



Action Community and Enterprise CLG

Annual Report and Financial Statements

1 January – 31 December 2024

Supporting Community Through Enterprise Since 1995

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The Origins of Ace Enterprise Park

Established in 1995, Ace Enterprise Park began as a small community initiative with fewer than ten units in Neilstown. It has since evolved into a thriving dual-campus social enterprise in Clondalkin, now home to over 70 community groups and small-to-medium enterprises, supporting over 250 jobs locally. This growth reflects Ace's mission: to reduce unemployment, champion inclusion, and foster sustainable local enterprise in South Dublin.

Ace is more than a workspace provider. As a hands-on support hub, our team offers members digital marketing guidance, business strategy consultations, content creation tools, and opportunities to showcase their work to stakeholders and potential customers. With a collaborative culture and flexible hire spaces, Ace is a true launchpad for entrepreneurship and innovation. At the heart of all we do is a commitment to inclusivity, sustainability, and empowerment. Our spaces are not just places to work — they are places to grow, connect, and thrive.

Ace's evolution has required continuous behind-the-scenes innovation. Like many of Ireland's early community enterprise centres, Ace's original model followed a "social landlord" approach, renting units with limited organisational involvement. We undertook a deep review of our structure and role as an enterprise park in the last five years. The original open-ended letting terms meant some businesses became too comfortable, while waiting lists for new start-ups grew. Our Board supported a strategic pivot to a more hands-on model, with our skilled team directly supporting the evolution of onsite businesses and community groups. We introduced a three-year maximum licence, beginning with a one-year term. Renewals became contingent on progress and growth, assessed through regular 'wellness checks' by our Board. This encouraged a stronger entrepreneurial culture and ensured space for new and scaling businesses.

By 2020, we identified the need to support entrepreneurs even earlier in their business journeys, particularly those furthest from traditional employment. Many were sole traders exploring self-employment for the first time, often lacking the support or capital to commit to long-term licences.

We launched the Ace Monthly Membership Model in 2021 as result, offering flexible access to mentoring, events, shared workspaces, and meeting rooms — without the pressure of committing to a private office or unit onsite. This also allowed us to more closely monitor early-stage SME growth, identify when a business was ready to scale, and support their move into private workspace when the time was right.

This is the foundation and model still in place at Ace Enterprise Park today.



Ace Enterprise Park is also a proud member of two prominent national networks: Connected Hubs, under the Department of Rural and Community Development, and the Community Enterprise Association of Ireland. As a social enterprise, Ace Enterprise Park is committed to staying active across both the business and community sectors. We are also involved members of the South Dublin Chamber of Commerce, The Wheel, and the Social Enterprise Republic of Ireland (SERI).

The Ace Vision & Mission

At Ace Enterprise Park, **our vision** is to be at the heart of a thriving, inclusive, and sustainable local business community. **Our mission** is to empower that community by fostering enterprise, reducing local unemployment, and addressing disadvantage through the management of centres for small-to-medium business innovation. Everything we do is rooted in this vision; providing not just workspaces, but supportive, collaborative hubs where businesses of all sizes can grow and positively impact our surrounding communities.



Ace Enterprise Park 2024 – 2028 Strategic Plan

Our vision at Ace is to be at the centre of a thriving local community and business environment that is sustainable, inclusive and nurtures the ambition of all.

Our mission is to empower our local community by fostering a robust enterprise environment, reducing unemployment and disadvantage through the provision and management of centres for small-to-medium business innovation.

Community & Inclusion:

Promoting inclusivity & equal opportunity for all community members, with a special focus on supporting the marginalised and disadvantaged alongside bolstering local business.

Entrepreneurship & Impact:

Encouraging innovation and creativity, seeking novel solutions that leave a real impact on our neighbouring communities.

Governance & Transparency

Considering the impact of our actions, we are dedicated to seeking ways to minimise our negative environmental footprint while maximising positive societal impact.

Structure: To evolve Ace's organisational structure to ensure financial stability and provide greater flexibility to fund strategic objectives.

Growth: To broaden Ace's reach and services, with the consideration of brownfield sites for development / management contracts of other enterprise centres.

Sustainability: To reduce Ace's climate impact, and support Ace members and the wider community in their own climate goals.

Leadership: To develop industry-leading facilities, act as a trailblazer and advocate for the sector at a regional and national level.

2024 Strategic Goals, Key Efforts & Challenges

Strategic Goal 1: Structure

To evolve Ace's organisational structure to ensure financial stability and provide greater flexibility to fund strategy objectives.

Key Actions in 2024:

The Strategy Subcommittee, working alongside the CEO and supported by an external committee member, reviewed the organisation's legal structure in 2024 and reconfirmed it to be fit for purpose, capable of obtaining unsecured finance, suitable for future potential Enterprise Ireland funding, and enabling Joint Business Ventures.

During the first half of the year, benchmarking was carried out against peer and adjacent sector organisations, with particular focus on constitutions and legal frameworks, followed by engagement with financial institutions to understand lending criteria and consultation with the Auditor to strengthen the presentation of accounts and financial statements.

In the latter half of 2024, high-level discussions with SDCC (our landlord) explored the possibility of extending the current 35-year leasehold for Bawnogue with a view to recognise it as an asset on Ace's balance sheet to improve collateral. However, we would have to sacrifice the potential for significant capital improvements if we opted for the 99-year lease. Overall, the review confirmed that Ace's constitution, finances, and reserves already provide a flexible foundation, ensuring the organisation is well positioned to seize future opportunities with minimal difficulty or delay.

Key Challenges in 2024:

The 2024 strategic financial review also highlighted some challenges. While Ace operates within the wider Connected Hubs network, individual organisations in the sector still vary significantly in structure, ownership, and setup, meaning there is limited external expertise available to guide growth. Access to external funding supports remains a particular difficulty as well, with commercial financial institutions continuing to show reluctance in lending to our type of organisation, leaving us reliant on the social finance sector at nearly double the wholesale lending rate. In addition, dual reporting requirements to both the CRO and CRA remain time-consuming. However, the review confirmed that maintaining charitable status continues to deliver value, with the associated rates rebate alone equating to approximately €10,000 per year.

Strategic Goal 2: Growth

To broaden Ace's reach and services, with the consideration of brownfield sites for development / management contracts of other enterprise centres.

Key Actions in 2024:

Ace's vision is to be at the heart of a thriving local community and business environment that is sustainable, inclusive, and ambitious. The long-term objective is to deliver a model of sustained service that provides place-based supports in direct response to local demand, with the potential for replication in other under-served areas.

The model currently operating in Bawnogue combines affordable workspace, tailored mentoring, professional business supports, and structured progression opportunities for start-ups and sole traders. This blend not only strengthens Ace's financial stability but also fosters an inclusive, peer-led learning environment. In 2024, the management team and Board began planning to adapt this model for a third location in South Dublin, where demand already exceeds supply. By embedding flexibly within new communities, Ace can remain responsive to evolving local needs and enterprise trends. The model is designed to be replicable, allowing other hubs or regions to adapt it to the sectors or clusters most relevant to their area. By balancing income-generating services with targeted supports for early-stage and disadvantaged entrepreneurs, Ace continues to create meaningful, long-term social impact. Our ambition is to have a third location identified and, ideally, breaking ground by Q4 2025.

