

Company Number. 168484 (Republic of Ireland)

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	Vincent O'Doherty Peter Finnegan Padraig Burns John O'Donnell Siobhan O'Leary Doireann Ní Bhriain Louise Molloy Colleen Savage John McGrane	(Appointed 27 January 2020) (Appointed 27 October 2020)
Company Secretary	Eva Scanlan	
Company Number	168484	
Charity Reference Number	20725	
Charities Regulatory Authority Number	20103958	
Registered Office and Business Address	3 Great Denmark Street Dublin 1 Ireland D01NV63	
Auditor	UHY Farrelly Dawe White Limited Unit 4A Fingal Bay Business Park Balbriggan Co. Dublin	
Bankers	Bank of Ireland College Green Dublin 2	

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

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FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

The directors present their report and financial statements for the year ended 31 December 2020.

Principal Activities and Review of The Business

The principal activity of the company continued to be that of a theatre company. The company is dedicated to the discovery, development and production of new dramatic works for the Irish and international stage.

Results and Dividends

The results for the year are set out on page 16.

Directors

The directors who served during the year and up to the date of signature of the financial statements were:

Vincent O'Doherty

Peter Finnegan

Andrew Parkes

(Resigned 22 June 2020)

Tania Banotti

(Resigned 27 January 2020)

Padraig Burns

John O'Donnell

Siobhan O'Leary

Doireann Ní Bhriain

Louise Molloy

Colleen Savage

(Appointed 27 January 2020)

John McGrane

(Appointed 27 October 2020)

The secretaries who served during the year were:

Eva Scanlan

In accordance with the constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Attendance at Board Meetings

Name	Number of Board Meetings	Number of Board Meetings Attended
Directors		
Colleen Savage (Appointed 27 January 2020)	3	3
Louise Molloy	4	4
Doireann Ní Bhriain	4	4
Siobhan O'Leary	4	4
John O'Donnell	4	4
Padraig Burns	4	4
Peter Finnegan	4	4
Vincent O'Doherty	4	2
Andrew Parkes (Resigned 22 June 2020)	2	2
John McGrane (Appointed 27 October 2020)	0	0
Tania Banotti (Resigned 27 January 2020)	1	1
Employees		
Eva Scanlan	4	4
Jim Culleton	4	4
Gavin Kostick	4	4
Chandrika Narayanan-Mohan	4	4

Future Developments

The company plans to continue its present activities. Employees are kept as fully informed as practicable about developments within the organisation.

Post Statement of Financial Position Events

There have been no significant events affecting the charity since the year-end. The charity continues to be affected by the ongoing Covid 19 pandemic, however, measures taken by the directors have allowed the charity to continue to operate during the ongoing cycle of lockdowns.

Whilst the directors believe that the effect on the charity since the balance sheet date is difficult to determine, the directors are confident that the charity will continue as a going concern for the foreseeable future.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Auditors

In accordance with the Companies Act 2014, UHY Farrelly, Dawe, and White Limited continue in office as auditors of the company.

Overview & Mission

Fishamble is a multi-award-winning, internationally acclaimed company, dedicated to the discovery, development and production of new work for the Irish stage. Fishamble has produced numerous plays by first-time and established playwrights, and has brought this work to audiences throughout Ireland as well as 19 other countries.

Since it was established in 1988, Fishamble has become an arts organisation of national importance, central to the Irish theatre landscape, with a highly productive output of new work, extensive programme of national touring, substantial international recognition and, through a wide range of Training, Development and Mentoring schemes, a resource and support for fellow theatre artists and members of the public.

In 2020, Fishamble:

- presented 120 performances of 9 productions
- engaged with audiences of 20,500 people, live and online
- employed over 260 artists and arts workers during the year
- supported over 50% of the writers of all new plays produced on the island of Ireland.

Productions

***Maz & Bricks* by Eva O'Connor**

Fishamble began the year by presenting *Maz & Bricks* by Eva O'Connor at 59E59 Theaters from 8 January – 2 February 2020. This is Fishamble's sixth production to transfer to this prestigious off-Broadway venue, and thirteenth time to present a production in New York, since 2008.

Fishamble premiered the production in 2017 and toured to 11 venues throughout Ireland, during 2018, in the period before the Referendum, as well as in Edinburgh.

***On Blueberry Hill* by Sebastian Barry**

Fishamble's production of *On Blueberry Hill* transferred to the West End, playing in Trafalgar Studios, from 5 March. Due to the closure of all West End theatres on 16 March, the run was cut short, but received amazing reviews and reactions in its shortened run there, and was named as one of the Top 10 theatre highlights (live and online) of 2020 by the British Theatre Guide.

On Blueberry Hill was recorded by Audible, in association with Fishamble and Trafalgar Theatre Productions, and launched worldwide on 19 November, as part of a series of work that closed early on Broadway and the West End due to the pandemic.

***Tiny Plays 24/7* by various playwrights**

During the Covid-19 lockdown, Fishamble invited artists and the general public to keep creative by responding to its Tiny Play Challenge and received 471 submissions. It commissioned ten of these plays, and produced them in an online production *Tiny Plays 24/7* which launched on 24 July, and ran for ten days.

