

CRO Number - 248134

COPE Galway CLG
Trustees' Report & Financial Statements
Year Ended 31 December 2016

COPE Galway CLG

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COPE Galway CLG

Directors and Other Information

Directors	Mr John Concannon (Chair) Professor Andrew Murphy Fr Martin Whelan Ms Hannah Kiely Dr Martina Kelly Mr Paul Dilger Mr Sean Silke Mr John Royston Ms Cáit Noone Mr Ronan McLoughlin Ms Karen Kilduff Mr Pádraig Cunningham (appointed 15 th July 2016) Dr Deirdre Squires (appointed 25 th November 2016)		
Secretary	Mr Barry Fitzpatrick		
Company Number	248134		
Charity Number	6339		
CRA Number	20011314		
Auditors	Paul Lennon & Company 13 Galway Technology Park Parkmore Galway		
Bankers	Bank of Ireland Eyre Square Galway	KBC Bank Ireland Sandwith St Dublin 2	Rabo Direct Charlemont Place Dublin 2
Solicitors	Purdy Fitzgerald Kiltartan House Forester Street Galway	William F Semple & Co Lough Corrib House Waterside Galway	Ronan Daly Jermyn Aengus House Dock Street Galway
Registered Office	Offices 2-5 Calbro House Tuam Road Galway		

COPE Galway CLG

Year Ended 31 December 2016

Directors' Report

The directors present their annual report and audited financial statements for the year ended 31 December 2016.

Financial Reporting Framework

The financial statements prepared by COPE Galway CLG are in accordance with the Statement of Recommended Practice (SORP) applicable to charities and in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102").

COPE Galway is a local Galway organisation providing services and supports for people affected by Homelessness, Women and Children experiencing Domestic Violence, and Older People.

Objectives, activities and achievements

Vision

Our Vision is an improved quality of life in a home of your own for people affected by homelessness, women and children experiencing domestic violence and older people.

Mission

Our Mission is to contribute to quality of life in a home of your own by supporting home, promoting community and reducing isolation.

Services

The company operated the following services during 2016:

Addressing Homelessness

COPE Galway worked with 702 adults and their 512 children experiencing homelessness. This comprised 211 families and 438 single people in 2016. (In 2015 the comparative figures were 659 adults and their 369 children comprising 166 families and 493 single people).

Our range of services are designed to prevent an episode of homelessness from occurring, offer emergency accommodation should this be necessary, assist with returning to a suitable home, and provide on-going support for as long as required to ensure that the tenancy is sustained in the long term.

The homeless situation in Galway has continued to intensify during 2016. This has been most apparent in the increase in the number of families both at risk of and becoming homeless. COPE Galway homeless services accommodated and supported 211 families in 2016 compared to 176 in 2015, and 134 in 2014. There has also been an increase in the instances of rough sleeping in the City.

COPE Galway Fairgreen Hostel is a 26 bedroom emergency accommodation hostel for men who are homeless which responds to a wide range of need and operates to a harm reduction approach in working with those actively misusing alcohol and/or drugs.

COPE Galway Osterley Lodge provides emergency accommodation and a range of services and supports for single women and women with children who are experiencing homelessness with capacity to accommodate up to 12 women and 8 children at any given time, including four family rooms.

Throughout 2016 COPE Galway emergency accommodation services at the Fairgreen Hostel and Osterley Lodge have operated at near full capacity with people remaining for an average of up to three months compared to one month just three years previously. There has been a heavy reliance on transitional emergency accommodation, and tourist accommodation such as hotels, B&Bs and holiday letting properties to meet the emergency accommodation needs of families during the year, with approximately 20 families residing in such accommodation at any given time. On the night of November 21st 2016 for example there were 93 children living in emergency accommodation in Galway.

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And families are remaining in emergency accommodation for longer with a small number having been in accommodation for the full year. This is in large part due to an acute shortage of affordable housing in Galway. Private rental accommodation is in especially short supply and rents continued to increase in 2016. Other contributing factors are the complexity of the needs of some people who require our services, relating to mental health and addiction support needs. This is further compounded by the limited availability of spaces in supported accommodation settings and of accessible detox and rehabilitation services in the region.

