

Company Number: 461361

**Empowerment Plus Company Limited By Guarantee**  
(A company limited by guarantee, without a share capital)

**Directors' Report and Financial Statements**

**for the year ended 31 December 2018**

Damien Hannigan & Company Ltd  
Chartered Accountants / Statutory Audit Firm  
7 Oliver Plunkett Street  
Mullingar  
Co. Westmeath

# **Empowerment Plus Company Limited By Guarantee**

(A company limited by guarantee, without a share capital)

## **CONTENTS**

	<b>Page</b>
Directors and Other Information	3
Directors' and Trustees' Report	4 - 6
Directors' and Trustees' Responsibilities Statement	7
Independent Auditor's Report	8 - 9
Income and Expenditure Account	10
Balance Sheet	11
Reconciliation of Funds	12
Notes to the Financial Statements	13 - 17
Supplementary Information on Income and Expenditure Account	19

## **Empowerment Plus Company Limited By Guarantee**

(A company limited by guarantee, without a share capital)

### **DIRECTORS AND OTHER INFORMATION**

<b>Directors/Trustees</b>	Gareth Gormley (Resigned 14 January 2019) Pat O'Connor Ursula Collis David Williams (Appointed 25 January 2019) Mary Brady (Appointed 25 January 2019) John Moorcroft (Appointed 25 January 2019)
<b>Company Secretary</b>	Pat O'Connor
<b>Company Number</b>	461361
<b>Charity Number</b>	20074043
<b>Registered Office and Business Address</b>	Brosna Bridge House Pearse Street Mullingar Co. Westmeath
<b>Auditors</b>	Damien Hannigan & Company Ltd Chartered Accountants / Statutory Audit Firm 7 Oliver Plunkett Street Mullingar Co. Westmeath
<b>Bankers</b>	AIB Bank Oliver Plunkett Street Mullingar Co. Westmeath
<b>Solicitors</b>	Cosgrave & Co. Solicitors 50 Mount Street Mullingar Co. Westmeath

# Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

## DIRECTORS' REPORT

for the year ended 31 December 2018

The directors present their report and the audited financial statements for the year ended 31 December 2018.

The financial statements have been prepared in accordance with Irish GAAP (accounting standards issued by the financial reporting council of the UK and promulgated by Chartered Accountants Ireland and the Companies Acts 2014 and 2017.) The charity financial statements comply with "The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). Charity SORP (FRS 102) is not currently obligatory under the Charities Act 2009 and thus this charity has elected to use some SORP references as best practice

### Principal Activity and Review of the Business

The principal activity of the charity continued to be that of providing a support service for children, young people and their families who are at risk within their home or community. The charity's continuing operations are completely dependent on the renewal of TUSLA and HSE contracts. This is on a restricted funding basis. The company's charity registration number is 20074043.

The company is limited by guarantee not having a share capital. Hence, the company secretary and directors do not hold an interest in the company.

There has been no significant change in these activities during the year ended 31 December 2018.

### Principal Risks and Uncertainties

The directors have ultimate responsibility for managing risk and are aware of the risks associated with the operating activities of the Charity. The directors carry out an annual risk audit and review the risks on an ongoing basis. The directors are satisfied that adequate systems of governance, supervision, procedures and internal controls are in place to mitigate the exposure to the major risks and that these controls provide reasonable assurance against such risks. The major risks include financial risks, operational and safety risks, compliance risks and reputational risks.

#### *Financial risk*

Reduced or insufficient income will impact directly on services and the people who avail of them. Changes to government policy and economic climate can impact on fundraised income and on grants from statutory agencies. Measures to reduce this risk include an investment in a fundraising strategy which includes a mix of income streams, positive negotiation with key stakeholders and funders, and the management and control of budgets and costs. Financial information is subject to detailed review at board of director level allowing for continuous monitoring of the Charity's operations and financial status

#### *Operational risk*

Empowerment Plus CLG services are aimed at people who are vulnerable and socially challenged. Poor quality services can have a detrimental impact on people. Empowerment Plus CLG is committed to providing high quality services. We adhere to recognised quality standards, operate a training programme for staff and volunteers, and work to a range of operational and staff performance policies and procedures aimed at providing consistently safe living, working and volunteering environments.

#### *Compliance risk*

Empowerment Plus CLG has to comply with a range of legislation and regulation. Non-compliance could incur penalty and result in reputational damage. Empowerment Plus CLG has signed up to the various governance codes relating to the voluntary sector. The policies and procedures and internal control systems that are in place aim to ensure compliance with laws and policies, and to ensure efficient and effective use of the Charity's resources.