Key Challenges in 2024:

The 2024 Strategic Review also identified several challenges in pursuing growth. Securing a suitable location that aligns with budgetary constraints is a key hurdle, particularly given the preference to purchase a building outright. This requires both the development of property-sector expertise and the establishment of strong relationships with real estate professionals. Financing such an acquisition, based on projected rental income, and sourcing additional funding to support fit-out and early-stage cash flow will be critical.

At an operational level, expanding to a third site will require generating sufficient staff capacity and supports to ensure smooth management across the three centres, while also maintaining "business as usual" in original sites Bawnogue and Neilstown.

Finally, leadership must carefully manage the internal distraction that naturally arises during expansion, ensuring the existing centres continue to strengthen and mature while new growth opportunities are pursued.

Strategic Goal 3: Sustainability

To reduce Ace's climate impact, and support Ace members and the wider community in their own climate goals.

Key Actions in 2024:

Ace Enterprise Park is committed to embedding sustainability into every aspect of our operations possible. Our aim is to lead by example, by reducing our own carbon footprint while enabling members and the local community to advance their own climate ambitions.

In 2024, Ace made significant progress on this journey. At an operational level, we transitioned our facilities staff from petrol to electric garden equipment and completed extensive energy upgrades across our sites. This included insulating office roofs and replacing lighting with efficient LED systems throughout Neilstown and across key areas of Bawnogue, including multiple units, office spaces, the main Enterprise Hub building, shared facilities, and external carpark lighting. The onsite creche was also upgraded in entirety, ensuring improved efficiency and comfort.

Critical fire safety works were also completed at both sites — most urgently at our Neilstown centre — delivered on time and under budget, resulting in fully up-to-date fireproofed facilities. Alongside this, the phased installation of solar panels began in Q3 2024, with Solar PV already operational on two buildings in Ace Enterprise Park, Bawnogue.

Beyond infrastructure, Ace introduced new measures to reduce waste and single-use plastics across sites. An Ace Green Team was founded in August 2024, supported by a new waste provider with a strict “Zero to Landfill” policy. Coloured waste bags were introduced to encourage better waste segregation by Ace members onsite, while reusable coffee mugs, cups, utensils, and filtered water stations replaced single-use plastic alternatives.

Our environmental efforts extended outdoors as well. In partnership with Microsoft IE and the Trees on the Land initiative, Ace planted 450 native hedging plants on our Bawnogue site, contributing to local biodiversity and carbon capture.

Finally, Ace positioned itself as a leader and advocate in the wider sustainability agenda, hosting and actively participating in meetings for the Clondalkin Decarbonisation Zone. Through these efforts, we strengthened our role as both a service provider and a climate-conscious community hub.

Key Challenges in 2024:

In 2024, a few considerations arose as we further embedded sustainability across the organisation and member base. Encouraging consistent member engagement and understanding around operational changes requires ongoing focus. Identifying additional tools to strengthen our initiatives — such as sourcing a Re-Turn machine for recyclables onsite, given the absence of one elsewhere in Bawnogue — remains on the agenda, though the process is both costly and manual. Internally, ensuring staff receive the training needed to operate new equipment and contribute to landscaping and biodiversity projects is important but time-intensive, and creating space for Green Team members to upskill within busy workloads can be challenging. Finally, securing sector-specific expertise to strengthen sustainability reporting continues to present a challenge, highlighting the need for deeper external partnerships in this area.



Ace Enterprise Park with Microsoft IE and Trees on Land Volunteers



Microsoft IE x Trees on Land Volunteers Planting at Ace, Bawnogue

Strategic Goal 4: Leadership

To develop industry-leading facilities, act as a trailblazer and advocate for the sector at a regional and national level.

Key Actions in 2024:

In 2024, Ace Enterprise Park made significant strides in advancing its leadership agenda by deepening engagement across national and local networks, investing in staff and member training, and contributing to policy development.

Ace maintained an active presence in prominent sectoral networks including SERI, Connected Hubs, The Wheel, CEAI, and Carmichael Training, amplifying its voice within the ecosystem. Internally, leadership was demonstrated through the delivery of impactful training initiatives such as the TUS Learning Gate Series and industry-led educational programmes. One such example, Beauty in a Box (focused on personal services), yielded tangible positive outcomes — with many going on to start their own business and 20% of participants enquiring about private workspace at Ace.

Ace's external leadership role was further enhanced through participation in high-profile events, including the Connected Hubs National Summit, where we hosted a pre-summit dinner for Dublin Centre Managers to lay the groundwork for a new business network in 2025.

Ace also led the launch of the Sustainable Energy Community (SEC) within the Connected Hubs network in 2024, organising educational workshops accessible to members nationwide — further embedding our thought leadership in the social enterprise space across Ireland. We also co-founded the Dublin Food Managers Network, which advocates for and supports small food businesses in our area.

Key Challenges in 2024:

As with other areas of growth, leadership ambitions presented some manageable challenges. Securing funding to host upskilling programmes onsite — ideally at no charge or a minimal cost to members — remains a priority to ensure participation barriers for our target groups are kept low. Internally, reallocating staff time to support enrolment, event management, and delivery of training initiatives requires ongoing balance with core responsibilities. A further consideration lies in identifying which strategic opportunities to pursue, ensuring that resources are channelled into those with the greatest potential impact. Finally, selecting the right partnerships will be key to building and sustaining Ace's influence and expanding its leadership role in the years ahead.

2024 Highlights & Achievements

Overall, 2024 was an exceptionally busy and rewarding year for Ace Enterprise Park and for the community groups and SMEs that call our centres home. While later sections of this report will present measurable impact, some of the overarching achievements cannot be captured by numbers alone. These milestones — rooted in reputation, relationships, and community trust — are just as vital in building and sustaining a strong, credible brand.

Business Environment

In 2024, we deepened our ongoing partnerships with the South Dublin Local Enterprise Office (LEO) and the South Dublin Chamber. Several Ace members were recognised with prestigious innovation and industry awards throughout the year from both parties:

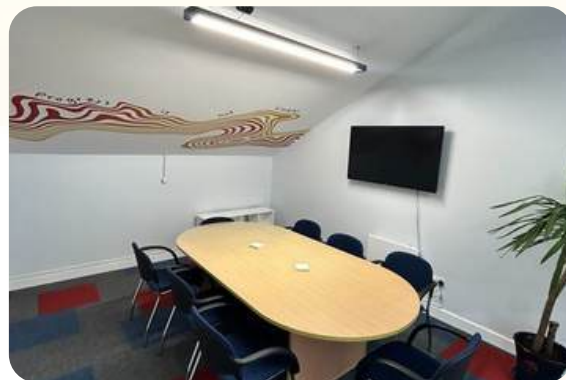
- K Factory – Winner of LEO’s New Female Entrepreneur of the Year (Spring)
- Chimac – Winner of LEO’s Best Food & Drink Business (Spring)
- Catherine Bearla Flowers – Newcomer Florist of the Year from Kay’s Flower School (Summer)
- The Glow Bar – Beauty Salon of the Year at the Irish Hair & Beauty Awards (Autumn)
- Happy Hour Foods, K Factory and OrderIT – all shortlisted at the South Dublin Chamber Awards (Winter)

Two of our food businesses, Latin Streets Kitchen and Chimac, also secured spots in Lidl’s Kickstart Programme, with Chimac continuing to stock Lidl shelves to this day and Latin Streets Kitchen now available in SuperValu. Another testament to the calibre of entrepreneurs we support at Ace Enterprise Park.