Almost 4,000 people from around the world tuned in to watch the production, which employed 53 arts workers, continuing to support artists and connect with audiences during this challenging time.

***Forgotten, Silent, Underneath, and Before* by Pat Kinevane**

Fishamble continued to tour these four solo plays developed with Pat Kinevane.

In January, *Silent* sold out in the O'Reilly as part of First Fortnight. *Before* toured as part of the Blackwater Fit-Up Festival in February. Live performances since March, adhering to all Covid-19 safety measures, took place to socially-distanced, reduced capacity audiences in Pavilion Theatre, Theatre Royal Waterford, and Watergate Theatre.

Fishamble became the first Irish theatre company to win an Olivier Award, when it did so for *Silent* in 2016. These productions have also won Adelaide Fringe Best Theatre, Herald Angel & Archangel, Argus Angel, Stage Raw Los Angeles, and Scotsman Fringe First Awards and been included in the Forbes' *Best Theater on Broadway and Beyond* List.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Mustard by Eva O'Connor

Fishamble produced this Fringe First and Lustrum award-winning play by playwright & performer, Eva O'Connor, directed by Hildegard Ryan, in association with Sunday's Child. It ran during September 2020 in the Peacock as part of the Dublin Fringe Festival, and in glór in Ennis, before live performances were cancelled due to Covid-19 restrictions.

The production was filmed by Dublin Fringe and Fishamble, to help promote and disseminate the work, despite limited audience numbers due to the pandemic. This filmed version was presented by Edinburgh's Traverse Theatre on its digital platform from 1-14 December.

Embargo by Deirdre Kinahan

This was presented as part of the Dublin Theatre Festival, in partnership with Iarnród Éireann, Dublin Port Company, National Library of Ireland, and the Department of Arts, marking the centenary of the arms embargo in 1920.

Fishamble continued to work hard to provide work for theatre artists during the pandemic. Due to Level 3 restrictions in Dublin, audiences could not attend this site-responsive production at Connolly Station, and the Pumphouse, Dublin Port. Instead, Fishamble worked with its partners and with Media Coop to live stream the production on 11 October, and to stream it on demand for two weeks. Over 3,500 watched the production online during its run in October. It was streamed as part of Dublin Port's *Pumphouse Presents* online festival in December.

Communicating & Finding Creative Solutions During Covid-19

Fishamble responded quickly to find ways to continue connecting with artists and audiences during the current crisis.

Some of these activities for the public included:

- Fishamble streamed INSIDE THE GPO over the Easter weekend, and had a fantastic response to it. We had 3,274 clicks in total via YouTube, with between 139 and 294 people watching at any point, about half from Ireland, the rest from the UK, US, Australia, and Canada. 1,435 people watched via the website. The event attracted substantial media attention, with 430,000 watching the RTE Six-One News, and 441,000 hearing the interview on Morning Ireland. All money raised through the streaming was distributed to the artists involved;
- While live theatre audiences have been limited, our digital audiences expanded, with almost 4,000 people seeing both *Tiny Plays 24/7* and *Embargo*;
- The TINY PLAY CHALLENGE was run over four weeks, encouraging members of the public to continue being creative, by submitting a tiny play. A prompt word was provided each week, and chosen plays were published on the Fishamble website. The initiative received hundreds of submissions;
- Fishamble worked with partners and colleagues, including Solas Nua in Washington DC, UCD, RTÉ Concert Orchestra, and Audible, Traverse, and Trafalgar Entertainment in the UK, to find alternative and innovative ways of connecting with the public and providing income for artists;
- Online booksales of Fishamble plays have increased significantly, partly inspired by the #ReadIrishWomenChallenge2020.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Some developments to support artists included:

- All artists were paid for all postponed and cancelled performances, to continue sustaining the livelihoods of artists and arts workers;
- Commissions and development work were all moved forward to pay artists sooner for work scheduled later in the year;
- The number of artists chosen for the DUETS programme with ITI and Dublin Fringe was increased from 4 to 6, to support more artists at this difficult time;
- The streaming of INSIDE THE GPO was accompanied by interviews and pre-show talks with many of the artists involved in the 2016 production, for which everyone was paid;
- New Play Clinic workshops, and the Dramaturgy Course were all moved online, very successfully, and all participating artists were paid for both initiatives;
- Fishamble ensured all staff roles were maintained by availing of the TWSS support from Revenue.

Public Engagement

Playwriting Courses & Classes

Fishamble's programme of hugely popular playwriting courses for members of the creative public continued during 2020, in Dublin, and were completely sold out. These took place online, due to the COVID-19 lockdown, increasing accessibility for members of the public, regardless of mobility or geography.

Post-show discussions

Fishamble is proud to continue its commitment to premiering new plays that grapple with current issues, with a sense of urgency. Its productions engage the public, not just through the performances themselves, and by touring extensively, but also through a range of associated discussions.

