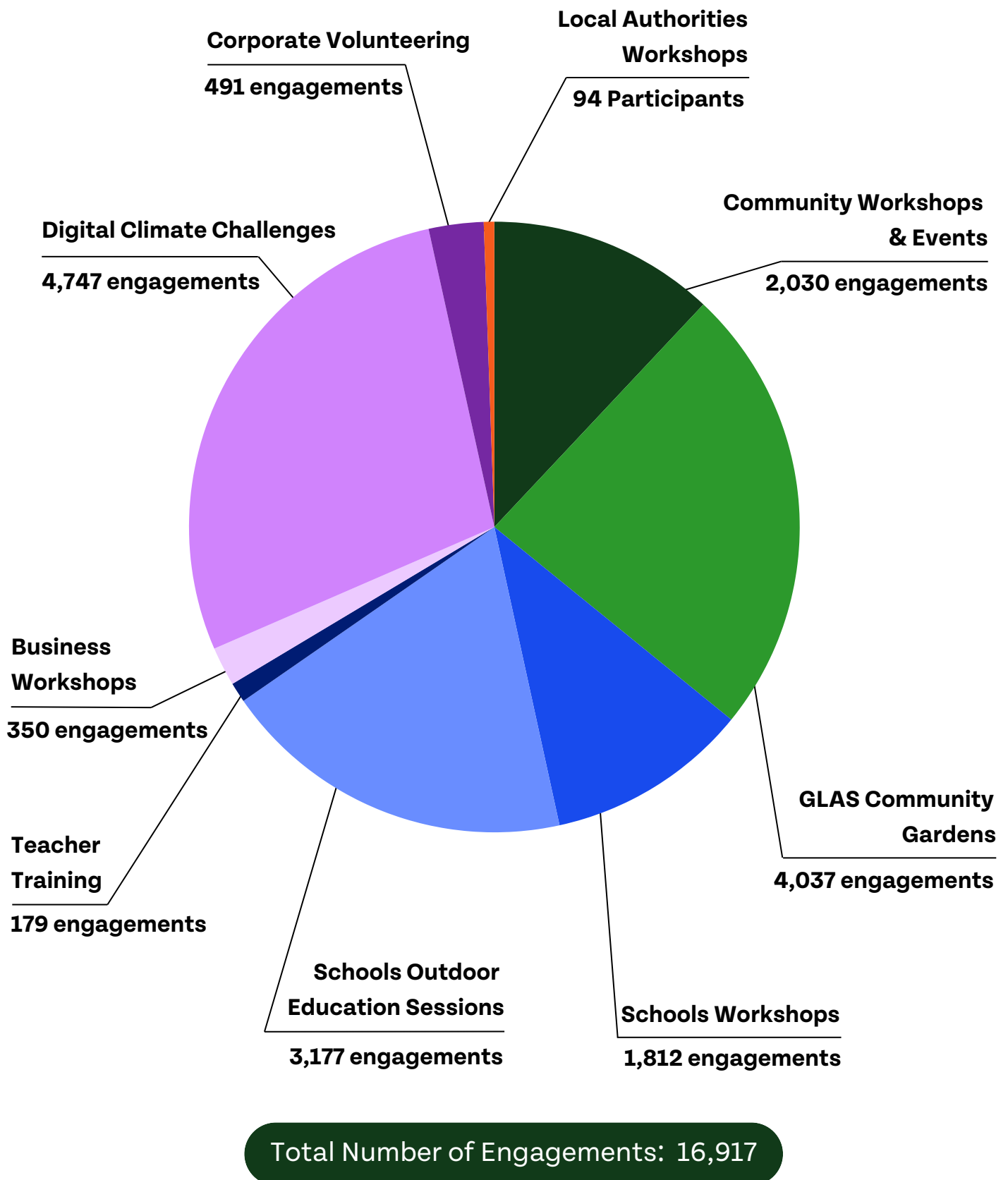
PEACEPLUS
Northern Ireland - Ireland
Co-funded by the
European Union | UK Government



An Roinn Oideachais
agus Óige
Department of Education
and Youth



Breakdown of programmes



1. GAP's Community programme: Resilience in practice



Building resilient communities is not simply an outcome of our work; it is fundamental to how change happens.