We also secured the tender to host the South Dublin County PPN representatives onsite beginning in 2025, further cementing Ace as a trusted hub for civic and business engagement.

Growth was another defining theme in 2024. Several members scaled beyond Ace due to positive business expansion, including Chimac T/A Happy Paws, OrderIT, My Cloud PA, and iSleep. Others expanded within Ace itself, upsizing to larger facilities within our ecosystem, such as Happy Hour Foods, La Tradizione, Latin Streets Kitchen, Úna Ahearne Therapy, and Pristine Security. This consistent growth, paired with a 0% vacancy rate onsite and an ever-growing waitlist, highlights both the success of our members and the demand for Ace’s SME supports.

Responding to market feedback, we also began repurposing one of our largest private office spaces into a dedicated coworking hub, with capacity for 12 desks and an additional small conference room. This will expand our range of flexible, affordable spaces available to both members and community organisations. Demand for these shared facilities has increased significantly, with trainers in areas such as health & safety, CPR, and driver training now using our site weekly, alongside long-standing community groups.



The Atrium - Ace's newly refurbished coworking hub - commenced work in Q4 2024, opened Q1 2025

Ace also played an active role in two strategic initiatives across 2024:

- Clondalkin Decarbonisation Zone – We served as a key advocate and meeting host for this South Dublin County Council initiative, which aims to cut emissions in the area by 51% by 2030.
- Dublin Food Managers Network – As co-founding members, we collaborated with other enterprise centres to address barriers for food entrepreneurs, from access to production space to regulatory know-how, helping to smooth the path to scale for Dublin's culinary innovators.

2024 also saw innovation in how we support businesses beyond physical space. With the help of our first Ace intern — a U.S. communications student — we expanded our digital campaigns and created new shared resource libraries. From furniture and equipment donations to rentable cameras, lighting, and podcasting kits, members could access high-value tools without prohibitive costs. Looking ahead, we plan to extend this model further with one-on-one digital marketing support in 2025.

Community Engagement

Community lies at the heart of Ace Enterprise Park, and in 2024 we balanced our focus between supporting our members and serving the wider South Dublin community.

We hosted a variety of free learning opportunities for locals, including computer skills courses for older residents, energy clinics, and voter registration days. Ace members also benefited from free mortgage information sessions onsite with experts and our participation in the TUS Learning Gate Series, which provided monthly “lunch & learn” workshops around the likes of financial planning, talent management, and sales at no cost.

Two standout training programmes were also delivered in partnership with the South Dublin LEO:

- **Kickstart Your Own Business (Spring 2024)**, which brought together Ace members and local entrepreneurs at different stages of their founder journeys. This mix of experience levels created valuable opportunities for peer learning, mentorship, and reflection for all.
- **Beauty in a Box (Summer 2024)**, facilitated by Sarah Naylor Academy, supported eight aspiring female entrepreneurs in the beauty sector, several of whom have since launched businesses, with some even joining Ace’s waitlist for a private business space.

Our two flagship social events of the year showcased the strength of our community spirit:

- **Meet the Minister Townhall (June 2024)** – Over 60 members and local business owners gathered to engage with Minister Emer Higgins (then Minister of Enterprise) and the LEO. The event doubled as a showcase for our members, featuring a courtyard food market with samples from five Ace small food businesses. The overwhelmingly positive response has inspired us to make public official visits and food markets a regular feature at our centres.
- **Together for Hospice Coffee Morning (September 2024)** – In support of Our Lady’s Hospice, Harold’s Cross, the Ace community raised nearly €1,000, triple last year’s total, through a bake sale, raffle, and contributions from local businesses.

These events not only strengthened our ties with the wider community but also reinforced our core belief: every event is an opportunity for collaboration, mentorship, and growth.

Building on this momentum, 2025 will focus on expanding both our physical footprint and our service offerings. With new coworking facilities, enhanced digital marketing supports, and continued collaboration with regional and national stakeholders, we are ready to take the next steps in empowering South Dublin’s entrepreneurs and community groups.



100% Occupancy
Across Both Sites



70+ Members
27 Shared Space Users



250 Jobs Supported
Directly & Indirectly by Ace

2024 Strategic Objectives, KPIs & Outcomes

2024 was our first year with measurable strategic objectives. Over 2023 to 2024, Ace Enterprise Park has made significant strides in measuring our impact through the identification of relevant key performance indicators (KPIs). In coordination with our new and improved 2024 - 2028 Strategic Plan, these KPIs will enable us to track the real-world effects of our initiatives, ensuring that we are not only creating opportunities but also breaking down barriers for underrepresented areas. With these newly defined metrics, 2023 and 2024 will act as our baseline for closer quantitative analyses moving forward.

Objective 1: Sustainability / Climate Action	KPIs	Target(s)	2024 Outcomes
Ace Sustainability Impact in our Investment Plan	% of Net Profit Reinvested in Renewable Energy	Minimum 3%	Nearly 50% of Net Profit was allocated to these efforts in 2024
	% Reduction in Direct Emissions (YoY)	10% YoY Reduction	Baseline yet to be set as installations are still ongoing - 2025 will be our first attempt at reaching this Target
Wider Community Education/Involvement	Number of Sustainability- Focused Workshops Delivered in Partnership with SEC / SEAI	Minimum of 4 Events / Year	4 Events Hosted in 2024
	Number of Participants Engaged in Sustainability Education	70 Individuals Engaged	14 Ace Members signed up for the SEC. 2 x SDCC DZ meetings held in 2024, with an audience of 61 across the two meetings.



Objective 2: Wider Community Impact	KPIs	Target(s)	2024 Outcomes
Community Inclusion	Number of Community Events Hosted Onsite	Minimum of 2 Events / Month	Hit the 2 Events / Month, each month in 2024
	Number of Social Inclusion Events	Minimum of 2 Events / Year	3 Large Community Events hosted at Ace across 2024
Business Impact	Number of Local Businesses Supported	Minimum 10% of Overhead Spend P.A.	€189k Spent Locally in 2024, which was nearly 49% of Overheads
	Number of Ace Full-Time Members	At least 80% Occupancy Across Site / Month	Achieved 100% Occupancy every month in 2024
	Number of Ace 'Shared Space Members'	Minimum of 10 Across the Services	Consistently Exceeded 10 at each reporting period - Averaged 27 Across 2024
	Number of New Member Enquiries	Minimum of 4 New Enquiries / Month	Averaged 10 New Enquiries / Month

Member Testimonials:



First priority electrical

Our first priority is you.

