

Company Number: 461361
Charity Number: 19021
Charities Regulatory Authority Number: 20074043

Empowerment Plus Company Limited by Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2020

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

Empowerment Plus Company Limited by Guarantee

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Empowerment Plus Company Limited by Guarantee
REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Ursula Collis Pat O'Connor David Williams Mary Brady (Resigned 1 December 2020) John Moorcroft (Resigned 16 July 2021) Frances Brown Orla Brady (Appointed 1 June 2020) Michael Lynch (Appointed 23 August 2021) Aoife Sheridan (Appointed 29 September 2021) Andrew Mawdsley (Appointed 29 September 2021)
Company Secretary	Pat O'Connor
Charity Number	19021
Charities Regulatory Authority Number	20074043
Company Number	461361
Registered Office and Principal Address	Brosna Bridge House Pearse Street Mullingar Co. Westmeath
Auditors	Damien Hannigan & Company Ltd Chartered Accountants and Statutory Audit Firm 7 Oliver Plunkett Street Mullingar Co. Westmeath
Bankers	AIB Bank Oliver Plunkett Street Mullingar Co. Westmeath
Solicitors	Cosgrave & Co. Solicitors 50 Mount Street Mullingar Co. Westmeath

Empowerment Plus Company Limited by Guarantee TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2020

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2020.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and applying Section 1A of that Standard and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the trustees of Empowerment Plus Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2020.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102), the organisation has implemented its recommendations where relevant in these financial statements.

The company is limited by guarantee not having a share capital.

Mission, Objectives and Strategy

Mission Statement

The mission of Empowerment Plus CLG is to empower young people, families and communities at risk, to live just and fulfilling lives. The vision within Empowerment Plus CLG is an Ireland where all children, young people and families have the means to reach their full potential and have the opportunity to live happy, healthy and secure lives (Empowerment Plus, 2012).

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 continued operations are completely dependent of the renewal of TUSLA and HSE contracts. These contracts are on a restricted funding basis.

There has been no significant change in these activities during the year ended 31 December 2020.

Objectives

Empowerment Plus CLG's objectives are to ensure that every child and young person is:

- Protected from abuse or neglect.
- Brought up in a happy, healthy and secure environment.
- Consulted, listened to, heard and supported in their development.
- Given the opportunity to achieve their full potential.

Strategy

Empowerment Plus CLG's strategic objectives are to:

- Continuously strive for excellence in the delivery of services to young people, families and communities.
- Expand and develop the organization and the provision of services to young people, families and communities.
- Increase awareness of the organization and its services.
- Maintain and enhance staff expertise through continuous professional development.
- Maintain strong management systems and governance structures.

Structure, Governance and Management

Structure

Empowerment Plus CLG is a registered charity and has a Constitution. The charity is incorporated as a company limited by guarantee under the laws of the Republic of Ireland. The charity is registered with the Charities Regulatory Authority and is fully compliant with regulations. The Board of Directors are also the trustees of the charity. The trustees 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 Company Limited by Guarantee TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2020

Governance

The Board of Directors are 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 Chief Executive Officer, Tom Clogher, supported by his management team. Tom is not a member of the Board of Directors.

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

Attendance at Board meetings

Empowerment Plus CLG held two board meetings, on 11 June 2020 and 28 October 2020, and were attended by the following members of the Board of Trustees (please also see date of appointment of each Board Member):

Pat O'Connor (2/2)	1 July 2009
Ursula Collis (2/2)	1 July 2011
David Williams (0/2)	25 January 2019
Mary Brady (2/2)	25 January 2019
John Moorcroft (2/2)	25 January 2019
Frances Browne (2/2)	13 August 2019
Orla Brady (1/2)	1 June 2020

David Williams was unable to attend either meeting, he received and reviewed the minutes after the meetings. Both meetings were also attended by Tom Clogher (CEO). Elaine Fitzgerald (administrative staff member) attended meeting in June. Orla Brady was in attendance at October meeting.

Financial Review

The financial results for the year ended 31 December 2020 are as follows:

Income

The charity had total incoming resources €3,160,364 in the year under review. 98.9% of the charity's income came from government funding, the remaining 1.1% came from service income. There were no donations received in 2020.