All its productions in early 2020 were accompanied by post-show discussions, in Ireland, Off-Broadway and in the West End. Online streaming was accompanied by online discussions, and there was an online event for Friends of Fishamble, with scenes performed live by artists from the 2020 repertoire.

Young People, Students & Academic Connection

Fishamble continues to work with many students writing theses on the company's work, and with organisations, to publish work produced by Fishamble on education reading lists and exam papers.

Fishamble continues to work with UCD as Theatre Company-in-Residence, and worked with its Ad Astra scholars during the autumn semester. Much sought-after placements for emerging artists continued online.

The company and staff continue to work with students at NUI Maynooth, the Lir, TCD, GSA, Uversity, Notre Dame, Villanova, UM, UMD, and NUIG. Fishamble plays are in the libraries of - and studied at - many of these prestigious universities. Many Irish Studies courses in the US, Brazil, and India, study the work of Fishamble.

In January 2020, Fishamble continued to provide time and resources to the Tenderfoot project, and took part once more in FREIRAUM: *Creative Arts and Improving Access to Higher Education in Europe*. This is run by the Trinity Access Programme and Goethe-Institut, to provide access to the arts to TY students from North-East Inner City schools. Fishamble provided a day-long theatre workshop for 15 and 16 year olds as part of this initiative.

The National Library of Ireland hosts Fishamble's living Archive, which is updated regularly to accommodate students and others who are studying the work of the company. This strand of work has continued at a similar rate of engagement as ever, although online. Fishamble continues to work with the Ark's Children's Council, in the development of new work for children.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Artform & Artist Development

Duets with Dublin Fringe and Irish Theatre Institute

Over nine years, 35 *Show in a Bag* productions have created work for 46 artists, and achieved over 1,400 performances, reaching a conservatively estimated live audience of over 50,000. Plays developed as part of this initiative continue to find life in other media, including *Dublin OldSchool* on film, and *My Left Nut* on BBC television.

In 2019, the three partners adapted the initiative to encourage the development of projects between two key artists, and launched *Duets*. In 2020, the partners increased the number of projects to three, to support six key artists in total.

Due to the Covid-19 pandemic, two of the three *Duets* projects will now premiere in 2021 instead, but investment in the development process will continue on an ongoing basis. *Twenty Fifty* by Dan Colley and Fionnuala Gyax premiered in Dublin Fringe 2020, from 6 – 19 September, as a live digital performance, accessed online.

The New Play Clinic & Play Development

With Artist Development support from the Arts Council, Fishamble continued to run its highly regarded *New Play Clinic* dramaturgical support programme for artists. Every participating theatre artist, who benefits from the initiative, is paid to participate.

The writers of over 50% of all new plays produced in Ireland each year are supported through at least one of Fishamble's initiatives. Fishamble also continues its unseen work, advocating, advising, and promoting productions by Irish artists to many of its partners and collaborators worldwide. In this way, Fishamble supports the dissemination of much work outside its own repertoire.

Projects supported in 2020 included the following plays which were part of Reboot Live: *FM* by Finbarr Doyle and Jeda De Brí, directed by Jeda De Brí; *But You Stopped Their Hearts* by Amy Kidd, directed by Ronan Phelan; *The Lodge House*, written and directed by Katie McCann. The initiative also supported the development of a new musical by Hugh Travers and Fionn Foley, and a new project by Chaos Factory.

Fishamble is also working with Dublin Fringe Festival to support specially chosen early-career artists through the Big Ambitions programme, and This Is Pop Baby to broaden the horizons of dramaturgy for practitioners of spectacle theatre.

New Artist Development Initiatives

During 2020, as well as continuing playwriting courses and workshops online, Fishamble ran two online pilot courses to support artists. This is a development, as the result of artist feedback, from its 30th Anniversary New Play Conference, in May 2018.

The courses were for Dramaturgs and Professional Playwrights. All artists and theatre practitioners taking part on both courses were paid Fishamble's standard daily rate for their participation.

Mentoring

Fishamble remains committed to training and mentoring theatre artists, and continues to advise alumni from its mentoring programmes on an ongoing basis. Fishamble has so far run 6 annual mentoring schemes for playwrights and directors, in partnership with arts centres and local authorities throughout the country.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Publishing & Promotion

Fishamble continues to work with publishers including Bloomsbury Methuen, Nick Hern Books, Samuel French, and Faber & Faber, to ensure every play it produces is published, as appropriate, and distributed worldwide. Many Fishamble plays are studied in third level institutions in Ireland and overseas, and many other productions of plays, both professional and amateur, have been staged due to this dedication to publishing the work. In 2020, *Mustard* by Eva O'Connor was published by Samuel French, and *On Blueberry Hill* by Sebastian Barry was reprinted for its West End run by Faber & Faber, in association with Fishamble.

Fishamble's work featured in major publications on Irish theatre including, most recently, Methuen Drama's *Irish Drama and Theatre Since 1950* by Patrick Lonergan, and the Palgrave *Handbook of Contemporary Irish Theatre and Performance*.