During 2025, acts of vandalism and arson affected our GLAS community gardens. While these incidents were deeply disappointing for staff, volunteers and participants, the response that followed revealed the strength of the relationships and sense of ownership that had been built over many years. Community members, volunteers, local organisations and corporate partners came together to repair damage, replace lost infrastructure and restore the spaces.

Despite the setbacks, both gardens were thriving in 2025, recording thousands of visits by people who use these spaces to learn, connect with nature, share skills and build relationships.

The GLAS gardens illustrate an important point: communities that are empowered to act together are better equipped to respond to challenges, whether environmental, social or economic.





Environmental behaviour change

One of the greatest challenges in responding to climate change is not a lack of awareness, but the gap between concern and action. Many people want to make a positive difference but are unsure where to begin, uncertain whether their actions matter, or influenced by social norms that make sustainable choices less visible.

GAP's environmental behaviour change programmes are designed to address these barriers. By combining behavioural science, digital engagement and positive social norms, we help people take practical actions that are achievable, rewarding and relevant to their everyday lives.

Throughout 2025, thousands of people in workplaces, schools, communities and local authorities participated in climate challenges on our digital Ducky platform. The Funds Industry Climate Challenge alone engaged more than 3,000 participants, generating over 337,000 positive environmental actions and carbon savings of more than 320 tonnes. Across all Challenges, participants were encouraged not only to act, but to see that others were taking action too. In that way, our Challenges help people to build confidence, motivation and a sense of collective efficacy.

GAP's partnerships with local authorities extended this approach beyond workplaces and into communities. Challenges in Enniscorthy, Fingal and Monaghan demonstrated how behaviour change programmes can support local climate objectives while strengthening community participation and visibility around climate action.



Our climate challenges show that meaningful environmental progress depends not only on infrastructure and technology, but on people. When sustainable behaviour becomes visible, social and achievable, it can spread through communities and organisations, creating momentum for wider systems change.



Communities at the heart of change



Environmental problems are experienced locally, and lasting solutions are most effective when they are shaped and led by communities themselves. Throughout 2025, GAP therefore continued to work alongside communities to create opportunities for participation, connection and collective action.

Our GLAS community gardens in Ballymun and Blanchardstown remained vibrant hubs for learning, growing and belonging. Together, the gardens hosted more than 400 events and recorded over 4,000 visits. They provided welcoming spaces where people could connect with nature, develop practical skills, share knowledge and build relationships across cultures and generations.

The value of these spaces extends beyond environmental outcomes. Participants reported increased confidence, improved wellbeing, stronger social connections and a greater sense of belonging. In a time when many people experience isolation or disconnection, community-led environmental action can help strengthen both people and places.

This work was complemented by a range of wider community initiatives. Through *Ballymun Is Brilliant*, residents explored climate justice, creativity and local identity through storytelling, art and participation. Through *Action on Community Transformation (ACT)*, community leaders from across Ireland developed the skills, knowledge and confidence to support positive change in their own localities.

Community-led climate action is at the heart of GAP's work. And in 2025 we supported people to build stronger, greener and more connected communities through our GLAS community gardens, training programmes and local partnerships.





Ballymun Is Brilliant

Ballymun Is Brilliant was a creative climate action programme delivered in partnership with Axis Ballymun and the Rediscovery Centre, with support from Creative Ireland's Creative Climate Action Fund. The project demonstrated how climate action can begin with listening.

Ballymun Is Brilliant showed what becomes possible when communities are given the time, space and support to shape conversations about their future. Developed through a partnership between residents, artists, community organisations and local stakeholders, the project used creativity to bring people together around shared themes of place, belonging and community connection. Rather than starting with climate change, the project started with people's lived experiences and the things they care about most.