Expenditure

The charity had total expenditure of €2,812,559 in the year under review. The main elements of expenditure in 2020 were on staffing costs, activities and family expenses, and travel and subsistence.

Financial Results

At the end of the financial year the company has assets of €2,034,133 (2019 - €1,120,399) and liabilities of €704,769 (2019 - €138,840). The net assets of the company have increased by €347,805.

Financial Position

The charity reports a surplus of €347,805 for the year under review.

Reserves Position and Policy

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

The end of year Reserves are reported as €1,329,364, made up of restricted funds of €1,237,127 and unrestricted funds of €92,237. This represents funds available for working capital and the continuity of services. This represents almost six months of total costs. The Reserves policy is in place and currently targets to hold six months of operating costs in Reserve.

The Trustees have identified the need to maintain a Reserve in order to ensure:

- The organisations core activities could continue to function during a period of unforeseen difficulty.
- Sufficient funding is available to meet legal and contractual obligations should the organisation need to scale back on its operations.
- Funding is available in the event of an unplanned event giving rise to an unexpected expenditure.
- Delays in receipt of funding will not give rise to cash flow difficulties.

Empowerment Plus Company Limited by Guarantee TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2020

Principal Risks and Uncertainties

The trustees have ultimate responsibility for managing risk and are aware of the risks associated with the operating activities of the Charity. The trustees carry out an annual risk audit and review the risks on an ongoing basis. The trustees 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 CLG'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.

Plans for future periods

Empowerment Plus CLG will continue to pursue other revenue streams so that it can diversify funding, manage risk and deliver on its strategic objectives. As part of our Strategic Plan 2020, the main priorities are:

- To continue ongoing discussions with HSE/TUSLA regarding the implementation of SLA's on a nationwide scale to include all areas covered by the charity.
- To design a new website with corresponding new leaflets and brochures for distribution to Social Work Departments and Health Centres with updated information regarding the company's activities and services.
- To produce a monthly staff email. This will be a way of communicating with all staff, many of whom do not have need to visit the company offices.
- To employ a National Operations Manager to oversee all area managers and deputy managers.
- To implement a training and marketing budget.
- To continue to implement the policies and procedures to be compliant with General Data Protection Regulations.
- To continue to implement in full the National Quality Standards Framework across all services.
- To continue to comply with "The Governance Code" for the Community, Voluntary and Charitable Sector in Ireland.
- To enhance specialist services including services for young people and people with physical and mental health issues.

Reference and Administrative details

Empowerment Plus CLG is a company limited by guarantee incorporated in the Republic of Ireland (registered number 461361). The company is a registered charity with the Charities Regulatory Authority (charity number 20074043). The Board of Directors are also the trustees of the charity. The trustees are volunteers. The trustees delegate the day-to-day management of the charity to the Chief Executive Officer, Tom Clogher, supported by his management team.

Empowerment Plus Company Limited by Guarantee TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2020

Trustees and Secretary

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

Ursula Collis
Pat O'Connor
David Williams
Mary Brady (Resigned 1 December 2020)
John Moorcroft (Resigned 16 July 2021)
Frances Brown
Orla Brady (Appointed 1 June 2020)

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.

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

Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. Empowerment Plus Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Post balance sheet events

At the financial year-end on 31 December 2020, the Covid-19 Pandemic was ongoing. However, many businesses have re-opened, and the nationwide lockdown has now eased in line with the Government's framework for Living with Covid-19. While it is anticipated that the remaining businesses presently closed will re-open before the end of October 2021, in accordance with the Government's Plan, we understand there is still financial uncertainty as to the overall effect the Pandemic will have on society and the general economy.

Dependence on government funding

The charity 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. Also, the current Covid-19 situation may affect the charity's ability to continue operating. As the Pandemic is still ongoing, it is not possible at this time to establish any associated costs that may result in the charity being unable to continue as a going concern.

The trustees of the charity are presently in discussions with TUSLA and HSE in relation to funding and work practices that need to be addressed due to the prevailing situation.

The trustees, after making enquiries and having considered the company's financial position and expected future cash flows, conclude that it is appropriate that the going concern basis continues to be adopted in preparing the financial statements.

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 2020.

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.