Awards & Recognition

In January 2020, *The Alternative* was named as one of the best plays of 2019 in the Sunday Independent, and named best play of the year in TheArtsReview and Irish Independent roundup of the year's theatre highlights.

In January 2020, *Maz & Bricks* received five Origin nominations in New York, winning Best Actor for Ciarán O'Brien.

In April 2020, *The Alternative* received two Irish Times Irish Theatre Awards – for Best Director (Jim Culleton) and Best Soundscape (Denis Clohessy). It was also nominated for Best New Play.

In April 2020, Fishamble won the Irish Enterprise Award for Best Contemporary Theatre Company.

In September 2020, Pat Kinevane won the prestigious Best Actor in a Visiting Production Award at the Helen Hayes Awards in Washington DC for *Silent*. The production was also nominated for Best Visiting Production, which was won by the Broadway production *The Band's Visit*.

Commissioned and Upcoming Work

For production in 2021, Fishamble is developing: *Duck, Duck, Goose* by Caitríona Daly, developed through *A Play for Ireland* and postponed from 2020; *The Treaty* by Colin Murphy to mark the centenary of the Anglo Irish Treaty Negotiations in 1921.

The postponement of planned work, creation of new work online, and commitment to commission and pay artists during 2020, means that Fishamble is in development on projects for possible production in 2022/24, including: *The Leap* by Gavin Kostick, a co-production with the Ark; a new play by Belinda McKeon; *King* by Pat Kinevane; a new play by Eva O'Connor; *Heaven* by Eugene O'Brien; *The Fishboat* by Donal O'Kelly; and *Everything That Never Happened* by Dylan Coburn Gray. Development workshops all took place via Zoom in 2020.

Governance & Strategic Planning

Partnerships

Fishamble continues to develop its sophisticated and highly productive network of partners, created and maintained over the past 30 years, to reach audiences and help its productions and activities of various scales to reach their full potential.

In 2020, this included venues and festivals throughout Ireland and internationally, as well as Business to Arts, Dublin Fringe Festival, Dublin Theatre Festival, Irish Theatre Institute, Abbey Theatre, Irish Arts Center, 59E59 Theaters, Odyssey Theatre LA, Solas Nua, Summerhall, Dance Base, Trafalgar Entertainment, Dublin Port Company, Iarnród Éireann, Publicis, O'Kennedy Consulting, Audible, and Traverse Theatre.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

During the pandemic, Fishamble also worked with an international network of presenters and Irish Studies university courses to stream work of interest to audiences and students. This network includes Solas Nua, Corrib Theatre in Oregon, New York Irish Center, Irish Heritage Center of Cincinnati, Irish American Heritage Museum in Albany, Kansas City Irish Center, Celtic MKE Milwaukee, Celtic Junction Minneapolis, University of Alberta, Holy Cross College, Staffordshire University, Federal University of Santa Catarina Brazil, University of Maryland, Notre Dame, International Association for the Study of Irish Literature, Spanish Association for Irish Studies, and British Association for Irish Studies.

Governance, Gender Equality, Child Protection, & Dignity in the Workplace

As a charity, Fishamble is required to complete and comply with the Charities Governance Code. This is a record of how Fishamble addresses and complies with the six core principles of good governance. Fishamble's governance subcommittee and executive is undertaking this work in 2020 for completion in 2021.

Fishamble's policies on dignity, welfare and respect in the workplace are outlined in its Employee Handbook. The full document is available to everyone who works with Fishamble, and is updated as required.

Professional Development

As part of Fishamble's ongoing commitment to continuous development, the company engages with the highest quality international practitioners and partners in the sphere of new play development and production. Fishamble offers professional development and training opportunities for its staff to improve skills in a variety of areas.

Fishamble is a member of the British Irish Chamber of Commerce, and sits on the Culture, Arts, Sport and Transport (CAST) sub-committee.

Payscales & Fair Conditions for Artists

Throughout Covid, Fishamble committed to paying all artists and arts workers for cancelled and postponed performances. Fishamble advanced fees for 2021 and created quality paid opportunities for when live performances were not possible.

Fishamble is committed to paying fair and equitable rates to all the artists with whom it works. To this end, the company has increased its standard rate for actors, and has introduced a PRSA contributory scheme for all freelance artists on the payroll.

During November, Fishamble was in discussions to help secure fair and equitable rates for actors and other artists for the online streaming of work, with Equity and a number of the country's main agents.

Board

Andrew Parkes (former Chair) resigned from the Board after over 20 years as a highly valued member. Doireann Ní Bhriain has been appointed Chair and Siobhán O'Leary has been appointed Vice Chair. Tania Banotti resigned from the board. Colleen Savage and John McGrane were appointed to the board. Sub-committees to oversee Governance, Fundraising, and Remuneration have been established.

The board meets quarterly, and is kept abreast of all major news and opportunities for the company through regular updates.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Fundraising and Marketing

Fishamble was successful in being chosen to participate in Round 2 of the Arts Council's RAISE programme, run by O'Kennedy Consulting. Its Fundraising Sub-Committee meets regularly to progress this element of the company's activities. The Fundraising Advisory Group is comprised of Board members Louise Molloy, Colleen Savage, John McGrane, and Doireann Ní Bhriain, as well as lawyer Tom O'Connor. Fishamble strengthened corporate partnerships in 2020, created new corporate offerings with the help of its Fundraising Advisory Group, and will begin a new partnership with ESB in 2021.