“We have finally moved to our new offices on Robinhood Road. We are thrilled to have purchased such a superb location. With that, myself and the team would like to thank ACE for everything they have done for us over the last few years. A special mention to CEO Lisa Rowntree, as her advice and guidance along the way made the journey to where we are now so much easier. I can only recommend any start-up company to try to get into ACE as the set-up and management is at the highest level. We made many friends there and clients that will stay strong for the future.”

- Martin Jenkinson
First Priority Electrical



“The team at Ace Enterprise Park has been absolutely outstanding in supporting our business. From day one, they have gone above and beyond to ensure we had everything we needed to succeed. Always available and incredibly helpful, the staff is genuinely a delight to work with. They make you feel like a valued part of the community, not just another tenant. Ace Enterprise Park is a true asset to the local area. The resources, support, and dedication of the team here have made a significant difference to our growth and day-to-day operations. We couldn't recommend them more highly — if you're looking for a supportive, proactive, and friendly environment to grow your business, Ace is the place!”

- Sofie Rooney
Chimac & Happy Paws

Member Testimonials:



"I have just opened a skin clinic in Ace Enterprise Park, Bawnogue. This is a first-time experience for me, without much prior knowledge surrounding the set-up and running of a business premises (for context, I was previously renting a small room in a salon).

As the owner of a new and expanding business, I found the Ace team to be incredibly helpful and supportive in our communications from day one. From the site manager, to maintenance, all staff have gone above and beyond to make my experience a positive one. The staff are approachable, professional, and show a keen interest in getting to know the business owners on site, something that is rare these days. Would recommend ACE to anyone thinking of taking the next step with their business!"

- Lorna Mooney
LM Skin Clinic



"I was delighted to work with Ace Enterprise Park a few months ago and provided a course for attendees there. The venue was in excellent condition, the facilities were clean and well prepped for the course and everything was organised by the brilliant Kaitlin Brozek.

I would highly recommend this venue for training as you get a lot of support from the team in promotion as well."

- Melanie Boylan
STOMP Social Media Training

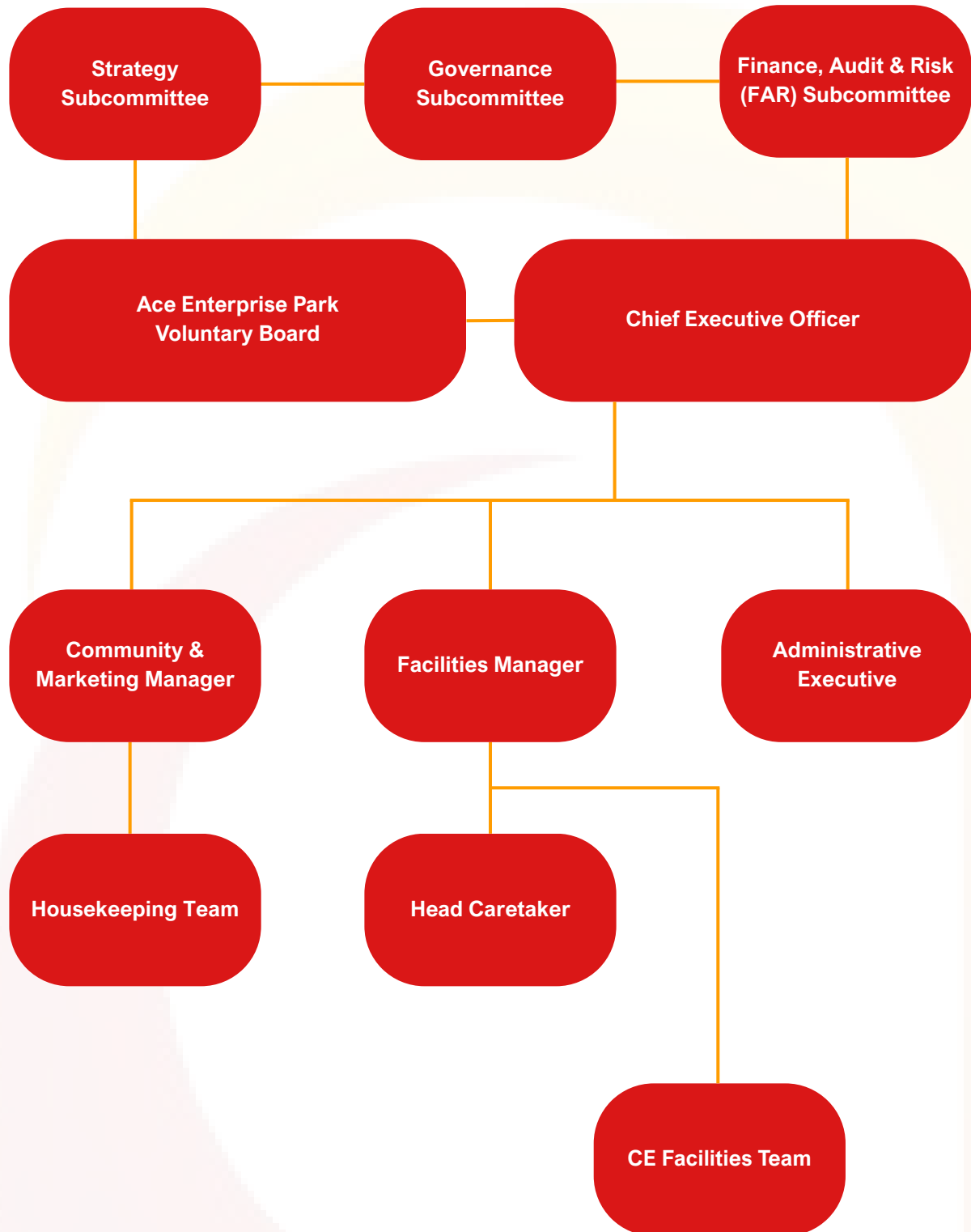


"The Ace Enterprise Park and the community that drives it are nothing short of incredible. Their enthusiasm and care for the new and young businesses that join ACE is outstanding, and I have really benefited from being in this space, learning from the team and being supported by the network of other businesses and people around me. I would not be in a position to run a business if not for this wonderful and inspiring facility and the ACE staff that make it what it is."

- Fiona Flaherty
Little Valley Play Therapy



2024 Organisational Structure





A Note from Our Chairperson

It's a privilege to present this year's Chairperson's Statement on behalf of ACE Enterprise Park. As we reflect on 2024, I'm reminded of the strength that comes from staying rooted in our values while embracing change. ACE has always been about more than just enterprise — it's about people, place, and purpose. And this past year, that purpose has come into sharper focus than ever.

We've made real progress on sustainability, not just in policy but in practice. From switching to electric equipment and upgrading our lighting across both sites, to beginning solar panel installation and founding our Green Team, we've taken tangible steps toward a greener future. These efforts aren't just about environmental responsibility — they're about creating a healthier, more resilient space for our members and the wider community.

Our role as a community hub has grown stronger too. We hosted free digital skills courses for older adults, supported interns through our Community & Marketing team, and created new coworking and communal spaces that reflect the evolving needs of our members.