Auditors

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

Empowerment Plus Company Limited by Guarantee
TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2020

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the trustees 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 registered office at Brosna Bridge House, Pearse Street, Mullingar, Co. Westmeath.

Approved by the Board of Trustees on 29/11/21 and signed on its behalf by:



Ursula Collis
Trustee



Pat O'Connor
Trustee

Empowerment Plus Company Limited by Guarantee
TRUSTEES' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2020

The trustees, who are also directors of Empowerment Plus Company Limited by Guarantee for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the trustees as the directors to prepare financial statements for each financial year. Under the law the trustees 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 trustees 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 net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015);
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, 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 operation.

The trustees confirm that they have complied with the above requirements in preparing the financial statements.

The trustees 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 net income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustees' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.


In so far as the trustees are aware:

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

Approved by the Board of Trustees on 09/11/21 and signed on its behalf by:



Ursula Collis
Trustee



Pat O'Connor
Trustee

INDEPENDENT AUDITOR'S REPORT

to the Members of Empowerment Plus Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the company financial statements of Empowerment Plus Company Limited by Guarantee for the financial year ended 31 December 2020 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet and the notes to the financial statements, including the 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 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2020 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; 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 described below 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 3 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The trustees 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.

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 course of 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

In our opinion, based solely on the work undertaken in the course of the audit, we report that:

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

We have obtained all the information and explanations which, to the best of our knowledge and belief, are 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. In our opinion the financial statements are in agreement with the accounting records.

INDEPENDENT AUDITOR'S REPORT

to the Members of Empowerment Plus Company Limited by Guarantee

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 Trustees' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of trustees' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement, the trustees are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that 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 trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

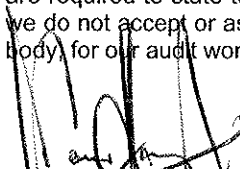
Auditor's responsibilities for the audit of the financial statements

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> 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 and Statutory Audit Firm
7 Oliver Plunkett Street
Mullingar
Co. Westmeath

11/11/2021

Empowerment Plus Company Limited by Guarantee
STATEMENT OF FINANCIAL ACTIVITIES

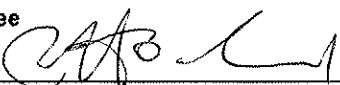
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2020

	Notes	Unrestricted Funds 2020 €	Restricted Funds 2020 €	Total 2020 €	Unrestricted Funds 2019 €	Restricted Funds 2019 €	Total 2019 €
Income							
Charitable activities							
- Charitable activities income	5.1	32,267	3,006,021	3,038,288	51,490	3,257,549	3,309,039
Other income	5.2	1,343	120,733	122,076	-	-	-
Total incoming resources		33,610	3,126,754	3,160,364	51,490	3,257,549	3,309,039
Expenditure							
Charitable activities	6.1	36,428	2,776,131	2,812,559	-	3,164,436	3,164,436
Net income/(expenditure)		(2,818)	350,623	347,805	51,490	93,113	144,603
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		(2,818)	350,623	347,805	51,490	93,113	144,603
Reconciliation of funds							
Balances brought forward at 1 January 2020	16	95,055	886,504	981,559	43,565	793,391	836,956
Balances carried forward at 31 December 2020		92,237	1,237,127	1,329,364	95,055	886,504	981,559

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Approved by the Board of Trustees on 09/11/21 and signed on its behalf by:


Ursula Collis
Trustee


Pat O'Connor
Trustee

Empowerment Plus Company Limited by Guarantee


BALANCE SHEET


as at 31 December 2020

	Notes	2020 €	2019 €
Fixed Assets			
Tangible assets	11	40,411	48,220
Current Assets			
Debtors	12	327,177	581,598
Cash at bank and in hand		1,666,545	490,581
		<u>1,993,722</u>	<u>1,072,179</u>
Creditors: Amounts falling due within one year	13	<u>(704,769)</u>	<u>(138,840)</u>
Net Current Assets		<u>1,288,953</u>	<u>933,339</u>
Total Assets less Current Liabilities		<u>1,329,364</u>	<u>981,559</u>
Funds			
Restricted funds		1,237,127	886,504
General fund (unrestricted)		92,237	95,055
Total funds	16	<u>1,329,364</u>	<u>981,559</u>

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 of Trustees on 09/11/21 and signed on its behalf by:


 Ursula Collis
 Trustee


 Pat O'Connor
 Trustee

Empowerment Plus Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2020

1. GENERAL INFORMATION

Empowerment Plus Company Limited by Guarantee is a company limited by guarantee 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. Empowerment Plus Company Limited by Guarantee is a not-for-profit charity which provides a support service for children, young people and their families (charity number 20074043).