#### *Reputational risk*

Empowerment Plus CLG is delivering services on behalf of the wider community and relies on the support of that wider community. Damage to Empowerment Plus's reputation would impact on that support. External risks include the impact of the increase in the number of children needing Childcare services including fostering and respite support, or a change in government policy or de-prioritisation of family support services can all impact on the services Empowerment Plus CLG can offer.

# **Empowerment Plus Company Limited By Guarantee**

(A company limited by guarantee, without a share capital)

## **DIRECTORS' REPORT**

for the year ended 31 December 2018

### **Financial Results**

The surplus for the year after providing for depreciation amounted to €290,809 (2017 - €218,461).

At the end of the year, the company has assets of €889,916 (2017 - €736,429) and liabilities of €52,960 (2017 - €190,282). The net assets of the company have increased by €290,809.

98.5% of the charity's income came from government funding, the remaining 1.5% came from service income. There were no donations received in 2018.

The end of year reserves are reported as €836,956. – All Restricted Funds.

This represents funds available for working capital and the continuity of services. This represents almost four months of total costs. The reserves policy is in place and currently targets to hold four months of operating costs in reserve.

### **Reserves and Investment Strategy**

Empowerment Plus CLG has a responsibility to ensure that it uses all its funds for the purpose of helping families. SLA 's are confirmed on an annual basis and other sources of income are not guaranteed. Empowerment Plus CLG must plan its use of funds and resources to ensure the continuity and sustainability of the services it offers.

### **Directors and Secretary**

The directors who served throughout the year, except as noted, were as follows:

Gareth Gormley (Resigned 14 January 2019)

Pat O'Connor

Ursula Collis

David Williams (Appointed 25 January 2019)

Mary Brady (Appointed 25 January 2019)

John Moorcroft (Appointed 25 January 2019)

The secretary who served throughout the year was Pat O'Connor.

All board members are volunteers with Empowerment Plus CLG. No board member received any remuneration. No board member holds a beneficial interest in the charity. The charity is a company limited by guarantee, not having a share capital. The liability of the members is limited to €1 each, that they have guaranteed to contribute to the assets of the company on winding up of the company.

### **Future Developments**

Empowerment plus CLG main priorities are:

To recruit 2 Staff Training Officers, as due to demands on our service and the complexity of the cases we have decided to develop and implement a staff training plan with the view to up skilling all staff. We recognise that we have a very highly qualified staff who strive to achieve a high level of service to our young people and families, but we also recognise that the level of cases presented are complex and very demanding.

As part of the future developments we are going to invest more time and resources into the Promotion of our services, attending conferences and colleges.

Continue to implement the policies and procedures to be compliant with General Data Protection Regulations.

Continue to implement in full the National Quality Standards Framework across all services.

Continue to comply with "The Governance Code" for the Community, Voluntary and Charitable Sector in Ireland.

Enhance specialist services including services for young people and people with physical and mental health issues.

### **Post Balance Sheet Events**

There have been no significant events affecting the company since the year-end.

# Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

## DIRECTORS' REPORT

for the year ended 31 December 2018

### Political Contributions

The company did not make any disclosable political donations in the current year.

### Going concern

The directors, after making enquiries and having considered the Charity's financial position and expected future cash flows, conclude there are no material uncertainties about the Charity's ability to continue operating for the foreseeable future. For this reason, the going concern basis continues to be adopted in preparing the financial statements.

### Auditors

The auditors, Damien Hannigan & Company Ltd, (Chartered Accountants / Statutory Audit Firm) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

### Structure, governance and management

Empowerment Plus CLG is a charity limited by guarantee (CLG). Empowerment Plus CLG has a Constitution. The Board of Directors are also the trustees of the charity. The directors are volunteers. The membership is open to any person who has recently participated in the Community, as a service user or a volunteer, and who subscribes to the values of Empowerment Plus CLG.

Empowerment Plus CLG complies with the Governance Code for community, voluntary and charitable organisations in Ireland.

The board of directors is responsible for governance, and developing and approving policies and strategies of the Charity. The day to day management of the Charity is delegated to the management team who are responsible for the implementation of these policies and strategies, as approved by the board of directors, and for managing the operation and delivery of services in line with Empowerment Plus CLG values. The day to day management of the Charity is delegated to the CEO Tom Clogher, supported by his management team. Tom is not a member of the Board of Directors.

### Legal status

This company is a company incorporated under the Companies Acts 2014, limited by guarantee and not having a share capital. All income is applied solely towards the promotion of the objectives of the company.