Fishamble's fundraising and marketing strategy adapted radically to Covid-19, which includes working with streaming platforms, e-commerce platforms, film production, digital fundraising campaigns, a change in advertising strategies, and partnering with creative media organisations to ensure high quality artistic experiences through an online platform.

Books Of Account:

The company's directors are aware of their responsibilities, under the Companies Act 2014 to maintain proper books of account and are discharging their responsibility by employing qualified and experienced staff.

The books of account are held at the company's registered office, 3 Great Denmark Street, Dublin 1, D01 NV63.

Culture Ireland:

The company was in receipt of funding from Culture Ireland. The term of the grant was for 2020. This grant is issued in relation to the productions of Maz and Bricks in New York, The Humours of Bandon – showcase performance in New York, On Blueberry Hill in London.

The breakdown of funding from Culture Ireland is as follows:

- Grant awarded for income in the year: €47,744.09
- Cash received during the year: €47,744.09
- Grant deferred / due at year end: €0.00

Dublin City Council:

The company received funding from Dublin City Council. The grant was issued for the productions and activities based in Dublin. The term of this funding was 2020.

The breakdown of funding from Dublin City Council is as follows:

- Grant awarded for income in the year: €9,000
- Cash received during the year: €9,000
- Grant deferred / due at year end: €0

Arts Council:

During the year, the company was in receipt of funding from the Arts Council. This funds areas such as artistic activity and served provisions of the organisation. The term of this grant is for the period January – December 2020.

The breakdown of funding from the Arts Council is as follows:

- Grant awarded for income in the year: €356,280
- Cash received during the year: €345,280
- Grant accrued / due at year end: €11,000 (2020) and €10,830 (2019)

Statement on Relevant Audit Information

So far as the directors 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

The directors acknowledge their responsibilities under Section 281 to Section 285 of the Companies Act 2014 to keep adequate accounting records for the company.

In order to secure compliance with the requirements of the act, a management accountant is employed. The accounting records of the company are kept at the registered office and principal place of business.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)


FOR THE YEAR ENDED 31 DECEMBER 2020

Signed on behalf of the board.


Siobhan O'Leary

Dated: 15 June 2021

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Doireann Ní Bhriain

Dated: 15 June 2021

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

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 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 and 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.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Signed on behalf of the board.


Siobhan O'Leary

Dated: 15 June 2021



Doireann Ni Bhriain

Dated: 15 June 2021

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Fishamble Theatre Company Company Limited By Guarantee (the company) for the year ended 31 December 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows the Statement of Financial Activities, the Statement of Financial Position, the Cash Flow Statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

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 2020 and of its surplus for the year then ended,
- have been properly prepared in accordance with FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland ; and
- have been 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 further described 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 the financial statements in the Ireland, including the Ethical Standard 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 2 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

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE DIRECTORS OF FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

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.

In connection with our audit of the financial statements, 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 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

Based solely on the work undertaken in the course of the audit, we report that:

- In our opinion, the information given in the Director's Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- In our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider 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. The financial statements are in agreement with the accounting records. .

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report. The Companies Act 2014 requires us to report to you that if, in our opinion, the disclosures of directors remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Responsibilities of directors for the financial statements

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

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

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE DIRECTORS OF FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

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.

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design the audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the related disclosures made by the directors.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE DIRECTORS OF FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

Richard Berney (Statutory Auditor)

For and on behalf of UHY Farrelly Dawe White Limited

Chartered Certified Accountants

Statutory Auditor

Unit 4A

Fingal Bay Business Park

Balbriggan

Co. Dublin

15 June 2021

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted funds 2020 €	Restricted funds 2020 €	Total 2020 €	Total 2019 €
Income from:					
Donations and legacies	5	43,945	-	43,945	42,443
Theatre activities	5	587,387	111,744	699,131	768,704
Other trading activities	5	7,011	-	7,011	12,399
Total income		<u>638,343</u>	<u>111,744</u>	<u>750,087</u>	<u>823,546</u>
Expenditure on:					
Theatre activities	7	<u>550,787</u>	<u>116,387</u>	<u>667,174</u>	<u>825,120</u>
Net incoming/(outgoing) resources before transfers		87,556	(4,643)	82,913	(1,574)
Gross transfers between funds		(4,143)	4,143	-	-
Net income/(expenditure) for the year/ Net movement in funds		<u>83,413</u>	<u>(500)</u>	<u>82,913</u>	<u>(1,574)</u>
Fund balances at 1 January 2020		<u>86,968</u>	<u>500</u>	<u>87,468</u>	<u>89,042</u>
Fund balances at 31 December 2020		<u><u>170,381</u></u>	<u><u>-</u></u>	<u><u>170,381</u></u>	<u><u>87,468</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