ACE members continue to inspire. From national enterprise awards to successful product launches through the Lidl Kickstart programme, their achievements are a testament to the power of local enterprise supports. We've seen businesses scale out of the park, new ventures take root, and a 0% vacancy rate that speaks volumes about the demand and energy within our ecosystem.

Governance remains central to everything we do. Our subcommittees in governance, finance, audit, risk, and strategic planning have helped us stay focused and accountable, while our Board brings a diversity of thought and experience that strengthens our decision-making. Hosting the Clondalkin Decarbonisation Zone meetings and a Townhall Q&A with Minister Higgins were proud moments — showing that ACE is not just participating in the conversation but helping to lead it.

I want to thank Lisa Rowntree and the entire ACE team for their dedication and drive. Their work is what makes this possible. To our Board, partners, and stakeholders — thank you for your continued support and belief in our mission. ACE is always evolving, but our commitment remains the same: to support inclusive enterprise, foster innovation, and build a community where everyone has the opportunity to thrive. I'm proud of what we've achieved together, and excited for what lies ahead.



Justin Mulhern, ACE Chairperson



Chief Executive Officer Statement

2024 was another year of growth and transformation for Ace Enterprise Park — not just for our business, but for the community we are so proud to be part of.

It was our first full year delivering on the goals of our strategic plan, and in many cases, we went well beyond them. One of our most ambitious targets was to invest at least 3% of net profit into sustainability projects. We surpassed this by 40%, spending €43,007 on LED lighting, insulation, and solar panels.

With sustainability written into our constitution, and a true passion for the Ace team, we began rolling out our site-wide green plan. We planted 450 native hedging plants with the help of Trees on Land and Microsoft IE volunteers, took the first steps towards our new community garden, and made significant progress in biodiversity. Our Sustainable Energy Community (SEC) expanded with two new photovoltaic systems, and with insulation now in place on all our office block roofs, we are well on our way to achieving “air tightness” and moving away from fossil fuels entirely by 2030.

We also began our journey towards B Corp certification — another important step in ensuring our impact is measured, meaningful, and lasting.

On the education side, our target was to host eight events during the year. In the end, we delivered 13 — seven in person and six hybrid lunchtime learning sessions — making knowledge and skills more accessible to our community than ever before.

It was also our busiest year to date for advocacy. We helped revive the South Dublin Public Participation Network (PPN), secured the Community Seat on the Enterprise & Economic Development Strategic Policy Committee with SDCC, and successfully bid to host the PPN in 2025. We maintained a strong presence at Connected Hubs, Chamber of Commerce, SERI, and other events, representing both Ace and our members. We also led the creation of the Dublin Food Centre Manager Network, opening more opportunities for emerging local food businesses.

Innovation thrived in 2024 — from member collaborations and award wins to new programmes and retail opportunities. Our goal to spend 10% of our overhead locally was exceeded almost fivefold, reaching nearly 49% by December.

Membership interest remained strong, consistently exceeding our target of 10 enquiries a month. While our shared spaces and flexible membership model supported this growth, it became clear that we still need more room to flourish. By year's end, the Board and I agreed: it's time to secure new premises in the county to give our members the space they need — and to strengthen the Ace community in 2025 and beyond.

Our progress is always powered by people. This year we welcomed new faces, including Kaitlin, our Community & Marketing Manager, whose fresh ideas and strong community focus helped deliver a record-breaking events programme. She also introduced our first communications and administration intern through Learn International. Stephen transitioned from the Community Employment Scheme into the role of Senior Caretaker, and Celine moved from part-time to a full-time, permanent housekeeping role. Our Community Employment Scheme team also formalised its horticulture training into a major award, supporting our green space plans for the year ahead.

Finally, we reflect with great sadness on the loss of our much-loved colleague, Marie, in July. In a small, close-knit team, her passing was deeply felt. To honour her memory, we will dedicate the new community garden to Marie upon its completion in 2025, and we look forward to welcoming her family, former colleagues, and the wider Ace community to celebrate her many lifetime accomplishments.

Lisa Rowntree

Lisa Rowntree, ACE CEO



Remembering Marie Kealy

*Beloved Ace Enterprise Team Member and Friend
Devoted Her Time and Care to Ace from **2018 - 2024***

The Ace Enterprise Park Board

Ace Enterprise Park is governed by a board of 10 dedicated volunteer directors, each balancing their professional and personal commitments alongside their board duties. The board convenes every six weeks in a hybrid format, with each member required to attend at least three meetings in person annually. Subcommittees manage their own check-ins between these sessions, while the Chair and Deputy Chair meet with the CEO fortnightly. Since adopting the hybrid model, we have achieved an improved attendance rate. Directors serve three-year terms, after which they may stand for re-election if they choose, with a maximum of three terms (nine years in total) before stepping down.

Subcommittee Structure

Each subcommittee has their own board-agreed terms of reference. Ace Enterprise Park regularly rotates the Board of Directors between the subcommittees to ensure optimal learning across the organisation.

Conflict-of-Interest Policy

The library of policies has been collated as part of our internal controls. A new policy revision system is in place since late 2024. All policies, including the Conflict-of-Interest Policy, will be reviewed on a minimum three-year basis unless a change in regulation/guidance dictates an increase in frequency.

As part of the library build, all policies were reviewed and updated where necessary.

The Conflict-of-Interest Policy was reviewed in line with these standards in May 2024.

Relatedly, each board member undergoes a comprehensive induction, including a review of the Directors Handbook. This covers the register of interests, conflict-of-interest protocols, and Ace Enterprise Park's best practices. At the start of every meeting, a conflict-of-interest call is made, and if any conflicts arise, the respective director is required to step out during related decision-making processes. While the CEO attends all board meetings, they are not a board member. The Board operates with a clear distinction of roles: the CEO is responsible for day to-day operations, while the Board focuses on developing and approving policies for the CEO to implement.

Key Stakeholders

At the heart of this social innovation is a participatory approach that engages a wide range of stakeholders, from early-stage entrepreneurs to local government, throughout all stages of concept, delivery, and scaling. The innovation is rooted in co-creation, continuous consultation, and collaboration, ensuring the spaces and supports provided at Ace are truly reflective of local need and opportunity.

Current Key Stakeholders

- Ace Enterprise Park Management Team
- Voluntary Board of Ace Enterprise Park
- Start-Up Ace Members
- Scale-Up Ace Members
- Economic, Enterprise, and Climate Action Teams at South Dublin County Council
- Local entrepreneurs, learners, and course participants (past, current, and prospective)

Each stakeholder group plays a unique role. While some offer governance and strategic direction (e.g. the Board and Council), others — especially our members and participants — provide direct input into the design, delivery, and evaluation of our supports.

Stakeholder Engagement:

At Ace Enterprise Park, we prioritise open, consistent communication with all of our stakeholders to ensure transparency, alignment, and collaboration. This is achieved through a variety of channels, including:

- Weekly internal staff meetings to review progress, share updates, and address any immediate needs.
- Bi-monthly meetings with the Ace Enterprise Park Board to provide oversight and strategic guidance.
- Quarterly meetings with South Dublin County Council (SDCC) to strengthen our partnership and ensure our work remains aligned with county priorities.
- Regular participation in local business networks, including Lucan B2B, Tallaght B2B, and South Dublin Chamber events, where our CEO and management team represent both Ace and our members.
- Bi-weekly one-to-one meetings between the CEO and each member of the managerial team, ensuring all operational streams are well supported and functioning effectively.
- Ongoing member communications, delivered through social media marketing campaigns, email newsletters, direct correspondence, and onsite events throughout the year.