### Transactions involving directors

There were no contracts of any significance in relation to the affairs of the charity in which the directors had any interest, as defined in the Companies Act 2014, at any time during the year ended 31 December 2018.

### Taxation status

This company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997 and is now exempt from corporation tax.

### Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have:

- implemented the necessary policies and procedures for recording transactions,
- employed experienced staff,
- ensured that sufficient company resources are available for the task, and
- liaised with the company's auditors/sought external professional accounting advice.

The accounting records are located at the company's office at Brosna Bridge House, Pearse Street, Mullingar, Co. Westmeath.

Signed on behalf of the board

  
Pat O'Connor

Director

4 March 2019

  
Ursula Collis

Director

4 March 2019

**Empowerment Plus Company Limited By Guarantee**  
(A company limited by guarantee, without a share capital)  
**DIRECTORS' RESPONSIBILITIES STATEMENT**  
for the year ended 31 December 2018

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", applying Section 1A of that Standard, 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 accounting 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.

Signed on behalf of the board



Pat O'Connor  
Director

4 March 2019



Ursula Collis  
Director

4 March 2019

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Empowerment Plus Company Limited By Guarantee**

(A company limited by guarantee, without a share capital)

### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the financial statements of Empowerment Plus Company Limited By Guarantee ('the company') for the year ended 31 December 2018 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

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 2018 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; and
- have been properly 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 ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) 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 4 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**

Conclusions relating to going concern:

- We draw your attention to note 3 in the financial statements, concerning the company's ability to continue as a going concern. The company is dependent on the annual renewal of its service contracts with Tusla and HSE. The financial statements have been prepared on a going concern basis, the validity of which depends on the continued receipt of these service contracts for the foreseeable future. The financial statements do not include the adjustments that would result if the company was unable to continue as a going concern. Our opinion is not qualified in respect of this matter.

#### **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 Directors' 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 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.



# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Empowerment Plus Company Limited By Guarantee**

(A company limited by guarantee, without a share capital)

### **Respective responsibilities**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement, 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 they 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 the going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

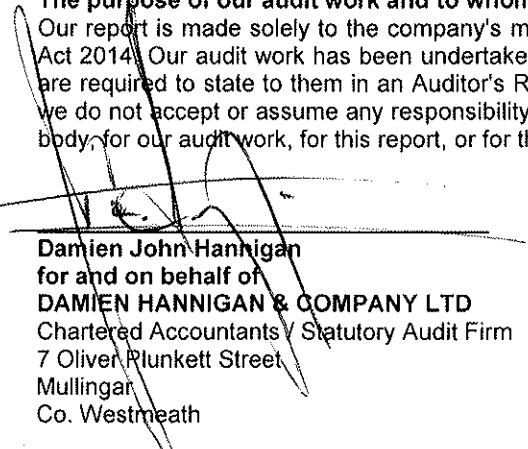
#### **Auditor's responsibilities for the audit of the financial statements**

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <[www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description of auditors' responsibilities for audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf)> The description forms part of our Auditor's Report.

#### **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.



**Damien John Hannigan**  
for and on behalf of  
**DAMIEN HANNIGAN & COMPANY LTD**  
Chartered Accountants / Statutory Audit Firm  
7 Oliver Plunkett Street  
Mullingar  
Co. Westmeath

**4 March 2019**

## Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

### INCOME AND EXPENDITURE ACCOUNT

for the year ended 31 December 2018

	Notes	2018 €	2017 €
Income	5	2,917,154	2,279,468
Expenditure		<u>(2,626,345)</u>	<u>(2,061,007)</u>
Surplus for the year	14	<u>290,809</u>	<u>218,461</u>

# Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

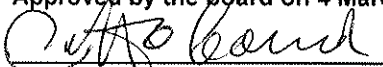
## BALANCE SHEET

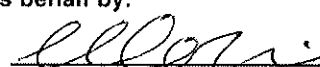
as at 31 December 2018

	Notes	2018 €	2017 €
<b>Fixed Assets</b>			
Tangible assets	9	27,340	5,128
<b>Current Assets</b>			
Debtors	10	581,803	629,169
Cash and cash equivalents		280,773	102,132
		862,576	731,301
<b>Creditors: Amounts falling due within one year</b>	11	(52,960)	(190,282)
<b>Net Current Assets</b>		809,616	541,019
<b>Total Assets less Current Liabilities</b>		836,956	546,147
<b>Reserves</b>			
Income and expenditure account	14	836,956	546,147
<b>Total Funds</b>		836,956	546,147

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on 4 March 2019 and signed on its behalf by:

  
Pat O'Connor  
Director

  
Ursula Collis  
Director

## **Empowerment Plus Company Limited By Guarantee**

(A company limited by guarantee, without a share capital)

### **RECONCILIATION OF TOTAL FUNDS**

as at 31 December 2018

	Retained surplus	Total
	€	€
<b>At 1 January 2017</b>	327,686	327,686
Surplus for the year	<u>218,461</u>	<u>218,461</u>
<b>At 31 December 2017</b>	546,147	546,147
Surplus for the year	<u>290,809</u>	<u>290,809</u>
<b>At 31 December 2018</b>	<u><u>836,956</u></u>	<u><u>836,956</u></u>

# Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

## NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2018

### 1. GENERAL INFORMATION

Empowerment Plus Company Limited By Guarantee is a not for profit charity which provides a support service for children, young people and their families. Its charity number is 20074043.

Empowerment Plus Company Limited By Guarantee is incorporated in the Republic of Ireland. (registered number 461361).

The registered office of the company is Brosna Bridge House, Pearse Street, Mullingar, Co. Westmeath, which is also the principal place of business of the company.

The financial statements have been presented in (€) which is also the functional currency of the company.

### 2. ACCOUNTING POLICIES

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

#### Statement of compliance

The financial statements of the charity for the year ended 31 December 2018 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

#### Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention. 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 UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

#### Cash flow statement

The company has availed of the exemption in FRS 102 Section 1A from the requirement to prepare a Cash Flow Statement because it is classified as a small company.

#### Income

Income resources are recognised by inclusion in the statements of financial activities only when Empowerment Plus is legally entitled to the income, the amounts involved can be measured with sufficient reliability, and it is probable that the income will be received.

#### Income from Donations:

It is the plan of Empowerment Plus to distinguish restricted income from unrestricted income. Restricted income refers to funds given subject to conditions imposed by the donor or implied by the nature of the appeal. Any donations received by Empowerment Plus will be treated as unrestricted income.

#### Income from Government Grants:

Grants from government subject to restrictions or reporting requirements are recognised when Empowerment Plus is legally entitled to the income, virtually certain of receipt and the amounts can be measured with sufficient reliability.

#### Resources Expended

Expenditure is accounted for when it is incurred and include amounts due at the end of the year but not paid. Expenditure expended includes attributable Value Added Tax which cannot be recovered.

#### Tangible fixed assets and depreciation

Tangible fixed assets 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 tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	- 12.5% Straight line
Computers	- 33.33% Straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

# Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the year ended 31 December 2018

### Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest 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 Balance Sheet bank overdrafts are shown within Creditors.

### Trade and other creditors

Trade and other creditors 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.

### Taxation

No charge to corporation tax arises as this company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997 (Charity No. 20074043).

## 3. GOING CONCERN

Dependence on renewal of Government Funded Contracts:

This company's continuing operations are completely dependent upon annual renewal of Tusla and HSE contracts. These financial statements assume continued funding for the foreseeable future. The financial statements have been prepared on a going concern basis, the validity of which depends on the continued receipt of these contracts.

## 4. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other businesses of our size and nature, we use our auditors to prepare and submit tax returns to the Revenue and to assist with the preparation of the financial statements.

## 5. INCOME

The income for the year has been derived from:-

	2018 €	2017 €
Tusla Funding	2,729,005	2,242,614
Brothers of Charity	26,555	15,491
Wards of Court Service	17,010	21,363
HSE Funding	144,584	-
	<u>2,917,154</u>	<u>2,279,468</u>

All income received by the charity is restricted funding.

The whole of the charity's income is attributable to the Republic of Ireland and is derived from the principal activity of providing a support service for children, young people and their families.

## 6. OPERATING SURPLUS

	2018 €	2017 €
Operating surplus is stated after charging:		
Depreciation of tangible fixed assets	<u>14,913</u>	<u>1,817</u>

# Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the year ended 31 December 2018

### 7. EMPLOYEES

We confirm no director/trustee received any remuneration from the charity in the financial year. The average monthly number of employees during the year was as follows:

	2018 Number	2017 Number
Administration	4	3
Managers	5	5
Deputy Managers	4	-
Outreach Workers	51	48
	<u>64</u>	<u>56</u>

### 8. EMPLOYEE BENEFITS

The number of employees whose total employee benefits (excluding employer pension costs) were in excess of €60,000 per annum are set out in the appropriate bands detailed below:

Salary Band	Number of Employees
€70,000 to €80,000	<u>1</u>

The charity manager, Tom Clogher, received total remuneration of €71,077.