Over two years, *Ballymun Is Brilliant* created opportunities for hundreds of people to participate in creative workshops, community events, exhibitions, storytelling projects, murals and celebrations. Working with 29 community organisations, the project reached people of different ages, backgrounds and experiences, including many who are often underrepresented in environmental initiatives and decision-making processes. Participation was at the heart of the programme, with residents helping to shape activities, share local knowledge and contribute their own ideas and creativity.

Importantly, *Ballymun Is Brilliant* rarely led with the language of climate action. Instead, it focused on community pride, local identity, biodiversity, food, creativity and connection. By meeting people where they were and building on existing community strengths, the project opened up conversations about sustainability and environmental justice in ways that felt relevant, positive and inclusive. This approach helped build confidence, strengthen relationships and create a sense of shared ownership over both the process and the outcomes.



The lasting achievement of *Ballymun Is Brilliant* is not the artworks, events and creative outputs it produced, but the connections it helped build. The project demonstrated that when people are invited to participate in ways that are meaningful to them, they become active contributors to positive change.

As such, *Ballymun Is Brilliant* offers a hopeful and practical model for community-led climate action; one rooted in creativity, inclusion, local knowledge and the belief that everyone has a role to play in shaping a more sustainable future.



Voices from GLAS Ballymun

The impact of the GLAS Community Garden in Ballymun extends far beyond growing food. Throughout 2025, participants consistently described the garden as a place of connection, belonging and wellbeing. For many volunteers, the garden provided a welcoming community where they could build friendships, learn new skills and find support during difficult times.

“

Since coming to the garden I've noticed my mental health has improved a lot. I just love coming up to the garden.

”

“

It's like a home away from home.

”

“

I felt I finally had somewhere to go and belong.

”

“

As you nurture nature, love is also nurtured, self-love, self-confidence and healing.

”

“

The garden is a necessary place for communication, interaction and inclusion.

”

“

Life can be difficult, but people can relax knowing their children are in a safe and beautiful environment.

”

Voices from GLAS Blanchardstown

Feedback received throughout 2025 demonstrates that the GLAS garden in Blanchardstown is much more than a growing space: It is a place where environmental action, education, wellbeing and community come together to create lasting positive change.

“

Life can be difficult for families who have children and adults with various needs, and Lee gives so much of his time and knowledge to these groups.

”

“

The garden is a safe and beautiful environment.

”

“

I felt calmer.

”

“

Being in the garden is amazing. My daughter and I miss the garden — it's a part of our souls.

”

“

It helps to improve my English, through talking with different people and learning how to do gardening.

”

“

It has helped them to respect the environment and value the importance of working with nature.

”

“

The children have had an opportunity to study the natural world around them and really enjoy the gardening experience.

”



Global Citizenship - Adult and community

Action for Community Transformation (ACT) remained one of GAP's flagship community education programmes in 2025, supporting adult learners and community groups across Ireland to deepen their understanding of climate change, sustainability and global justice. Grounded in the principles of Global Citizenship Education, ACT helps participants explore the links between environmental, social and economic challenges, and build people's confidence and skills to create positive change in their communities.

Throughout the year, ACT engaged with a diverse range of groups, including community development organisations, Tidy Towns committees, disability advocacy groups, adult learners and grassroots community networks.

A key strength of the programme is its focus on active citizenship. Participants are encouraged to think critically about systems, fairness and collective responsibility, and identify opportunities to contribute to positive change locally.

Supported by Irish Aid, ACT also plays an important role in making climate and sustainability education more accessible and inclusive. By working intentionally with underserved and marginalised communities, the programme helps ensure that climate action is rooted in equity and justice, empowering people to contribute to a fairer and more sustainable future. Where possible, GAP grounds its workshops in local community gardens, to keep learning rooted in place, nature and community experience.

In partnership with Sanctuary in Nature, ACT facilitated a cultural visit and shared meal for people in IPA centres. The initiative included a Global Citizenship Education session co-facilitated with refugee-led partners, enabling participant reflection and ensuring that perspectives from the Global South inform and strengthen our ongoing GCE practice.





2. GAP's Schools programme: Learning for a sustainable future



Young people will inherit the consequences of today's environmental decisions, but they also have an important role in shaping a more sustainable future. Education can help build not only knowledge, but also the confidence, critical thinking and sense of agency needed to respond to complex environmental challenges.