Our participatory approach began at the strategy level. In 2023, our voluntary Board led the development of a strategic framework that embedded innovation and impact as core pillars. These were broken into four focus areas: Structure, Growth, Sustainability, and Leadership. Each focus area was informed by feedback from our members and designed to address long-term enterprise challenges and local needs.

2024 Ace Enterprise Park Board Members

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Justin Mulhern | Chairperson

Justin Mulhern, BSc (Hons), MSc, is an experienced management professional with a proven track record in operations and organisational performance. With extensive experience in leading teams, streamlining processes, and driving results, Justin brings a strategic and people-centred approach to leadership.

Board Skills: Organisational & Project Management, IT Expertise



Paul O'Brien | Deputy Chair & Governance Subcommittee Chair

Paul O'Brien is a senior manager with AIB and serves as the ESG Lead on the Ace Enterprise Board. With an extensive background in management, sales, compliance, and business transformation, Paul combines corporate expertise with strong community representation. He holds qualifications in Hospitality Management, Financial Advice (QFA), and Data Protection, and is a Chartered Banker with wide-ranging experience in regulatory reporting.

Board Skill: Corporate Governance



Alison Delahunt | Bank Signatory

Alison Delahunt brings a diverse professional background spanning healthcare, nursing, teaching, executive coaching, and political communication. Currently engaged in Public Affairs at the Houses of the Oireachtas, Alison offers a unique perspective on leadership, education, and values-driven practice. Her passion for empowerment, coaching, and mentoring continues to inform her contribution to the Ace Board.

Board Skills: Learning & Development, HR, Public Relations



Shane Moynihan | Strategy Subcommittee Member

Dr. Shane Moynihan is a Fianna Fáil TD for Dublin Mid-West and has represented communities in Palmerstown, Lucan, and Clondalkin since 2019. Shane has an extensive background in public policy, economic research, and data-driven insights, including senior roles at LinkedIn and international consultancy. He brings deep expertise in labour market policy, education, and public representation to the Board.

Board Skills: Community, HR, Organisational Development



Ronan Crossan | Strategy Subcommittee Chair

Ronan Crossan is an executive with extensive experience in investment, data, and fintech. He currently leads the sustainable investing agenda at Setanta Asset Management and brings expertise in ESG strategy, product development, and team leadership.

Board Skills: Sustainability & Investment



Peter Connolly | Strategy Subcommittee Member

Peter Connolly has more than 17 years of experience in the public sector, holding senior roles in customer service, staff management, and local enterprise development. As a current Local Enterprise Business Advisor, he works directly with local SMEs on funding, training, and development programmes, bringing valuable knowledge of business supports and community enterprise to Ace.

Board Skills: Community & Enterprise



Paul Tuhill | Finance, Audit & Risk Subcommittee Member

Paul Tuhill is a senior engineering and development manager with over 20 years of experience across technical, financial, and broadcast industries. He has led diverse teams in systems engineering, disaster recovery, cloud technologies, and software development. Alongside his professional role, Paul contributes to several NGOs as an IT Director, advising on digital transformation, infrastructure, and governance. He brings a strong technical and strategic perspective to the Ace Board.

Board Skill: Information Technology



Gemma Shine | Finance, Audit & Risk Subcommittee Chair

Gemma Shine is a Chartered Accountant with An Post and an associate lecturer in International Financial Reporting at TU Dublin. With over a decade of internal and external audit experience across financial institutions, universities, pharmaceuticals, and healthcare, Gemma provides strong financial oversight and governance expertise to the Board.

Board Skills: Finance & Audits



Michal Kazio | Secretary & Finance Subcommittee Member

Michal Kazio is a qualified accountant with more than 14 years of experience in fund administration, financial reporting, and client services within the financial services industry. Currently with Grant Thornton, he has held professional senior roles in operations, relationship management, project management, and regulatory reporting. Michal's analytical skills, leadership, and business acumen underpin his contribution to Ace's financial governance.

Board Skill: Accountancy



Sarah Owens | Governance Subcommittee Member

Sarah Owens is a senior development manager at Respond, with over 20 years' experience delivering affordable housing projects. She brings expertise in complex developments and stakeholder management, with a focus on sustainable, inclusive communities.

Board Skill: Property Management

We utilise Boardmatch and our own business and community networks to recruit new board members as necessary. Our goal is to ensure a balanced diversity of skills, professional experiences, and forward-thinking perspectives, with an emphasis on building the Board around skillsets. The review process begins with the prospective Director's CV being shared with current board members. If the application is accepted in principle, the CEO meets the candidate off-site for an informal coffee and discussion. Following a positive introduction, the candidate visits the Ace site for a more in-depth conversation with the Chairperson. If these meetings go well, the candidate is invited to attend up to three board meetings to ensure a mutual fit for all involved. Once agreed, they are formally proposed and seconded at the next meeting. We believe co-opting the new director onto a subcommittee is the most effective way for them to quickly gain a deeper understanding of the organisation. Within the first 12 months, the new member will attend at least one formal training session.

Ace Enterprise Park Board Training

The CEO of Ace Enterprise Park actively reviews learning opportunities, vetted training providers, and upskilling programmes on an ongoing basis that can positively impact both Ace staff and Board members. Relevant parties then attend and complete programmes or certifications as required and appropriate.

In 2024, all Ace Board members undertook training with Carmichael in their respective areas. For example, the Strategy Subcommittee participated in strategic visioning training, the Governance Subcommittee completed governance-focused programmes, and the Finance Subcommittee attended training on SORP. The CEO also refreshed her expertise in the critical responsibilities of a Chief Executive Officer.

Looking ahead, Ace has secured a 2025 membership with Winmark, an international training organisation. Winmark's widely acclaimed management research provides leaders with intelligence and perspective, and their education academies update, develop and empower executives across industries and functions. Through this partnership, Board and staff members will gain access to extensive live and virtual networking opportunities with industry leaders across Ireland and the EU, alongside multiple free weekly training sessions.

Decision Making & Delegation

Operational management is the sole responsibility of the CEO and Senior Management Team, while the Board focuses on policy development and assessing the impact across various areas of the organisation and its stakeholders. Prior to Board meetings, relevant documents and data are circulated for review. Specific topics, such as depreciation, are examined by the Finance, Audit, and Risk Subcommittee, which then presents recommendations to the Board. Broader topics are categorised on the agenda as either "for discussion" or "for decision." Should new information emerge, or if consensus is not reached, a topic may revert to "discussion." All directors are encouraged to actively participate in these discussions, and any matters requiring further consideration are deferred to the next meeting.

Structure of the Board Subcommittees



Strategy



Finance, Audit & Risk



Governance

Synopsis of the Terms of Reference for the Strategy Committee

Purpose: To enable the Ace Enterprise Park Board to realise a medium-to-long term vision for the organisation, ensuring our Mission, Vision, and Purpose aligns with our Constitution and Charitable Purpose. It will enable faster, positive decision making for the operation of the organisation and clearly identify which opportunities we seize.