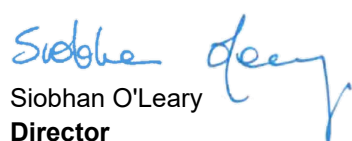
FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE


BALANCE SHEET

AS AT 31 DECEMBER 2020

	Notes	2020 €	€	2019 €	€
Fixed assets					
Tangible assets	11		11,839		5,485
Current assets					
Debtors	12	78,161		94,388	
Cash at bank and in hand		192,120		49,949	
		<u>270,281</u>		<u>144,337</u>	
Creditors: amounts falling due within one year	14	<u>(111,739)</u>		<u>(62,354)</u>	
Net current assets			158,542		81,983
Total assets less current liabilities			<u>170,381</u>		<u>87,468</u>
Income funds					
Restricted funds			-		500
Unrestricted funds			170,381		86,968
			<u>170,381</u>		<u>87,468</u>

The financial statements were approved by the Directors on 15 June 2021


Siobhan O'Leary
Director


Doireann Ní Bhriain
Director

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 €	€	2019 €	€
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	22		148,319		(65,965)
Investing activities					
Purchase of tangible fixed assets		(10,235)		(2,128)	
Proceeds on disposal of tangible fixed assets		-		34	
Net cash used in investing activities			(10,235)		(2,094)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			138,084		(68,059)
Cash and cash equivalents at beginning of year			49,949		118,008
Cash and cash equivalents at end of year			188,033		49,949
Relating to:					
Cash at bank and in hand			192,120		49,949
Bank overdrafts included in creditors payable within one year			(4,087)		-

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

General Information

Fishamble Theatre Company Company Limited by Guarantee is a limited company by guarantee incorporated in the Republic of Ireland. The registered office of the company is 3 Great Denmark Street, Dublin 1, Ireland which is also 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 prepared in Euro (€) which is also the functional currency of the company.

Accounting Policies

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

Statement of compliance

The financial statements prepared by Fishamble Theatre Company Company Limited by Guarantee are in accordance with the Financial Reporting Standards applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council. The company has transitioned from previously extant Irish GAAP to FRS 102 as at 1 January 2014. The company has applied the recommendations contained in Charities SORP (FRS 102).

Basis of preparation

The financial statements have been prepared using 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 Republic of Ireland" issued by the Financial Reporting Council.

Incoming Resources

Income from donations, gifts and legacies is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. This includes donations, gifts, bequests, income from donation of assets and membership income.

This also includes any grant income received to carry on the theatrical purpose of the organisation. This income may be classed as restricted or unrestricted dependant on the conditions included in each agreement.

Grants from government and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Investment income is recognised on a receivable basis. Investment income includes income received on deposits held by the charity and income from other investments.

Income from theatre activities includes income recognised as earned (as the related goods or services are provided). Income from theatre activities would include income received for events and meetings held during the year.

Resources Expended

Expenditure is recognised when a liability is incurred. Funding provided through contractual obligations and performance related grants are recognised as goods or services supplied. Other grant payments are recognised when a contractual obligation arises that results in payment being an unavoidable commitment.

Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

(Continued)

Fund Accounting

Unrestricted funds are general funds that are available for use at the board discretion in furtherance of any objectives of the charity.

Restricted funds are those received for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

Designated funds are those funds received by the organisation for its general purpose but have been designated for future projects by the board.

Tangible fixed assets

Property, plant and equipment 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 property, plant and equipment, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	15% Straight line
Computer equipment	20% Straight line

The carrying values of property, plant and equipment are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Receivables

Receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate 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 Payables.

Payables

Payables 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.

Employee benefits

The company has a range of benefits to employees, including paid holiday arrangements.

The company provides short term benefits, including holiday pay and other non-monetary benefits. These are recognised as an expense in the period in which the service is received.

The company facilitates access to PRSA's with regard to its employees in line with legislative requirements.

Taxation and deferred taxation

The company is exempt from corporation tax due to its charitable status.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

(Continued)

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 their fair value was determined. The resulting exchange differences are dealt with in the Income and Expenditure Account.

2 Significant Accounting Judgements And Key Sources Of Estimation Uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will by definition, seldom equal the related actual results. The estimates and assumptions have a significant risk of causing a material adjustment to the carrying amounts of the assets and liabilities within the next financial year are discussed below.

Estimate useful economic lives for depreciation purposes of property, plant and equipment.

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depending primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset useful lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of useful economic lives is included in the accounting policies.

3 Departure from Companies Act 2014 Presentation

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

4 Provisions Available For Audits of Small Entities

In common with many other organisations of our size and nature, we use our auditors to assist with the preparation of the financial statements.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

5 Incoming Resources

	Unrestricted 2020 €	Restricted 2020 €	Total 2020 €	Total 2019 €
Income from donations & legacies				
Sponsorship & patronage	43,945	-	43,945	42,443
Income from theatre activities				
The Arts Council	301,280	55,000	356,280	345,742
Other Grants & Subsidies Received	5,877	56,744	62,621	69,685
Box Office	203,854	-	203,854	353,277
In Kind Income	76,376	-	76,376	-
Income from other trading activities				
Other Income	7,011	-	7,011	12,399
	<u>638,343</u>	<u>111,744</u>	<u>750,087</u>	<u>823,546</u>

6 Service in Kind Income

During the year the organisation availed of the following services supplied on an in-kind or pro bono basis. The market value of these services have been recognised in the Statement of Financial Activities and expensed to the activity codes as set out below.