One of the knock-on effects of this situation is the increase in the numbers of people who are sleeping rough on the streets of Galway. In response to this, the now annual Cold Weather Response came into operation on November 30th 2016 with capacity to accommodate 14 people nightly. The aim of this project, which is operated by COPE Galway with the support of Galway City Council and the HSE, is to provide shelter and support to people who would otherwise sleep rough. It runs for 18 weeks until the end of March 2017.

Teach Corrib Day Centre and Family Support Service, provides a range of support services for single people and families experiencing or at risk of homelessness. This includes the provision of information, referral to accommodation and mainstream services, assistance in securing welfare payments, and access to food, washing and laundry facilities.

Towards Independence Project at Bridge House provides step down accommodation for single men who are homeless in emergency accommodation in COPE Galway Fairgreen Hostel. There were six men living at the project at year end.

Resettlement & Tenancy Support Service provides structured support to men and women moving out of homelessness to independent living or at risk of homelessness due to tenancy breakdown. There is also a focus on supporting people to self-advocate to secure their rights and entitlements and to advocate on behalf of people in the areas of housing, health, social welfare and education and training.

Despite the challenges on the housing and accommodation front there have been some positive housing outcomes. In the eight-month period between May 1st and December 31st 2016 a total of 102 individuals and families secured move-on housing and accommodation including 30 to social housing, 40 to private rented, 30 to transitional and supported accommodation and 2 to other accommodation.

In the long term, the solution to the housing and homeless crisis in Galway, as for the rest of the country, is to increase the supply of social housing. We are fully supportive of Minister Coveney's plan "Rebuilding Ireland" launched in 2016. However, while various measures are being progressed nationally and locally, COPE Galway is committed to bringing housing on stream ourselves and in partnership with other agencies during 2017 and beyond. We are also fortunate to be the recipient of a very generous gift of the proceeds of a house sale on the Aran Islands just before Christmas. Barry O'Sullivan (former board member of COPE Galway) sold his holiday house on December 16th for €273,000 and the proceeds are being divided between COPE Galway and Focus Ireland. The sale proceeds will be used in blocks of approx. €20,000 to leverage funds to purchase additional housing for people experiencing homelessness.

Addressing Domestic Violence

In 2016 COPE Galway worked with 314 individual women with 158 children who were experiencing domestic violence at home in 2016. We provided 719 outreach appointments, provided 161 court accompaniments, and answered 1,709 crisis and support calls. (In 2015 comparative figures were 380 individual women with 180 children, 780 outreach appointments, 205 court accompaniments and 1,100 crisis and support calls).

Domestic Violence continues to be a very serious issue affecting a large number of women and children in Galway City and County. Our range of services offer safe refuge; 24 hour one-to-one telephone support; childcare and parenting support; information about the dynamics of a violent relationship; assistance with legal options and court accompaniment as well as support groups for women and

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children. A forum for women who have used the services of Waterside House is facilitated monthly with the aim of involving them in the development of the service. The service participates in local and national advocacy activities with regard to seeking practical solutions as well as social change with regard to the issue of violence against women. Our focus is also very much on preventing the cycle of violence and our staff continue to develop and deliver information sessions for young people around healthy relationships and dating abuse, as well as providing training for health professionals and others in terms of recognising and responding to domestic abuse. Links with local third level institutions in 2015/16 has resulted in valuable survey and research findings which can be used to inform and improve responses to women experiencing domestic abuse.

The housing crisis has also affected our ability to accommodate all those who seek refuge. Due to the shortage of private rented accommodation within the rent caps, many women who wish to move on from the refuge are unable to do. This contributed to the service being unable to accommodate 204 individual women with 246 children in 2016. It is deeply worrying that so many women who are seeking refuge are unable to access safety at the time they need it most. However we increased the resources in our outreach service in order to respond to and assist women who need to address safety planning and supports. In 2016, the outreach service provided a total of 719 appointments throughout Galway City and County.