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

The company has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland.

Statement of compliance

The financial statements of the company for the year ended 31 December 2020 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the company.

Unrestricted funds

Unrestricted funds consist of:

- General funds, which represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the company.

Income

Income is included in the Statement of Financial Activities when the company is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Where income has not yet been received, but all criteria for recognition has been satisfied, the income is accrued as a debtor in the balance sheet. In the case of voluntary donations, income is recognised when received.

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

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the company. Income from government and other co-funders is recognised when the company is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Empowerment Plus Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

Income from government grants

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the company is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the company is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions: whereby the company is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the company recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the company is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Income from donations

Any donations received by Empowerment Plus CLG will be treated as unrestricted income.

Expenditure

Expenditure is analysed as costs of charitable activities. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the company but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Reserves

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

The end of year Reserves are reported as €1,329,364, made up of restricted funds of €1,237,127 and unrestricted funds of €92,237. This represents funds available for working capital and the continuity of services. This represents almost six months of total costs. The Reserves policy is in place and currently targets to hold six months of operating costs in Reserves.

The Trustees have identified the need to maintain a Reserve in order to ensure:

- The organisations core activities could continue to function during a period of unforeseen difficulty.
- Sufficient funding is available to meet legal and contractual obligations should the organisation need to scale back on its operations.
- Funding is available in the event of an unplanned event giving rise to an unexpected expenditure.
- Delays in receipt of funding will not give rise to cash flow difficulties.

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.

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.

Empowerment Plus Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Income recognised by the company from government agencies and other co-funders, but not yet received at year end, is included in debtors.

Creditors

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. Creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Cash at bank and in hand

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.

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). Irrecoverable valued added tax is expensed as incurred.

3. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

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

4. CRITICAL ACCOUNTING JUDGEMENT AND ESTIMATES

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

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

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

Going concern

The trustees have closely monitored income and expenses for the period since the date of the approval of the financial statements, which demonstrate that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the trustees consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the charity was unable to continue as a going concern.

Establishing useful economic lives for depreciation purposes

Long-lived assets, consisting mainly of fixtures, fittings and equipment, and computer hardware and software comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual value. The trustees regularly review the useful economic lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Details of the useful economic lives is included in the accounting policies.

Empowerment Plus Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

5. INCOME				
5.1 CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2020	2019
	€	€	€	€
TUSLA funding	-	1,771,030	1,771,030	2,118,572
SLA funding	-	902,861	902,861	913,330
Brothers of charity	11,466	-	11,466	25,008
Wards of court service	19,856	-	19,856	16,769
HSE funding	-	332,130	332,130	225,647
Five rivers	945	-	945	9,713
	<u>32,267</u>	<u>3,006,021</u>	<u>3,038,288</u>	<u>3,309,039</u>

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.

The company receives a significant portion of the total annual funding from TUSLA. TUSLA has requested that this funding be presented in the financial statements as restricted funding. Notwithstanding that this funding may not meet all the criteria set down in Irish GAAP to be treated as restricted funding, the directors have complied with this request. This is done on the basis that the view of the funding agency is paramount in deciding whether the funding provided is in the nature of restricted funding.