Responsibilities: To advise, recommend and warn the Board on strategic matters and understand the unintended consequences on other functions in the organisation. Regular communication with the other subcommittees will be necessary to ensure effective advice.

Authority: Recommendations for adoption/change to the strategic plan adopted by Ace.

Deliverables: Board-wide strategy workshop to be held at minimum every three years, resulting in the development of an active strategy for the organisation. Identify key objectives, assign a Board member to work with operational team, and develop the list of action points or activities for the Board to approve. The CEO will report against the progress of these activities at the regularly scheduled Board meetings.

Synopsis of the Terms of Reference for the FAR Committee

Purpose: Provide oversight of Ace Enterprise Park's financial management, audit processes, and risk framework. Ensure transparency, accountability, and compliance in all financial and operational matters. Members of the FARSC are expected to discharge their duties and make their decisions in an independent, non-biased manner.

Responsibilities: Monitor and review the accuracy of financial statements, policies, and procedures, as well as oversee the effectiveness of internal controls, risk management, and the external audit process. Ensure that all contractors are tax compliant and appropriately insured, and that financial reporting to funders is accurate and timely. The subcommittee also recommends pay structures for employees, reviews hiring proposals, and provides the Board with recommendations on auditor appointments, remuneration, and terms of engagement. In addition, it is responsible for maintaining systems by which Ace staff may confidentially raise concerns regarding financial reporting or improprieties.

Authority: The subcommittee is authorised to approve payments, transactions, or liabilities up to €15,000, to approve changes to the bank mandate, and to approve the opening or closing of financial accounts. It also has authority to ensure access to financial systems is limited to authorised users, and that passwords are stored securely and updated regularly.

Deliverables: Accurate and timely financial reporting to both the Board and funders. Conduct annual reviews of audit effectiveness and risk management practices, and oversee the implementation of board-approved financial, audit, and risk strategies. Provide the Board with recommendations on key financial and risk issues to ensure robust governance.

Synopsis of the Terms of Reference for the Governance Committee

Purpose: Support the Board of Ace Enterprise Park in maintaining strong governance practices, ensuring the organisation meets its legal and regulatory obligations, and operates in line with its mission, vision, and values.

Responsibilities: To develop, review, and recommend governance policies and procedures, as well as provide induction, mentoring, and ongoing training for board members. It also monitors the performance of the Board as a whole and evaluates the contribution of individual members. In addition to providing supports the Chairperson in delivering annual board performance reviews and goals, while making recommendations on any changes to governance practices as required. Ensures compliance with constitutional, legal, and regulatory requirements, oversees board elections and appointments, and establishes conflict-of-interest policies to ensure transparency.

Authority: Recommend governance policies, procedures, and frameworks to the Board for adoption. It also has authority over the processes for board elections, appointments, and removals, ensuring they comply with the constitution and legal requirements.

Deliverables: Create and maintain a comprehensive governance framework that is reviewed and updated regularly. Conduct annual board performance reviews and risk assessments, and provide recommendations to strengthen governance practices. Ensure that policies are in place to provide clarity, accountability, and effectiveness in board operations, and that induction and mentoring processes for board members are robust and effective.



2024 Board Meeting Attendance

28

General Board Meetings

Board Member	19 Ja...	1 Ma...	12 A...	24 Ma...	26 Ju...	26 Se...	8 Oct ...	9 Dec ...
Ronan Crossan	✓	✓	✓	✓	✓	✓	✓	✓
Justin Mulhern	✓	✓	✓	✓	✓	✓	✓	✓
Paul Tuhill	✓	✓	✓	X	✓	✓	✓	✓
Alison Delahunt	✓	✓	✓	✓	✓	X	✓	✓
Shane Moynihan	✓	✓	X	X	✓	✓	X	✓
Peter Connolly	✓	✓	✓	X	✓	✓	✓	✓
Sarah Owens	✓	✓	X	✓	✓	X	✓	X
Gemma Shine	X	✓	✓	✓	✓	✓	✓	✓
Michal Kazio	✓	✓	✓	✓	✓	✓	✓	✓
Paul O' Brien	✓	✓	✓	✓	✓	✓	✓	✓

Governance Subcommittee

Board Member	11 Ja...	29 F...	18 A...	23 Ma...	18 Ju...	19 Se...	1 Nov ...	29 No...
Sarah Owens	✓	✓	X	✓	✓	X	X	X
Paul O'Brien	✓	✓	✓	✓	✓	✓	✓	✓
Lisa Rowntree	✓	✓	✓	✓	✓	✓	✓	✓

2024 Board Meeting Attendance

Strategy Subcommittee

Board Member	9 Jan...	12 M...	29 A...	5 Jun ...	31 Ju...	26 Se...
Ronan Crossan	✓	✓	✓	✓	✓	✓
Shane Moynihan	✓	✓	X	✓	✓	✓
Peter Connolly	✓	✓	✓	✓	✓	✓
Rita O'Brien	✓	✓	✓	✓	✓	✓
Lisa Rowntree	✓	✓	✓	✓	✓	✓

* Strategy Subcommittee moved onto specific project-based work from October 2024

FAR Subcommittee

Board Member	9 Jan...	27 F...	2 Apr...	14 Ma...	9 Jul ...	19 Se...	22 Oc...	4 Dec ...
Paul Tuhill	✓	✓	✓	✓	✓	✓	✓	✓
Gemma Shine	✓	✓	✓	✓	✓	✓	✓	✓
Michal Kazio	✓	✓	✓	✓	✓	✓	✓	✓
Lisa Rowntree	✓	✓	✓	✓	✓	✓	✓	✓

Risk Management at Ace

The Finance, Audit, and Risk (FAR) Subcommittee have the responsibility of reviewing the Ace Enterprise Park Risk Register on an annual basis. Once completed, they are the ones responsible for bringing it to the Ace Board for a full review and approval.

The Risk Register operates under the following headings:



We use the full library of National and European Legislation to inform our work each year, and put each identified risk through the matrix of likelihood and severity.

Current Risks to Organisation & Approach

A slowdown in the economy would have a direct impact on our income, as we are fully reliant on trading revenue to cover operational costs. While we can sustain operations at 70% occupancy, we aim to maintain 100% occupancy to enable continuous reinvestment into our facilities. However, should the start-up economy slow, we could quickly adjust our expenditure. Our anchor members, representing 33% of our income, come from the community sector, providing a reliable revenue stream to meet our financial commitments.

Ongoing Energy Crisis

In response to the ongoing energy crisis, now in its third year, Ace Enterprise Park implemented comprehensive sustainability measures throughout 2024. The organisation engaged with the Sustainable Energy Authority of Ireland (SEAI) to develop a Sustainable Energy Community (SEC) while installing our first Solar PV system across two buildings to better track, manage, and reduce energy costs. Building efficiency improvements also included roof insulation across all office spaces, thermostat adjustments, and the introduction of service charges where appropriate to manage sitewide consumption.