In the meantime the development of our new refuge continues steadily and we expect to be in construction phase in Autumn 2017. We will commence a public fundraising campaign to raise the remainder of the funds required to complete the project.

Older People

COPE Galway Community Catering Meals on Wheels produced and delivered 44,565 meals to older people in Galway City and parts of the county in 2016. The service supported 392 individual clients to stay living in their own homes. The service also catered over 8,000 meals for 7 community-based lunch clubs across the city and 2 in the county. Our Sonas Day centre and Community support workers supported 118 people also living independently in the community. (The comparative figures for 2015 were 44,967 meals delivered to 401 people at home and over 7,400 to lunch clubs).

COPE Galway's Older People's Services support Healthy, Independent Ageing at Home. Our flagship service is our Community Catering Meals on Wheels and we also support older people living at home across a number of communities in the city.

Community Catering Meals on Wheels produces and delivers meals to Older People across Galway City and parts of the County. Our meals are nutritionally balanced to suit older people and cater for a range of medically related nutritional requirements. 392 people received 44,565 home-delivered meals in 2016, all produced in our Q mark awarded service (Excellence Ireland Quality Award for Hygiene and Food Safety at the highest possible level). We are seeing a growing demand for modified meals and currently almost 30% of our production is some form of a texture modified or fortified meal.

Over the last number of years COPE Galway has also become involved in the redistribution of food for the benefit of those at risk of food poverty. This is managed in our Community Catering facility. We now receive food from a variety of sources including Tesco and Aldi, local producers and wholesaler distributors, and this year we became a partner of the European FEAD programme (The Fund for European Aid for the most Deprived). All food received is distributed across our services and also to a variety of other local partners for use directly by individuals and families experiencing, or at risk of food poverty. During the pilot between August and November 2016 COPE Galway supported 686 individuals. We have seen at first-hand the benefit of this programme and we are fully committed to ensuring food reaches the most vulnerable in our community.

We recognise the importance of good social connections as vital to health and wellbeing, and so we continue to develop and promote our lunch clubs for older people across the city and rural communities. There are now seven lunch clubs organised by local communities in the city and two in rural settings. These are supported by local volunteers, and give older people an opportunity to get out and about and

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meet others for chat, fun and of course great meals. The latest club to commence in 2016 was in Ballindereen which now meets monthly and our community worker is currently working with older people in the Headford Road/Ballinfoyle area to establish a lunch club in the new community centre. During 2016 we also developed the role of the lunch club as a platform to introduce older people to new interests and information sessions. Our community worker worked with groups of older people to provide information and advice on nutrition and healthy eating. The role of volunteers is increasingly important in supporting the older people who attend lunch clubs and in 2015/16 we recruited and trained 4 volunteer leaders to deliver Information and Advocacy sessions to older people at lunch clubs – providing clear information about key benefits available to them; how to access entitlements; where to go for information; identifying local issues and supports; giving a stronger voice to older people and positively impacting on their quality of life.

COPE Galway also links in with a number of housing clusters around the city where older people are living and helps them to address issues to improve their quality of life such as heating issues, security measures (for example use of personal alarms), or accessing benefits. Community Support Workers promote positive and healthy ageing by facilitating participation in activities including art, yoga, healthy eating, gardening, IT skills along with social events and regular meetings of residents. They also support individuals to access information and services such as home help and provide social and practical support and advocacy. In 2016, the Information and Advocacy Support Project, funded by The Community Foundation for Ireland, compiled a newsletter with checklist of issues and concerns identified by Lunch Club members and circulated it widely prior to the General Election. During Positive Ageing Week, they organised an information session on Staying Safe at Home, in collaboration with Age Action, the Community Garda, Galway City Council and the HSE Safeguarding and Protection Team. In addition to group activities we are seeing an increase in the need for more intensive one-to-one support. Since we started the community support role eight years ago the health status and mobility of a number of residents has changed. In one of the projects particularly there has been a number of residents pass on and this has had an impact on confidence and the level of community support available to people. We are currently researching the possibility of setting up a Morning Call Service to support our older clients who have higher needs and are at risk of isolation.