### 9. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Computers €	Total €
<b>Cost</b>			
At 1 January 2018	20,276	-	20,276
Additions	-	37,125	37,125
At 31 December 2018	<u>20,276</u>	<u>37,125</u>	<u>57,401</u>
<b>Depreciation</b>			
At 1 January 2018	15,148	-	15,148
Charge for the year	1,269	13,644	14,913
At 31 December 2018	<u>16,417</u>	<u>13,644</u>	<u>30,061</u>
<b>Net book value</b>			
At 31 December 2018	<u>3,859</u>	<u>23,481</u>	<u>27,340</u>
At 31 December 2017	<u>5,128</u>	<u>-</u>	<u>5,128</u>

### 10. DEBTORS

	2018 €	2017 €
Trade debtors	513,600	629,169
Work-in-progress	68,203	-
	<u>581,803</u>	<u>629,169</u>

# Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the year ended 31 December 2018

<b>11. CREDITORS</b>	<b>2018</b>	<b>2017</b>
Amounts falling due within one year	€	€
Taxation	39,405	125,294
Other creditors	-	52,985
Accruals	13,555	12,003
	<u>52,960</u>	<u>190,282</u>

<b>12. TAXATION</b>	<b>2018</b>	<b>2017</b>
	€	€
<b>Creditors:</b>		
PAYE	<u>39,405</u>	<u>125,294</u>

Company is exempt from Corporation Tax as it has charitable status.

### 13. STATUS

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.

### 14. INCOME AND EXPENDITURE ACCOUNT

	<b>2018</b>	<b>2017</b>
	€	€
At 1 January 2018	546,147	327,686
Surplus for the year	290,809	218,461
At 31 December 2018	<u>836,956</u>	<u>546,147</u>

### 15. RELATED PARTY TRANSACTIONS

There were no Related Party Transactions in the year under review.

### 16. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the company since the year-end.

### 17. ANALYSIS OF RESOURCES EXPENDED

	<b>2018</b>	<b>2017</b>
	€	€
Staff Costs	1,802,544	1,411,355
Direct Costs	658,089	510,304
Support Costs	150,784	137,531
Depreciation	14,913	1,817
	<u>2,626,345</u>	<u>2,061,007</u>

Direct costs are costs, excluding staff costs, which are incurred directly for the specific area of activity. These include costs such as travel and family expenses and activities.

Support costs include internal finance, maintenance, IT, human resources, administration and general management functions. Training costs relate to training for staff essential to their work environment.



## Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

### NOTES TO THE FINANCIAL STATEMENTS

continued

for the year ended 31 December 2018

#### 18. EMPLOYEES & REMUNERATION COSTS

Staff costs comprise of:

	2018 €	2017 €
Wages & Salaries	1,624,334	1,278,509
Employer PRSI Contributions	169,041	130,366
Staff Training	9,169	2,480
	<u>1,802,544</u>	<u>1,411,355</u>

#### 19. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 4 March 2019.

**EMPOWERMENT PLUS COMPANY LIMITED BY GUARANTEE**  
(A company limited by guarantee, without a share capital)

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2018**

**NOT COVERED BY THE REPORT OF THE AUDITORS**

**THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS**

## Empowerment Plus Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

### SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

#### DETAILED INCOME AND EXPENDITURE ACCOUNT

for the year ended 31 December 2018

	2018 €	2017 €
<b>Income</b>		
TUSLA Funding	2,729,005	2,242,614
Brothers of Charity	26,555	15,491
Wards of Court Service	17,010	21,363
HSE Funding	144,584	-
	<u>2,917,154</u>	<u>2,279,468</u>
<b>Expenditure</b>		
Wages and salaries	1,624,334	1,278,509
Social welfare costs	169,041	130,366
Staff training	9,169	2,480
Recruitment costs	-	1,472
Rent payable	42,357	17,843
Insurance	16,775	9,751
Light and heat	3,261	1,119
Midland house expenses	-	8,072
Repairs and maintenance	8,421	689
Printing, postage and stationery	12,671	6,778
Advertising	6,489	5,245
Telephone	28,169	24,169
Computer costs	20,890	12,113
Activities & Family Expenses	95,617	94,344
Travelling and subsistence	562,486	415,960
Entertaining	763	3,321
Consultancy fees	6,199	-
Accountancy	12,967	6,233
Bank charges	1,066	1,287
Provision for Doubtful debts	(21,460)	27,405
General expenses	5,604	6,944
Subscriptions	1,863	540
Auditor's remuneration	4,750	4,550
Depreciation	14,913	1,817
	<u>2,626,345</u>	<u>2,061,007</u>
<b>Net surplus</b>	<u>290,809</u>	<u>218,461</u>