Throughout 2025, GAP worked with students and educators to create meaningful learning experiences that connect environmental issues with everyday life. Through hands-on activities, outdoor learning and participatory approaches, learners were encouraged to explore sustainability not as an abstract concept, but as something they can influence through their own actions and choices.

Nature Explorer for Schools continued to introduce children to biodiversity, outdoor learning and environmental stewardship through practical experiences in local green spaces. During the year, the programme delivered 97 workshops and recorded more than 2,100 student engagements.

National recognition through the Environmental Forum Community and Voluntary Sector Award highlighted the programme's contribution to environmental education and children's wellbeing.

Alongside work with students, GAP supported educators through Global Citizenship Education programmes, Sustainable Development Goals training and climate action workshops. Nearly 180 teachers participated in professional learning opportunities during the year, extending the reach of sustainability education across schools and communities. New initiatives such as our *Just Maps* project and collaborative work on a Field Guide for Climate Action in Irish Schools further strengthened our contribution to education for sustainable development.

By connecting environmental learning with participation, place and action, these programmes help build the skills and confidence needed for a more sustainable and resilient future.



Inclusion, wellbeing and climate justice

A defining feature of GAP's work is the belief that climate action must be inclusive. In 2025, this commitment was reflected in programmes that actively sought to engage people whose voices are often underrepresented in environmental conversations. Through partnerships with community organisations, work with International Protection Applicants, and the launch of the *ChangeABLE* project, GAP expanded opportunities for participation and leadership.

ChangeABLE, supported through Erasmus+, will help people with disabilities engage in climate advocacy and policy discussions, ensuring that climate action spaces become more representative and accessible.



Nature Explorer outdoor education in schools

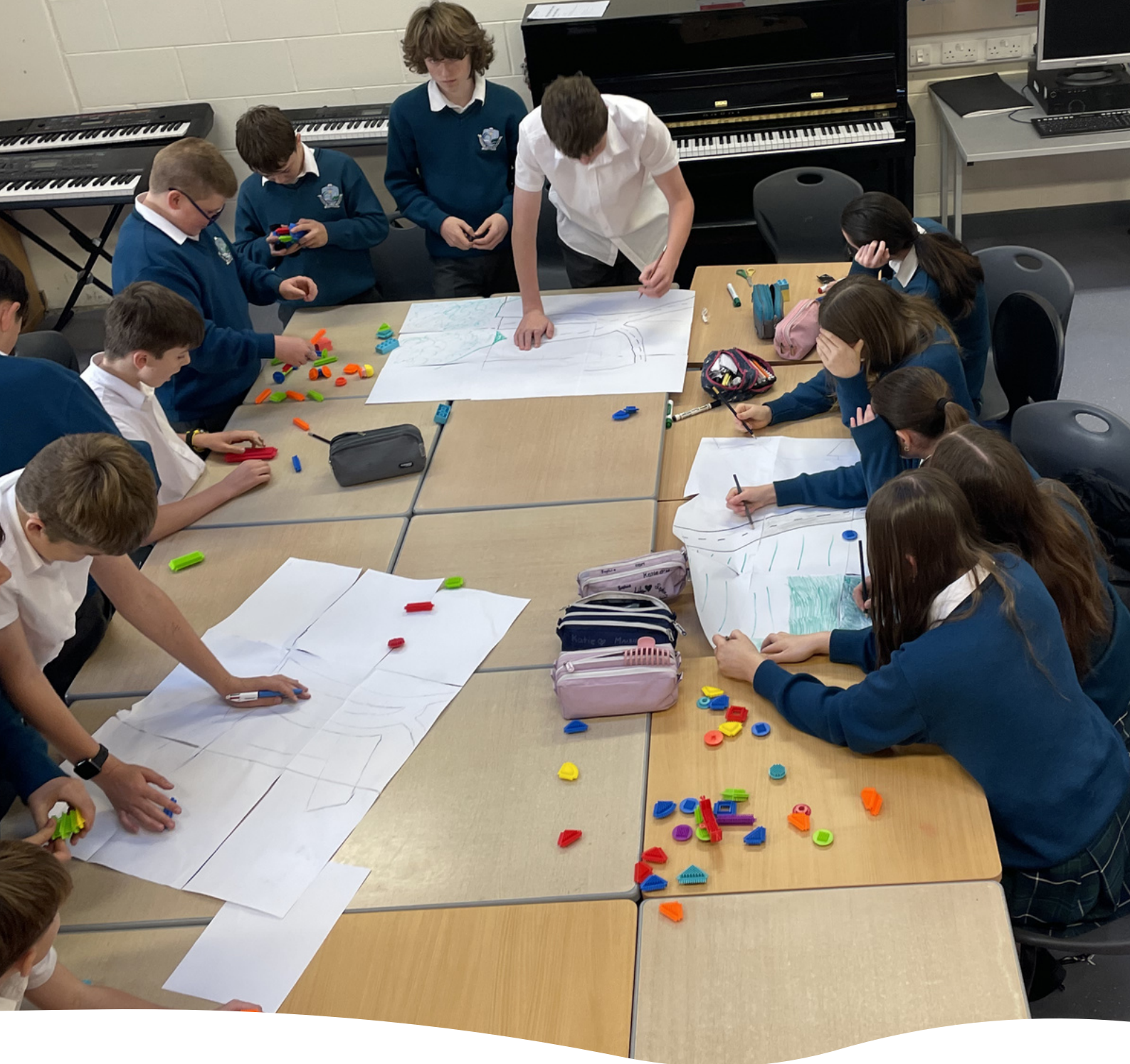
Nature Explorer is GAP's outdoor education programme supporting schools to bring learning beyond the classroom and into local natural environments.