Our Sonas Day Centre in Mervue links in with the residents in that area with a whole range of activities available like arts and crafts, a film club, outings and help with access to practical support such as shopping, laundry, form filling and assistance with benefits. In 2016 we had several events, such as a 'Think Ahead' presentation on considering end of life issues and a 'Fair Deal' presentation explaining this scheme. And we had a wonderful show on Galway bay FM to celebrate the 6th birthday of the Mervue Lunch club. The community garden is a positive focal point in the local area and has enabled residents to meet with neighbours and develop those relationships. Again the need for more one to one support features strongly as people age and health needs change and the service has a number of younger clients (in their 40's) with high support needs who use the service on a regular basis. We have put a more structured approach to outreach/home visiting in place to support those older clients confined to home. We have an advocacy volunteer on site one morning per week to work with clients in relation to entitlements, form filling and advice.

Supports

Advocacy

COPE Galway believes our role to advocate with, and on behalf of, our clients is a critical part of our remit that complements the provision of our services and supports. We are also very committed to policy and structural changes. Our staff advocate for our clients on a daily basis and help them to access benefits and entitlements and to move towards more stability in their personal circumstances. We also engage in educational campaigns. A recent example is our email campaign supporting the Global 16 Days Opposing Violence against Women. From November 25th to December 10th 2016, we sent a daily email containing critical facts, statistics and information to almost 5,000 people as part of an awareness campaign to highlight the issue of domestic violence in Galway. We also continued to regularly compile point-in-time census figures throughout 2016 to contribute to solutions regarding the housing and homeless crisis. And we made submissions on a range of issues relating to the needs of those whom we

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work with and support including a pre-budget submission to highlight issues affecting the lives of our clients including, for example, measures to support older people to remain living at home.

Volunteers

COPE Galway has a vibrant team of over 250 volunteers. We also have people who help us out on an occasional basis at fundraising events and on our Helping Hands Projects. Our volunteers are crucial to the running of our services and achieving our mission of a quality of life in a home of your own for all our clients. In 2016 we recruited over 47 new volunteers, and we also have a very loyal and dedicated team of volunteers.

Our volunteers help across all our services in over 30 volunteer roles. Some of the many opportunities include: Driver, Kitchen Assistant, Food Rescue, Cookery Tutor, Befriender, Day Centre, Lunch Club, Musicians, Playroom Support, Health & Well-being, Physical Activity, Shop Assistant, Fundraising and Administration and many more.

It is very important to us to thank our volunteers for their very valuable contributions to our work. And so we held our 2nd Annual Volunteer Recognition Event in Salthill Hotel in May 2016 to celebrate our volunteers across the services. The event was held during National Volunteering Week, and it was a huge success; attended by 150 of our volunteers and key staff members.

Client Involvement

In COPE Galway we are very committed to involving our clients in as many ways as possible. There are two main reasons which are equally important; because we know that it will help us to meet their needs better, and because it will help clients to feel better about themselves, which will improve their quality of life (in a home of their own).

Being involved gives clients the chance to take part, to use their own ideas talents and skills to make our services better, to meet other people, have fun, feel valued, and build self-confidence. 2016 was full of activity; a policy on Client Involvement was written and finalised and a series of consultations took place across the services with 16 clients attending.

Some great things are happening across our services including movie nights, card games, Sunday breakfasts, cinema tickets, Soccer tournaments, life coaching, music and singing sessions, pool and darts competitions, furniture upcycling, mindfulness colouring, gardening, cookery, riddle of the day, art, yoga, acupuncture, fishing, golf, barbeques, trips to adventure centres, paintballing, bingo, beauty evenings, mindfulness... and much more!

There were also other opportunities for clients such as participating in a "taking control" workshop, literacy skills, children support group, participation in a pilot project on children's play in our refuge, consultation regarding our review of strategy, CV clinics and our day centre is involved in producing a clients' stories booklet.

We also offer some volunteering opportunities for clients in our COPE Galway charity shop and our Community Catering service and these slots are always popular and can be very beneficial in preparing for the world of work and in building self-confidence.

