



GOVERNANCE LETTER

The Civic Theatre is a Company Limited by Guarantee, governed by a voluntary board of Directors. The Directors are Eddie Conroy (Chairperson), Elizabeth Corry, Cllr. Baby Pereppadan, Neil Brennan, Lyn Hagin Meade, Ken Maguire and Catherine Chambers. A list of the above Directors' biographies and dates of their appointment are attached.

The Civic Theatre keeps detailed books and records of accounts and maintains strict financial controls. The organisation is transparent in its audited financial statements (a copy of the most recent set of accounts (2024) are available on our website). The Civic Theatre has adopted the guidelines given in the Statement of Recommended Practice (SORP) for charities as outlined in the Arts Council's document 'Recommended Guidelines for Financial Reporting' in respect of accounts for 2024.

As per the recommended guidelines by the Arts Council and the Charity Regulator we have disclosed in bands of €10,000 of senior staff with remuneration packages greater than €50,000 on our website <https://www.civictheatre.ie/about-us/governance/>

The Civic Theatre is committed to good governance and has embarked upon the journey of compliance with the Governance Code. The theatre complies with all regulatory requirements and operates in accordance with its governing document, a copy of our company constitution is available on our website.

The Civic Theatre is a registered Charity (CHY 13251) and is open, honest and fully transparent in its fundraising activities, the proceeds of which all go towards the primary activity of developing, managing and operating the Civic Theatre. The Civic Theatre is currently working to confirm compliance with the Statement of Guiding Principles of Good Fundraising developed by Irish Charities Tax Research Ltd (ICTR). A copy of our Resolution regarding the Statement of Guiding Principles for Fundraising is available on our website.

Yours sincerely,

Eddie Conroy
Chairman
Date: 19/01/2025

**Board:**

Chairperson: Eddie Conroy

Directors: Liz Corry (Company Secretary), Cllr. Baby Pereppadan, Neil Brennan, Lyn Hagin Meade, Ken Maguire, Catherine Chambers.

Eddie Conroy (appointed December 2015)

Eddie Conroy is County Architect with South Dublin County Council. With over 30 years experience in the Local Authority sector, he has worked on a broad range of design projects – Housing, Public Buildings, Civic and Urban Design. A past winner of the RIAI Silver Medal for Housing and RIAI Annual Regional Awards, he has been a designer on the Adamstown and Clonburris new-towns (Strategic Development Zones), the Tallaght Town Centre Plan and the N7 Corridor Study. He was joint author of the Design Manual for Urban Roads and Streets, a national standard for Ireland. He has been a member of the Council of the RIAI, long-standing member of the Board of Architectural Education and was a visiting Design critic for many years. He is Energy Champion for South Dublin County Council and has been central to a number of multi-city EU energy programmes under Civitas, Inter-Reg, Intelligent-energy Europe and most recently Horizon 2020. He reviews and writes regularly for Irish Architect and is an enthusiast of housing design in the 1930's.

Elizabeth Corry (appointed September 2021)

Elizabeth Corry is the Area Manager for Tallaght and Clondalkin Libraries at South Dublin County Council. She was Director of the Redline Book Festival 2020 -2021. She worked for Libraries Northern Ireland for a number of years and her last role was as Culture Services Manager for 29 libraries she has a breadth of experience. She is from Omagh in County Tyrone and lives in Kildare.

Cllr. Baby Pereppadan (appointed November 2019)

Baby Pereppadan is originally from India and has been living in Tallaght for the last 18 years, with his wife and two children. He joined and became an active Fine Gael member in 2014.

Neil Brennan (appointed September 2023)

Neil is senior regulatory counsel with over 20 years' experience in the financial services sector. He has held several leadership roles across compliance, risk management, corporate governance, and strategy and is approved under the Central Bank of Ireland's Fitness & Probity regime. Neil is a qualified director (Institute of Directors) and holds professional diplomas in financial and energy trading, company directorship, compliance and privacy. He brings a strong focus on integrity, accountability, and strategic oversight to his board work and is committed to supporting the development of resilient, well-governed organisations.

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Board Eddie Conroy (Chairman), Elizabeth Corry, Cllr. Baby Pereppadan, Neil Brennan, Lyn Hagin Meade, Ken Maguire, Catherine Chambers ·

CEO / Artistic Director Donal Shiels · Company Registration Number: 305948. CHY 13251.

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Lyn Hagin Meade (appointed November 2024)

Lyn has a background in research, facilitation, and writing. Lyn champions education, sustainable communities, neurodiversity and women in leadership. She has written and published a number of children's books. She is mum of four teens and lives locally. She has been attending great theatre at The Civic since 2001.

Ken Maguire (appointed September 2025)

Ken Maguire is a native of Tallaght and brings a wealth of strategic and operational expertise to The Civic Theatre Board. He graduated with an Honours degree in Engineering from TU Dublin in 2000 and has a Master's in Business from UCC. Since then, Ken has built his professional career across global organizations, specializing in Operations, Capital Investment, M&A, General Management, Strategy Development, Business Transformation, Change Management within the Food Industry. He maintains a strong connection to the local area, notably through his work with Cuisine de France/Aryzta. In 2008, where he collaborated with South Dublin County Council (SDCC) on the strategic development of Aryzta's state-of-the-art €200M facility in Grange Castle.

Driven by a passion for music, art, and technology, Ken has leveraged his background to explore the intersection of digital innovation and culture. He is a digital art collector focused on supporting emerging artists in the creator economy. This interest extends to curating and producing innovative "Phygital" events—combining physical events with VR, AR, and XR technologies—at venues across Europe and the US. These collaborations have included curating Augmented Reality Events at Art Basel, Miami in collaboration with Artsect DAO, London (a Decentralised Artist Organisation). He also co-produced the "Club Freaks" show on FM104, which was nominated for an IMRO award in 2024. Other notable events include:

- AR Streets events at SXSW, Austin
- Collaboration with Italian AR Platform "Over the Reality" for phygital events at VeeCon, USA.
- Phygital event at NFT Paris at Station F.
- Virtual event at Caprices Festival, Switzerland in conjunction with Swissborg.
- Metaverse Music Festival, virtual event of over 300 artists.

Furthermore, Ken has invested in and championed blockchain and spatial computing platforms that promote equitable revenue sharing using smart contracts for artists, reflecting his commitment to developing sustainable and fair models within the wider creative ecosystem.

Catherine Chamber (appointed September 2025)

Catherine is a Chartered Accountant and has been working in the Asset Management sector of the financial services industry for over 20 years. She qualified as an external auditor and has lead audits of financial statements for global asset managers. She has also worked in regulatory advisory helping companies in the areas of governance, operational and regulatory risk and reviews of capital.

Catherine has strong leadership, finance and governance experience.

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