The park expanded its sustainable infrastructure by installing electric vehicle charging stations at the Bawnogue centre for both members and public use, while transitioning Ace Facilities Staff from petrol to electric garden equipment. Environmental stewardship efforts were strengthened through the establishment of a Green Team in August 2024 and a partnership with a new waste provider implementing a "Zero to Landfill" policy. Colour-coded waste bags were introduced to encourage proper waste segregation across the facility by members and guests.

Ace Enterprise Park demonstrated community leadership by serving as lead advocate and host for numerous Clondalkin Decarbonisation Zone meetings and efforts. This commitment to environmental action was recognised through our successful receipt of the South Dublin County Council 2024 Climate Action Fund grant. The funding will support ambitious projects including sustainable retrofitting of windows and doors in the largest and oldest buildings, LED lighting installation across all shared spaces and car park areas, and comprehensive biodiversity enhancements.

Future initiatives funded by the Climate Action Fund grant will also support transforming gravel areas onsite into green meadows complete with seating, raised vegetable beds, native trees, and hedging to improve site permeability and climate resilience. The park plans to explore innovative rainwater collection methods while creating pollinator-friendly spaces and a community orchard to boost local biodiversity as well. Through these comprehensive efforts, Ace Enterprise Park aims to establish a national standard in community-driven sustainability and share our proven model with other community hubs, fostering a broader network dedicated to environmental stewardship and climate action.

Rising Insurance Costs

We continuously review our Risk Register, provide quarterly staff training, and ensure our premises remain a safe environment for staff and members alike, all as part of our efforts to manage rising insurance costs.

External Political Risks

We carefully monitor external political risks and strive to align our organisational strategy with both local and national policies as they unfold.

Fraudulent Applications

Fraudulent applications for membership, funding, or services present a risk to both our reputation and financial standing. To combat this, we have implemented robust verification processes for new applications, including independent checks on references, business registrations, and banking details. All new creditors are verified by phone and cross-checked against submitted IBAN details, while staff are trained to spot potential red flags in documentation. These checks reduce exposure to fraudulent actors and protect the integrity of our services.

Cyber Security Risks

As a digitally enabled organisation, cyber security remains a key area of risk. To address this, Ace has put strong controls in place: all online banking and financial systems require dual authorisation and multi-factor authentication; access to our accounting software (Xero) is restricted and fully traceable by user; and passwords are updated on a rolling 90-day cycle. Staff receive training on phishing awareness and data protection best practice, while our IT policies are regularly reviewed to ensure compliance with GDPR and evolving cyber security standards. We also have a dedicated IT support team from local Irish business Squarebreed, available to assist at a moment's notice in the event of a cyber attack. These measures safeguard both organisational data and member information against cyber threats.

Remuneration and Performance Management:

Remuneration

- Remuneration is reviewed by the Finance, Audit, and Risk Subcommittee in conjunction with the Chairperson. The CEO is not present for these discussions.
- Ace rolled out a staff-wide PRSA pension scheme in Q3 2024.
- The CEO is also held to a close performance review on an annual basis by the Chairperson.
- It was agreed in 2023 to link the salary increase of the CEO to the same increase scale as the public service, which gives clarity to the CEO for the immediate future. The CEO remuneration is declared in the 2024 Financial Statements, included later in this report.
- The CEO performance manages the Senior Team on an annual basis and makes the recommendations to the Finance Subcommittee at budget time for appropriate salary increases.

Finance Policy

We have a documented Finance Policy, last reviewed December 2024, alongside complementary policies including Procurement, Risk Appetite, Depreciation, Bad Debts, Capital, Investment Appraisal, and Reserves. Our financial statements are fully audited annually by Whelan Dowling & Associates. A Finance, Audit & Risk Subcommittee (FAR), composed of three board members (two of whom are qualified accountants) and the Chief Executive (also an accountant), meets bi-monthly. This committee reviews comprehensive monthly management accounts, including aged receivables/payables, cash flow, bank balances, and performance against budget. These reviews inform reporting to the full Board at each meeting.

Annual Budget Process

Our annual budget process begins in September each year, with remuneration planning as the first step. A draft budget is reviewed by the FAR Subcommittee in November, then formally adopted by the Board in December and uploaded into Xero for monthly monitoring. To ensure strong financial controls:

- All purchases over €10,000 are subject to a formal tender process.
- Payroll is managed externally by a third-party provider.
- No cash is handled on site.
- Segregation of duties is enforced wherever possible to reduce the risk of internal fraud.
- All new creditors are verified by phone and cross-checked against submitted IBAN details.
- Bank payments require dual authorisation (CEO and one authorised Board member), and all online banking uses multi-factor authentication.

Reserves Policy

We also have a Reserve Policy in place, which ensures that a minimum of €30,000 is ringfenced to cover operational costs in the event of a downturn. This was reviewed in November 2024 in response to the external political changes.

Accounts

For Accounts Payable, the CEO runs reports twice per month from Xero. Invoices due for payment are flagged and passed to the Accounts Administrator to set up on the banking system. These are then reviewed and authorised by the CEO and our Board Signatory. The bank transactions all require a dual authorisation mandate along with multi-factor authentication.

Our accounts are managed through the Xero software which permits all board members to access and read. Access is restricted to avoid editing and the software has a fully traceable system, as each user leaves a trail/fingerprint. Our Xero accounting system provides secure access for board members (read-only). All actions are traceable by user, ensuring transparency and accountability. Financial records are organised by “Cost Centres,” allowing for detailed project tracking.

Meet the Ace Enterprise Park Team



Lisa Rowntree | Chief Executive Officer

Lisa joined Ace Enterprise Park in late 2018, bringing with her over 30 years of experience in the Irish business sector, having previously worked in the private manufacturing industry. A qualified food scientist and management accountant, Lisa's diverse expertise is instrumental in leading the organisation's success.



Kaitlin Brozek | Marketing & Community Manager

Kaitlin is the newest member of our senior team, bringing fresh perspective and high professionalism to Ace. With an MSc in Digital Marketing Strategy and experience leading marketing for an emerging drink business in Galway, she understands the challenges SMEs face in their early stages. Kaitlin works closely with all our members to foster collaboration and support their early-stage business growth.



Mick Gaffney | Facilities Manager

Mick joined us in October 2022 and brings over 10 years of experience in facilities management. With a strong background in construction, his expertise has been invaluable as we look forward to undertake an ambitious expansion project in 2025. Mick's extensive experience and practical knowledge are key assets to our team during this significant phase of growth.



**Mary Durkan | Accounts & Admin Executive**

Mary joined Ace in October 2021 and works fully remote. She manages our day-to-day finances and ensures compliance across the park while keeping everyone up to date.

**Celine Smith | Head Housekeeper**

Celine joined the team in Summer 2023 and is responsible for the cleanliness and functionality of the entire Bawnogue site, maintaining the highest standards across all of our workspaces on offer.

**Stephen Lyons | Head Caretaker**

Stephen joined Ace as a full-time employee in February 2024, having previously completed the CE Working Scheme with Ace over the last three years. Through this training, he now works closely with Facilities Manager Mick to ensure all site projects are completed on time and within budget.