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Fundraising

COPE Galway relies on the generosity of the Galway community who donate directly, take part in events, organise corporate days to revitalise our services, volunteer, and support our charity shop with clothes and other donations.

In 2016, we continued to enlist regular monthly donors in order to continue to have a more dependable source of income and we are very heartened by the enthusiastic support we received.

We are also very appreciative of all the community events which are organised by individuals and groups on behalf of COPE Galway. This has become a really important source of funds and also offers the community a wide range of ways to support our work.

Our charity shop has also become a very important source of income and we are very appreciative of all who donate to it and buy from it.

Christmas gives us the opportunity to bring the generosity of the public directly to our clients and this Christmas alone we distributed 379 hampers, over 1,500 gifts (courtesy of the Galway Giving Tree) and 670 shoe boxes for adults and children (courtesy of the Galway Homeless Gift Appeal and other donors). The Tribes Motorcycle Annual Christmas Toy Run also took place in December with over 10 motorcyclists taking part and raised €4,700.

Our Corporate Sleepout took place on December 2nd this year and raised over €140,000. This has become our flagship fundraising event and it extends far beyond the night itself as many of the businesses involved become long term supporters of our work. And our Christmas Day swim continues to be an annual social gathering of the brave and their families all in support of our work and this year raised over €25,000 despite the dreadful weather.

COPE Galway keeps in touch with our loyal supporters via our Tribes newsletters throughout the year and through our social and digital media platforms where we update people about what we are doing and the impact of our work.

We would like to thank each and every person, company, group and the local media, who have helped us in our work. Without this support we could not continue to offer the range and volume of services and supports available across all our 8 locations in the city.

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Directors' Report

Financial Review

The operating income for 2016 was just under €4.58m. 72% of total income was received from statutory bodies (HSE 34%, Galway City Council 20%, Tusla 18%) A further 10% was generated from service charges. The remaining 18% of income came from the generosity of the public in the form of donations and support for our fundraising activities.

The total costs of operating our services in 2016 was €4.45m analysed as follows:

Services:	84%
Administration:	10%
Fundraising:	6%

The retained surplus for the financial year amounted to €132,650 (2015: €546,048) and this was transferred to reserves at the year end.

A full analysis of reserves at 31st December 2016 is presented in the Statement of Movement in Funds on page 18.

At the end of the year the company has assets of €2,802,727 (2015: €2,652,993) and liabilities of €351,626 (2015: €334,542). The net assets of the company have increased by €132,650.

Future Developments

COPE Galway will continue working to achieve our vision of "Improved quality of life in a home of your own". As already outlined more than once in this report, the current housing crisis is currently the single biggest obstacle to achieving this vision. We will continue in our efforts to source and secure houses through local landlords and investors and by purchase.

Our Strategic Plan "Working Together towards Home & Community 2013 – 2015" has been reviewed and with some changes in focus will be extended for a further period.

Principal Risks and uncertainties

The Directors have identified that the key risks and uncertainties the organisation faces relate to the chronic lack of housing for clients of our services, the risk of a decrease in the level of funding (from statutory and fundraising sources) and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation.

The company mitigates these risks as follows:

- continually monitoring the level of activity, preparing and monitoring its budgets targets and projections.
- developed a strategic plan which will allow for the diversification of funding and activities; and
- closely monitoring emerging changes to regulations and legislation on an on-going basis.

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors to the centres.

Structure, Governance and Management

COPE Galway has been providing social services in Galway since the 1970s. Originally called Galway Social Service Council, the organisation was established by the Galway Diocese. In 1996 the name was changed to Galway Voluntary Social Services Limited, in 2000 the name was changed to COPE (Crisis Housing Caring Support) Limited and in 2008 the organisation was re-launched as COPE Galway to signify that all the services are provided in Galway city and county.

As required by the Companies Act 2014 the company adopted an updated Constitution in October 2016 and the name was changed officially to COPE Galway company limited by guarantee.

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The organisation is a company limited by guarantee. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

The charity has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 6339 and is registered with the Charities Regulatory Authority. In accordance with best governance practice, COPE Galway continues to operate to the highest standards of transparency and accountability. As an organisation we manage our resources efficiently in order to deliver the best possible service at the least cost.