The programme focuses on creating regular opportunities for children to explore, observe and connect with nature through hands-on, experiential learning in school grounds and nearby green spaces. Sessions were designed to be simple, accessible and adaptable, encouraging curiosity, sensory engagement and reflective thinking as a way of deepening understanding of the natural world and our relationship with it. Rather than treating nature as a topic to be taught, Nature Explorer positions it as an experience that can support learning across the curriculum.



By embedding outdoor education in familiar local settings, Nature Explorer contributes to longer-term behaviour change by nurturing early experiences of stewardship, belonging and care for the environment, helping to normalise time spent in nature as a core part of childhood learning and development.

Educators reported that regular outdoor sessions helped to improve pupil wellbeing, focus and engagement, while also opening up space for more collaborative and inclusive ways of learning.



Just Maps

New initiatives such as the EU-funded *Just Maps* project encouraged students to investigate their own communities through participatory mapping, connecting local experiences with global challenges. Together, these programmes reflected GAP's commitment to education that is practical, inclusive and rooted in action that instills a sense of agency.

Climate literacy and the Leaving Cert

In June 2025, GAP used the Leaving Certificate examination period as an opportunity to raise awareness of climate literacy. By asking “Would you pass a climate exam?”, GAP highlighted the growing need for climate knowledge across all sectors of society, not just among students.

The campaign welcomed the introduction of the new Leaving Certificate subject in Climate Action and Sustainable Development and recognised the important role of educators, schools and civil society organisations in supporting this development. GAP also highlighted the ongoing need for climate education opportunities beyond formal schooling.

The initiative reflected GAP’s commitment to empowering people with the knowledge, skills and confidence required to respond to the climate and biodiversity crises. By promoting climate literacy as a lifelong learning challenge, GAP reinforced the importance of informed and engaged citizenship in building a sustainable future.





Disability and climate change

Inclusion is a fundamental principle of GAP. With our ChangeABLE Erasmus+ funded project we are working with 3 countries and 6 organisations to train adults with disabilities to become climate ambassadors. As Climate change makes our world more uncertain and unpredictable, we wish to engage and learn from people who are so frequently left 'disabled' by society. We believe that people with disabilities have rich experiential knowledge and skills in navigating challenges and obstacles.

We have also created a Climate Advocacy for Disability toolkit to support Disabled Peoples' Organisations (DPOs) and others working with disability in exploring climate change and climate action.