	Unrestricted funds 2020 €	Restricted funds 2020 €	Total 2020 €	Total 2019 €
Stage Management Expenses	3,500	-	3,500	-
PR & Publicity fees	2,500	-	2,500	-
Marketing Expenses	1,071	-	1,071	-
Outdoor Advertising	41,200	-	41,200	-
Online Advertising	2,000	-	2,000	-
Graphic Design	9,000	-	9,000	-
Posters & Fliers	275	-	275	-
Filming/Streaming	16,000	-	16,000	-
Photography	830	-	830	-
	<u>76,376</u>	<u>-</u>	<u>76,376</u>	<u>-</u>

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

7 Expenditure on Theatre Activities

	Unrestricted 2020 €	Restricted 2020 €	Total 2020 €	Total 2019 €
Theatre Activities				
Set design costs	31,321	850	32,171	42,403
Costume costs	786	500	1,286	5,311
Writers & Royalties	39,084	7,500	46,584	20,500
Lighting & other designs	46,872	9,188	56,060	38,014
Corporate & Development workshops	7,188	-	7,188	2,444
Travel & Accomodation	7,488	36,037	43,525	110,649
Transport & distribution	3,770	4,830	8,600	19,232
Insurance	50	166	216	385
Artistic fees	123,780	46,226	170,006	222,255
Wages and salaries	137,786	1,731	139,517	249,217
Social welfare costs	13,673	-	13,673	26,998
TWSS money paid to staff	29,006	-	29,006	-
TWSS money received	(29,006)	-	(29,006)	-
Staff pension costs	4,603	-	4,603	5,397
Other staff costs	10,835	-	10,835	-
Marketing	1,071	450	1,521	4,645
Advertising	52,669	2,509	55,178	26,889
Graphic design	10,615	-	10,615	5,660
Photography & filming	17,142	6,200	23,342	5,812
Staff training	261	-	261	596
Rent & rates	7,350	-	7,350	5,400
Insurance	5,118	-	5,118	4,876
Repairs & maintenance	-	-	-	1,599
Printing, postage and stationery	1,769	-	1,769	2,673
Telephone	2,351	-	2,351	1,461
Computer costs	2,251	-	2,251	2,418
Travelling and entertainment	2,413	-	2,413	2,167
Accountancy	9,252	-	9,252	8,386
Bank charges	406	-	406	674
General expenses	56	-	56	890
Charitable donations	176	-	176	-
Subscriptions	1,010	-	1,010	590
Auditor's remuneration	5,683	-	5,683	5,890
Depreciation	3,881	-	3,881	1,655
Profit/loss on disposal of tangible assets	-	-	-	34
Hire of equipment	-	200	200	-
Cleaning	77	-	77	-
	<u>550,787</u>	<u>116,387</u>	<u>667,174</u>	<u>825,120</u>

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

8 Directors

None of the directors (or any persons connected with them) received any remuneration or benefits from the company during the year.

Income from Directors

As part of attempts to raise funds, Fishamble Theatre Company CLG had ran a 'Friends Programme' where donations could be made by members of the general public. As part of this programme, some directors made donations to Fishamble Theatre Company CLG, to the sum of €14,050. This transaction was at an arm's length basis.

Also, Fishamble Theatre Company Company Limited by Guarantee worked with Publicis Dublin (which is related by way of common directorship through Pdraig Burns). Publicis Dublin provided support in kind graphic design services which was estimated to cost €8,000.

9 Employees

Number of employees

The average monthly number of employees, including directors, during the year was as follows:

	2020 Number	2019 Number
Artistic Personnel (Full Time Equivalent)	3	5
Administration	1	1
Artistic Direction	1	1
	<u>5</u>	<u>7</u>

Employment costs

	2020 €	2019 €
Wages and salaries	139,517	249,217
Social security costs	13,673	26,998
Other pension costs	4,603	5,396
	<u>157,793</u>	<u>281,611</u>

The number of employees whose annual remuneration was €60,000 or more were:

	2020 Number	2019 Number
Staff salaries fall between €60,001 and €70,000	-	-
Staff salaries fall between €70,001 and €80,000	-	-
Staff salaries fall between €80,001 and €90,000	-	-
Staff salaries fall between €90,001 and €100,000	-	-
	<u>-</u>	<u>-</u>

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

10 Remuneration of key management personnel

Key management includes all members of the company management. The compensation paid or payable to key management for employee services is shown below:

	2020 €	2019 €
Aggregate compensation	93,861	114,198

No directors are remunerated for their role as board members.