COPE Galway were among the first signatories to the Governance Code for the Community & Voluntary sector in Ireland. We continue to comply with the Governance Code and we confirm that a review of our organisation's compliance with the principles in the Code was conducted for 2016. This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review sets out actions and completion dates for any issues that the assessment identifies need to be addressed.

We are also signed up to the Statement of Guiding Principles for Fundraising, and the Voluntary Regulation Code for Housing Associations.

Our Board of Management is 100% voluntary.

In order to deliver our wide range of services, COPE Galway employs over 100 people as social care professionals, childcare workers, chefs, cleaners, community support workers, drivers, fundraisers, and administrators. We are supported by over 250 volunteers of all ages who give so generously of their time and talents.

Directors and secretary

The present membership of the board is listed in the information page.

Mr Barry Fitzpatrick held the position of company secretary for the duration of the financial year.

Mr Peter Glavey retired as director on the 15th July 2016

Mr Pdraig Cunningham and Dr Deidre Squires were appointed as directors on 15th July 2016 and 25th November 2016 respectively.

Accounting Records

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

In order to comply with the requirements of the act, a full time financial controller is employed. The accounting records of the company are kept at the registered office and principal place of business at 2-5 Calbro House, Tuam Road, Galway.

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Audit Committee

The audit committee has been established to assist the Board of Directors in meeting its responsibilities in;

- (i) preparing the Annual Report and financial statements in accordance with applicable Irish law and accounting framework (SORP and FRS 102) and
- (ii) ensuring the company maintains proper accounting records.

The committee is a sub-committee of the Board of Directors.

Directors who sat on the audit committee in 2016 were:

Hannah Kiely	BA, BAAD, Cert IoD, Dip IoD
John Royleston	MSc


The committee met three times in relation to the 2016 audit and considered the effectiveness of financial internal controls and procedures.

The auditor does not provide any non-audit services to the company.

Auditors

In accordance with Section 383 (2) of the Companies Act 2014, the auditors, Paul Lennon & Company will continue in office.

On behalf of the board;


Mr John Concannon
Director


Mr John Royleston
Director

DATE: 28/4/17

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Directors' Responsibilities Statement

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with 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 Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"). 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 to the financial year end and of the profit or loss 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 and then apply them consistently;
- make judgments 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 profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the 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.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the board


Mr John Concannon
Director


Mr John Royliston
Director

DATE: 28/4/17

COPE Galway CLG

Independent Auditors Report to the Members of COPE Galway CLG for the year ended 31 December 2016

We have audited the financial statements of COPE Galway CLG for the year ended 31 December 2016, which comprises of the Statement of Financial Activities (incorporating Income & Expenditure Account), the Balance Sheet, the Statement of Changes in Funds, The Statement of Cashflows and the related notes. The financial reporting framework that has been applied in their preparation is the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102. FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102").

This 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 that we are required to state to them in the audit report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company or the company's members as a body for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 13, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland).

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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Independent Auditors Report to the Members of COPE Galway CLG for the year ended 31 December 2016 (contd.)

Opinion on financial statements

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 2016 and its profit for the year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework and, in particular, with the requirements of the Companies Act 2014

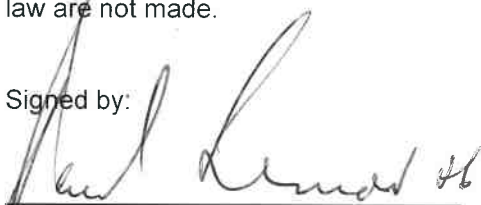
Matters on which we are required to report by the Companies Act 2014

- 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.
- In our opinion the information given in the directors' report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Act 2014, which require us to report to you if, in our opinion the disclosures of directors' remuneration and transactions specified by law are not made.