Global Citizenship in schools

We believe that education is key to understanding the world around us and in taking action to transform it. Our Global Citizenship Education programme in schools engages students to tackle the root causes of injustice and inequality through highlighting their systemic and historical nature.

In workshops on Fast Fashion, Climate Action, Misinformation and Disinformation, students learn how global issues are relevant to their own lived experience and empowered to become active global citizens. Students are encouraged to think critically and compassionately about the world around them and to take local steps to transform global systems.





3. GAP's Business programme: Sustainability as everyday practice



GAP Ireland continued to strengthen its position as a leader in evidence-based environmental behaviour change during 2025, helping individuals and organisations translate climate awareness into practical action. Through our digital engagement platform and climate challenges, thousands of people were supported to adopt more sustainable behaviours at home, at work and in their communities.

The year saw continued growth in our Ducky climate challenges, with programmes delivered for businesses, local authorities, community organisations and educational institutions. The Funds Industry Climate Challenge engaged more than 3,000 participants and generated significant carbon savings, while innovative community-based challenges in Enniscorthy, Fingal and TU Dublin demonstrated how behaviour-change approaches can be applied beyond the workplace.

Our work received national recognition through a number of awards, including the Sustainability Impact Award at the Spider Awards for the Funds Industry Climate Challenge. These achievements reflect GAP's commitment to combining behavioural science, digital innovation and partnership working to create measurable environmental impact at scale.

Funds Industry Climate Challenge 2025

The 2025 Funds Industry Climate Challenge demonstrated the power of collective action in the workplace. Over a two-week period, employees across Ireland's funds sector engaged in a friendly competition that encouraged practical, climate-smart behaviours in their daily lives. Participants logged hundreds of thousands of positive actions, showing how small lifestyle changes can create significant environmental benefits when adopted at scale.



The challenge achieved measurable results, with participants collectively saving hundreds of tonnes of carbon emissions. The outcomes reinforced GAP's long-standing belief that environmental behaviour change is most effective when people feel supported, motivated and connected to a wider community of action. The programme also highlighted the important role that businesses can play in supporting climate engagement among staff.



The success of the challenge further strengthened GAP's position as a leader in environmental behaviour change. Beyond the immediate carbon savings, many participants reported developing lasting habits that continued after the competition ended, demonstrating the programme's value as a catalyst for long-term change in both workplaces and households.

Spider Award recognition

In March 2025, the Funds Industry Climate Challenge received national recognition through the Sustainability Impact category at the Spider Awards. This award acknowledged the innovative use of digital tools and behaviour-change methodologies to engage employees in meaningful climate action and to measure the impact of their actions.

The recognition reflected the strength of the partnership model behind the challenge, bringing together businesses, sustainability practitioners and technology providers to achieve measurable environmental outcomes. The award also highlighted the effectiveness of combining data-driven engagement with practical, everyday climate actions.

For GAP, the award represented an important endorsement of our core approach: empowering individuals to recognise that their actions matter. It provided an opportunity to showcase the impact of behaviour-change programmes and strengthened awareness of the organisation's work among new audiences and stakeholders.



Climate champions

Working in partnership with local authorities and community organisations, GAP delivered community climate challenges in Enniscorthy, Fingal and other locations, encouraging participants to adopt everyday actions that reduce emissions and support more sustainable lifestyles. Schools, community groups, businesses and residents took part, demonstrating the potential of collective action to create meaningful environmental impact.

In all our digital climate challenges, participants recorded thousands of climate-positive actions over short periods of time. Activities ranged from reducing waste and conserving energy to choosing more sustainable transport options and reducing food waste. The challenges provided an engaging and accessible way for people to understand their environmental impact while building motivation and a sense of shared purpose.

The success of these initiatives demonstrated the adaptability of GAP's evidence-based behaviour change model. By combining digital tools, local partnerships and community engagement, the Climate Champions approach is helping to make climate action more visible, achievable and rewarding for people across Ireland. The programmes also provided valuable learning for future community decarbonisation efforts, showing how local leadership and collective participation can accelerate positive change.