11 Tangible fixed assets

	Fixtures, fittings and equipment €	Computer equipment €	Total €
Cost			
At 1 January 2020	1,115	51,867	52,982
Additions	-	10,235	10,235
At 31 December 2020	1,115	62,102	63,217
Depreciation and impairment			
At 1 January 2020	1,115	46,382	47,497
Depreciation charged in the year	-	3,881	3,881
At 31 December 2020	1,115	50,263	51,378
Carrying amount			
At 31 December 2020	-	11,839	11,839
At 31 December 2019	-	5,485	5,485

12 Debtors

	2020 €	2019 €
Amounts falling due within one year:		
Prepayments	6,779	31,390
Rent deposit	425	425
Accrued income	70,957	62,573
	78,161	94,388

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

13 Loans and overdrafts

	2020 €	2019 €
Credit card	4,087	-
Payable within one year	4,087	-

14 Creditors: amounts falling due within one year

	Notes	2020 €	2019 €
Credit card	13	4,087	-
Taxation		5,069	38,741
Deferred income	15	75,320	-
Trade creditors		-	6,071
Other creditors		(2,341)	-
Accruals		29,604	17,542
		111,739	62,354

Securities

Bank of Ireland held a guarantee of €5,000 in relation to the organisation's credit card on behalf of the Board of Directors.

15 Deferred income

	2020 €	2019 €
Other deferred income	75,320	-

16 Retirement benefit schemes

Defined contribution schemes

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

The charge to statement of financial activities in respect of defined contribution schemes was €4,603 (2019 - €5,396).

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

17 Analysis of net assets between funds

Detail	Opening Balance	Income	Expenditure	Transfer	Closing Balance
Restricted funds	€500	€111,744	€116,387	€4,143	Nil
Unrestricted funds	<u>€86,968</u>	<u>€638,343</u>	<u>€550,787</u>	<u>(€4,143)</u>	<u>€170,381</u>
Total	€87,468	€750,857	€667,174	Nil	€170,381

18 Capital commitments

The company had no material capital commitments at the year-ended 31 December 2020.

19 Contingent Liabilities

The company had no material contingent liabilities at the year-ended 31 December 2020.

20 Events after the reporting date

There have been no significant events affecting the charity since the year-end. The charity continues to be affected by the ongoing Covid 19 pandemic, however, measures taken by the directors have allowed the charity to continue to operate during the ongoing cycle of lockdowns.

Whilst the directors believe that the effect on the charity since the balance sheet date is difficult to determine, the directors are confident that the charity will continue as a going concern for the foreseeable future.

21 Funds Policy

The organisation has established a reserve fund, and will regularly review the level of this fund, including building the fund where possible, until it has achieved its objectives. The objectives of the fund include to:

- Bridge any gaps which may arise between spending on productions and events and receiving through admission charges and funding grants.
- Create a six months provision for salaries and administration.
- Provide financial flexibility and security for the charity.

The board reserves the right to designate levels of reserves to future projects once the originating funds are not restricted in nature by that funding source. The board deem that this type of reserve should not be greater than six months working capital.

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

22 Cash generated from operations	2020	2019
	€	€
Surplus/(deficit) for the year	82,913	(1,574)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	3,881	1,655
Movements in working capital:		
Decrease/(increase) in debtors	16,227	(37,910)
(Decrease) in creditors	(30,022)	(28,136)
Increase in deferred income	75,320	-
Cash generated from/(absorbed by) operations	<u>148,319</u>	<u>(65,965)</u>

FISHAMBLE THEATRE COMPANY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

23 Income From Government Sources

The following information in relation to grant information per the Department of Public Expenditure and Reform circular 13/2014:

Name of Grantor	Name of Grant	Purpose of Grant	Amount €
Culture Ireland	Funding 2020	Theatre Production Funding	47,744
Income Accrued at 01/01/2020			Nil
Cash Received			47,744
Income Deferred as at 31/12/2020			<u>Nil</u>
Income Recognised			<u>47,744</u>

Name of Grantor	Name of Grant	Purpose of Grant	Amount €
Dublin City Council	Funding 2020	Theatre Production Funding	9,000
Income Accrued at 01/01/2020			Nil
Cash Received			9,000
Income Deferred as at 31/12/2020			<u>Nil</u>
Income Recognised			<u>9,000</u>

Name of Grantor	Name of Grant	Purpose of Grant	Amount €
The Arts Council	Annual Funding 2020	Theatre Development Funding	356,280
Income Accrued at 01/01/2020			Nil
Cash Received			345,280
Income Accrued as at 31/12/2020			<u>11,000</u>
Income Recognised			<u>356,280</u>

The board confirms that the funding was used in accordance with the conditions outlined in the letter of offer and that there are adequate financial controls in place to manage grant income.

Fishamble Theatre Company CLG is compliant with relevant Circular, including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar type Payments".

The grant is restricted and used solely in the promotion and provision of theatre development in Ireland by Fishamble Theatre Company CLG.

No employees were remunerated in excess of €60,000 in the year ended 31 December 2020.

24 Approval of Financial Statements

The financial statements were approved and authorised for issue by the board of directors on 15 June 2021.