5.2 OTHER INCOME	Unrestricted Funds	Restricted Funds	2020	2019
	€	€	€	€
Other income	<u>1,343</u>	<u>120,733</u>	<u>122,076</u>	<u>-</u>

6. EXPENDITURE					
6.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2020	2019
	€	€	€	€	€
Expenditure on charitable activities	<u>-</u>	<u>-</u>	<u>2,812,559</u>	<u>2,812,559</u>	<u>3,164,436</u>

6.2 SUPPORT COSTS		Charitable Activities	2020	2019
		€	€	€
Staff costs (wages and salaries, training etc.)		1,890,546	1,890,546	2,191,318
HR and consultancy costs		12,732	12,732	16,306
Rent payable		49,775	49,775	51,386
Insurance		21,344	21,344	21,660
Light and heat		1,494	1,494	1,540
Repairs and maintenance		1,605	1,605	2,463
Printing, postage and stationery		10,360	10,360	11,977
Advertising		5,732	5,732	5,185
Telephone		28,764	28,764	23,506
Computer costs		37,180	37,180	31,223
Donation to Strengthening Family Programme		-	-	5,000
Activities and family expenses		112,650	112,650	113,437
Travelling and subsistence		567,626	567,626	644,580
Accountancy and audit		24,905	24,905	15,991
Bank charges		725	725	468
Provision for doubtful debts		-	-	(5,641)
Canteen		370	370	1,037
General expenses		8,673	8,673	2,196
Subscriptions		-	-	515
Depreciation		38,078	38,078	30,289
		<u>2,812,559</u>	<u>2,812,559</u>	<u>3,164,436</u>

Empowerment Plus Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2020

continued

7. ANALYSIS OF SUPPORT COSTS

	2020	2019
	€	€
Staff costs (wages and salaries, training etc.)	1,890,546	2,191,318
HR and consultancy costs	12,732	16,306
Rent payable	49,775	51,386
Insurance	21,344	21,660
Light and heat	1,494	1,540
Repairs and maintenance	1,605	2,463
Printing, postage and stationery	10,360	11,977
Advertising	5,732	5,185
Telephone	28,764	23,506
Computer costs	37,180	31,223
Donation to Strengthening Family Programme	-	5,000
Activities and family expenses	112,650	113,437
Travelling and subsistence	567,626	644,580
Accountancy and audit	24,905	15,991
Bank charges	725	468
Provision for doubtful debts	-	(5,641)
Canteen	370	1,037
General expenses	8,673	2,196
Subscriptions	-	515
Depreciation	38,078	30,289
	<u>2,812,559</u>	<u>3,164,436</u>

8. NET INCOME

	2020	2019
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	38,078	30,289
	<u>38,078</u>	<u>30,289</u>

9. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the financial year was as follows:

	2020	2019
	Number	Number
Administration	4	4
Managers	5	5
Deputy managers	4	4
Outreach workers	67	63
	<u>80</u>	<u>76</u>

The staff costs comprise:

	2020	2019
	€	€
Wages and salaries	1,725,377	1,981,137
Social security costs	164,844	202,106
	<u>1,890,221</u>	<u>2,183,243</u>

The charity received Temporary Wages Subsidy Scheme (TWSS) of €332,580 in the year.

Empowerment Plus Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

10. EMPLOYEE BENEFITS

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	Number of Employees	Number of Employees
€70,000 to €80,000	1	-
€90,000 to €100,000	-	1
	<u>1</u>	<u>1</u>

The Chief Executive Officer, Tom Clogher, received remuneration in the amount of €77,032 (2019 - €92,541). He also received Temporary Wage Subsidy of €5,600 by virtue of this employment.

11. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Computers €	Total €
Cost			
At 1 January 2020	20,681	87,889	108,570
Additions	4,305	25,965	30,270
	<u>24,986</u>	<u>113,854</u>	<u>138,840</u>
Depreciation			
At 1 January 2020	17,410	42,940	60,350
Charge for the financial year	1,397	36,682	38,079
	<u>18,807</u>	<u>79,622</u>	<u>98,429</u>
Net book value			
At 31 December 2020	<u>6,179</u>	<u>34,232</u>	<u>40,411</u>
At 31 December 2019	<u>3,271</u>	<u>44,949</u>	<u>48,220</u>

12. DEBTORS

	2020 €	2019 €
Trade debtors	285,865	532,752
SLA hours worked not invoiced	41,312	48,846
	<u>327,177</u>	<u>581,598</u>

Empowerment Plus Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

13. CREDITORS	2020	2019
Amounts falling due within one year	€	€
Amounts owed to credit institutions	2,014	1,199
Trade creditors	9,866	3,493
Taxation and social security costs	66,234	43,258
Other creditors	592,676	45,679
Accruals	33,979	45,211
	<u>704,769</u>	<u>138,840</u>