4. Some further highlights of 2025

In addition to the strategic goals and project-specific achievements outlined above, 2025 saw a range of other impactful developments across GAP Ireland. They include:



- During 2025, GAP Ireland benefited from core funding support from the Irish Environmental Network (IEN), which plays a vital role in strengthening the stability, resilience and long-term impact of environmental organisations. IEN's contribution has supported management staff costs which underpin programme quality, alongside direct project delivery costs and essential overheads such as travel, equipment, software, memberships, printing and administration.

IEN funding also supported a wide range of core activities that make our work possible, including programme delivery in community gardens, staff recruitment and training, sector engagement through networks such as Dóchas, Coalition 2030 and Ballymun4Business, and investment in software systems that support efficient delivery.

It has also enabled staff wellbeing and development, including a mental health workshop, and supported travel that expanded our outreach to communities in Monaghan, Cavan and Limerick.

Crucially, IEN core funding has helped GAP maintain the organisational strength needed to leverage wider investment, demonstrating how a strong core allows us to bring in co-financing from major donors while increasing programme quality and impact. In 2025, this contributed to €403,594.34 in additional leveraged funding, significantly extending our ability to support communities, schools and organisations in taking practical, inclusive action on environmental and social change.

As such, IEN funding is essential for GAP, in a funding landscape that continues to favour visible project delivery over the core costs that make that delivery possible.



While programme funding is essential, it is often the less visible work, such as coordination, relationship-building, safeguarding, governance and organisational development, that holds everything together. Without investment in these areas, even strong programmes can become difficult to sustain over time. Core funding from IEN helps to address this imbalance, recognising that lasting impact depends not only on what we deliver, but on the strength and health of the organisations behind that work.

- 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 64 times and our newsletter subscriber base increased by 26%. Our overall social media audience grew to 10,470, an increase of 25% over the year.

We sent out 19 newsletters during the year, sharing updates and stories of impact with our partners and supporters.

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 2025 Financial Statements in accordance with the Companies Act 2014 and in compliance with the Charity SORP (Standard of Reporting Practice under FRS102).