Included in other creditors:

Employment Wage Subsidy Scheme repayable €332,740
 Temporary Wages Subsidy Scheme repayable €44,930
 DCYA Grant unspent €7,000
 POBAL Covid-19 Stability Grant unspent €77,924
 SLA hours paid in advance €130,082

14. State Funding

Agency	Pobal
Government Department	Department of Rural & Community Development
Grant Programme	Covid-19 Stability Fund
Purpose of the Grant	To provide a contribution towards the organisations overheads and day to day running costs.
Total Fund	Charity was granted €200,000 of funding
Expenditure	€122,076
Fund repayable to Pobal at financial year end	€77,924
Received in the financial year	€200,000
Capital Grant	No
Use	Grant was allocated to overhead expenses as follows:
	Rent €49,775
	Light & Heat €1,494
	Repairs & Maintenance €1,604
	Phone €28,712
	Printing, postage & stationery €10,280
	PPE supplies €8,142
	Bank charges €725
	Insurance €21,344

15. RESERVES

	2020	2019
	€	€
At 1 January 2020	981,559	836,956
Surplus for the financial year	347,805	144,603
At 31 December 2020	<u>1,329,364</u>	<u>981,559</u>

Empowerment Plus Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2020

continued

16. FUNDS

16.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2019	43,565	793,391	836,956
Movement during the financial year	51,490	93,113	144,603
At 31 December 2019	95,055	886,504	981,559
Movement during the financial year	(2,818)	350,623	347,805
At 31 December 2020	<u>92,237</u>	<u>1,237,127</u>	<u>1,329,364</u>

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2020 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2020 €
Restricted funds					
Restricted	-	120,733	-	-	120,733
Restricted Charitable Activities	886,504	3,006,021	2,776,131	-	1,116,394
	<u>886,504</u>	<u>3,126,754</u>	<u>2,776,131</u>	<u>-</u>	<u>1,237,127</u>
Unrestricted funds					
Unrestricted General	-	1,343	-	-	1,343
Unrestricted Charitable Activities	95,055	32,267	36,428	-	90,894
	<u>95,055</u>	<u>33,610</u>	<u>(36,428)</u>	<u>-</u>	<u>92,237</u>
Total funds	<u>981,559</u>	<u>3,160,364</u>	<u>2,812,559</u>	<u>-</u>	<u>1,329,364</u>

16.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted funds	40,411	1,899,471	(702,755)	1,237,127
Unrestricted funds	0	92,237	0	92,237
	<u>40,411</u>	<u>1,991,708</u>	<u>(702,755)</u>	<u>1,329,364</u>

17. STATUS

The company is limited by guarantee not having a share capital.

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 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.

18. RELATED PARTY TRANSACTIONS

During the year under review the charity made a donation of €5,000 to TC Racing cycling club. The chairperson of this club is Tom Clogher, CEO of Empowerment Plus. This club allows young people engage in sport at a professional level not normally available to them. The objectives of the club are in line with the objectives of the charity.

Empowerment Plus Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

19. POST-BALANCE SHEET EVENTS

At the financial year-end on 31 December 2020, the Covid-19 pandemic was ongoing. However, many businesses have re-opened, and the nationwide lockdown has now eased in line with the Government's framework for Living with Covid-19. While it is anticipated that the remaining businesses presently closed will re-open before the end of October 2021, in accordance with the Government's Plan, we understand there is still financial uncertainty as to the overall effect the Pandemic will have on society and the general economy.

20. DEPENDENCY ON GOVERNMENT FUNDING

Dependence on renewal of Government Funded Contracts:

This charity'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.

Also, the current Covid-19 situation may affect the charity's ability to continue operating. As the Pandemic is still ongoing, it is not possible at this time to establish any associated costs that may result in the charity being unable to continue as a going concern.

The trustees of the charity are presently in discussions with TUSLA and HSE in relation to funding and work practices that need to be addressed due to the prevailing situation.

21. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Trustees on

.....
09/11/21

EMPOWERMENT PLUS COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

NOT COVERED BY THE REPORT OF THE AUDITORS

Empowerment Plus Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

Operating Statement
for the financial year ended 31 December 2020

	2020 €	2019 €
Income		
POBAL - Covid-19 Stability Grant	122,076	-
TUSLA funding	1,771,030	2,118,572
TUSLA funding - SLA	902,861	913,330
Brothers of charity	11,466	25,008
Wards of court service	19,856	16,769
HSE funding	332,130	225,647
Five rivers	945	9,713
	<u>3,160,364</u>	<u>3,309,039</u>
Expenses		
Wages and salaries	1,725,377	1,981,137
Social security costs	164,844	202,106
Staff training	325	8,075
HR and consultancy costs	12,732	16,306
Rent payable	49,775	51,386
Insurance	21,344	21,660
Light and heat	1,494	1,540
PPE supplies	8,142	-
Repairs and maintenance	1,605	2,463
Printing, postage and stationery	10,360	11,977
Advertising	5,732	5,185
Telephone	28,764	23,506
Computer costs	37,180	31,223
Activities and family expenses	112,650	113,437
Travelling and subsistence expenses	567,626	644,580
Audit and accountancy	24,905	15,991
Bank charges	725	468
Doubtful debts	-	(5,641)
Canteen	370	1,037
General expenses	531	2,196
Subscriptions	-	515
Depreciation	38,078	30,289
Charitable donations	-	5,000
	<u>2,812,559</u>	<u>3,164,436</u>
Net surplus	<u>347,805</u>	<u>144,603</u>

Empowerment Plus Company Limited by Guarantee
Accounts year ended 31 December 2020
Income & Expenditure Account
TUSLA

	<u>2020</u>
	€
Income	
TUSLA	1,771,030
SLA	902,861
Pobal Covid-19 Stability Fund	107,427
	<u>2,781,318</u>
Expenses	
Wages & Salaries	1,663,394
Travel	499,511
Rent	43,802
Light & Heat	1,315
Repairs & Maintenance	1,412
Family Activities	99,132
Staff Training	286
Phone	25,313
Printing, postage & stationery	9,117
Computer costs	32,718
H R & Recruitment costs	11,204
PPE supplies	7,165
Advertising	160
Audit & Accountancy Fees	21,916
Bank Charges	638
Depreciation - F & F	32,280
Depreciation - Computers	1,229
Insurance	18,783
Canteen	326
Sundry expenses	467
Donations	0
	<u>2,470,168</u>
Net surplus	<u><u>311,150</u></u>

Empowerment Plus Company Limited by Guarantee
Accounts year ended 31 December 2020
Income & Expenditure Account
HSE

	<u>2020</u>
	€
Income	
HSE	332,130
Pobal Covid-19 Stability Fund	13,306
	<u>345,436</u>
Expenses	
Wages & Salaries	206,034
Travel	61,871
Rent	5,425
Light & Heat	163
Repairs & Maintenance	175
Family Activities	12,279
Staff Training	35
Phone	3,135
Printing, postage & stationery	1,129
Computer costs	4,053
H R & Recruitment costs	1,388
PPE supplies	887
Advertising	20
Audit & Accountancy Fees	2,715
Bank Charges	79
Depreciation - F & F	3,998
Depreciation - Computers	152
Insurance	2,326
Canteen	40
Sundry expenses	60
Donations	0
	<u>305,964</u>
Net surplus	<u><u>39,472</u></u>

Empowerment Plus Company Limited by Guarantee
Accounts year ended 31 December 2020
Income & Expenditure Account
Unrestricted Income

	<u>2020</u>
	€
Income	
Brothers of Charity	11,466
Wards of Court	19,856
Five Rivers Fostering	945
Pobal Covid-19 Stability Fund	1,343
	<u>33,610</u>
Expenses	
Wages & Salaries	20,792
Travel	6,244
Rent	548
Light & Heat	15
Repairs & Maintenance	18
Family Activities	1,239
Staff Training	4
Phone	316
Printing, postage & stationery	114
Computer costs	409
H R & Recruitment costs	140
PPE supplies	90
Advertising	2
Audit & Accountancy Fees	274
Bank Charges	8
Depreciation - F & F	404
Depreciation - Computers	15
Insurance	235
Canteen	4
Sundry expenses	6
Donations	5,550
	<u>36,427</u>
Net deficit	<u><u>(2,817)</u></u>