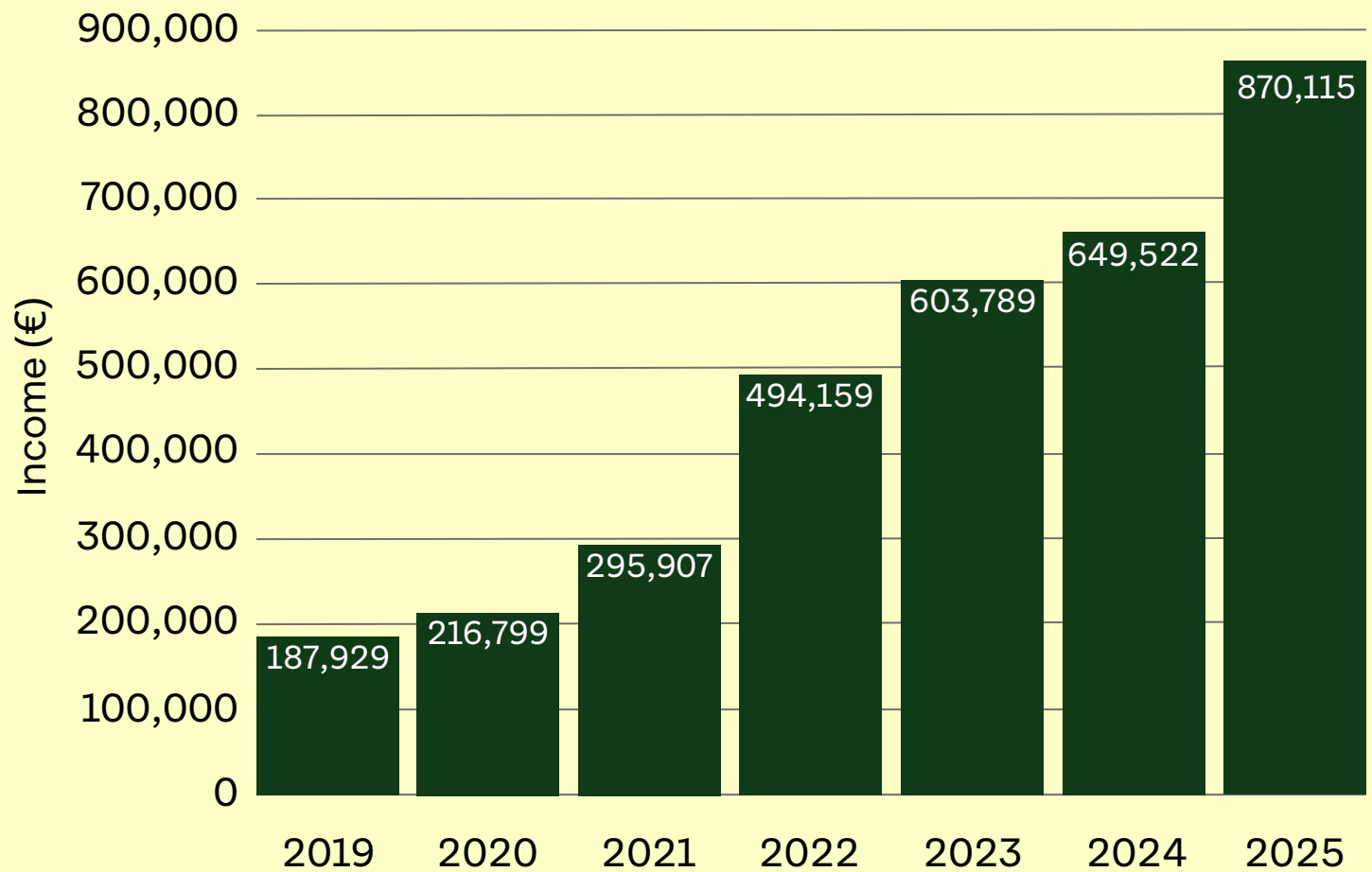
GAP Ireland had a total income for the financial year of €870,115 (2024: €649,522) and total expenditure of €843,200 (2024: €607,567).

86% of our expenditure went to direct charitable costs, and the remaining 14% was spent on programme support costs.

Income 2025: €870,115

Expenditure 2025: €843,200

Total Income By Year



Full financial statements for 2025 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



2025 was a year of continued organisational development for GAP Ireland. As demand for our programmes increased, we invested in strengthening our governance, systems and staff capacity to ensure the organisation remains effective, accountable and sustainable.

The Board continued to provide strong oversight through governance reviews, strategic planning and the recruitment of new Directors. Work also progressed on the development of an organisation-wide impact measurement framework, helping us better understand and communicate the outcomes of our programmes.

Average Board attendance stood at 84% in 2025. Attendance rates have been consistently high, with an average attendance of 83% over the last 5 years.

Partnerships remained central to our success, with support from public bodies, community organisations, corporate sponsors and philanthropic funders enabling us to expand our reach and deepen our impact. The organisation maintained a strong financial position throughout the year, while continued investment in staff development, new management structures and accessibility improvements helped prepare GAP for future growth. The publication of our first accessible annual report reflected our commitment to inclusion and to ensuring our work can be accessed by all.

GAP Ireland's Board of Directors

- Aisling McCaffrey, Chairperson
- Niall O'Leary, Company Secretary
- Katie Boyle
- Aoife Connaughton
- Amine El Alami
- Jack Lee
- Frances Neary

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.

Since 2017, GAP has committed to the principles of ethical communications promoted by Dóchas. As a signatory to the former Dóchas Code of Conduct on Images and Messages GAP adheres to the Dóchas Guide to Ethical Communications and aims to ensure that our communications promote dignity, equality, fairness, solidarity and justice, and represent people and communities respectfully and authentically.

GAP Ireland has also signed up to the Irish Development Education Association (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

Aisling McCaffrey, Chairperson
Niall O'Leary, Company Secretary
Katie Boyle
Aoife Connaughton
Amine El Alami
Jack Lee
Frances Neary

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