Signed by:



Paul Lennon

For and on behalf of:
Paul Lennon & Company
Incorporated Public Accountants
Statutory Audit Firm

Date:

28th April 2017

13 Galway Technology Park
Parkmore
Galway



COPE Galway CLG

Year Ended 31 December 2016

Statement of Financial Activities (incorporating Income & Expenditure Account)

		2016	2016	2016	2016	2015
	Notes	Unrestricted	Designated	Restricted	Total	Total
		€	€	€	€	€
Income & Endowments from:						
Donations & Legacies		330,631	246,582		577,213	1,037,618
Charitable Activities	5	473,776	50,539	3,329,853	3,854,168	3,690,993
Other Trading Activities		136,783			136,783	120,051
Investments	6	1,356		8,233	9,589	4,033
Other		1,080			1,080	4,791
Total Income		943,626	297,121	3,338,086	4,578,833	4,857,486
Expenditure on						
Raising Funds		186,961	11,602		198,563	231,845
Fundraising Shop		86,912			86,912	75,207
Charitable Activities	5 7		17,764	2,428,507	2,446,271	2,348,514
Homelessness			37,764	947,565	985,329	950,944
Domestic Violence			39,801	646,227	686,028	661,939
Older People			2,268	32,366	43,080	42,989
Other	6	8,446	109,199	4,054,665	4,446,183	4,311,438
Total Expenditure		282,319	187,922	(716,579)	132,650	546,048
Net income/(expenditure)		661,307	(136,086)	766,215	0	0
Transfer between funds		(630,129)			0	
Net movement in Funds		31,178	51,836	49,636	132,650	546,048

The financial statements were approved by the Board of Directors on 28th April 2017. They were signed on its behalf by:

 Mr John Concannon Director	 Mr John Roylston Director
	DATE: <u>28/4/17</u>


COPE Galway CLG

Year Ended 31 December 2016

Balance Sheet on as at 31 December 2016

	Notes	2016 €	2015 €
Fixed Assets			
Property, Plant and Equipment	10	1,272,505	1,286,256
Current Assets			
Stock		6,665	7,206
Debtors	11	240,954	195,922
Cash at Bank and in hand		1,282,603	1,163,609
		<u>1,530,222</u>	<u>1,366,737</u>
Creditors: amounts falling due within one year	12	<u>(351,626)</u>	<u>(334,542)</u>
Net Current Assets		1,178,596	1,032,195
Net Assets		<u>2,451,101</u>	<u>2,318,451</u>
The Funds of the Charity			
Unrestricted Funds			
- General Funds		40,923	9,744
- Designated Funds		648,913	597,066
Restricted Funds			
- General Funds		72,000	-
- Capital Funds		1,689,276	1,711,641
Total Funds		<u>2,451,101</u>	<u>2,318,451</u>

The financial statements were approved by the Board of Directors on 28th April 2017. They were signed on its behalf by:


 Mr John Concannon
 Director


 Mr John Royleston
 Director

DATE: 28/4/17

COPE Galway CLG

Year Ended 31 December 2016

Statement of Movement in Funds

	Unrestricted General €	Unrestricted Designated €	Restricted €	Total €
Balance 01/01/16	9,744	597,066	1,711,641	2,318,451
Net Income/(Expenditure) 2016	31,178	51,836	49,636	132,650
Balance at 31/12/16	40,923	648,902	1,761,276	2,451,101

The General reserve represents the free funds of the charity which are not designated for particular purposes.

Designated Reserves represents funds of the charity which have been designated for particular purposes or services.

Restricted reserves represent the following:

- the capital reserves awarded to acquire tangible fixed assets, depreciated in line with the related assets (€1,081,043) and
- a donation towards the development of a new domestic violence refuge (€600,000) together with associated deposit interest of €8,233 earned on same.
- General reserves €72,000 income received in relation to the Cold Weather response funding for 2017.

COPE Galway CLG
Year Ended 31 December 2016

Statement of Cashflows

		<u>2016</u>	<u>2015</u>
Cashflow from Operating Activities			
Cash generated from operations	13	148,323	625,545
Cash flows from investing activities			
Purchase of tangible assets		(29,329)	(18,300)
		<hr/>	<hr/>
		118,994	607,245
Net increase/(decrease) in cash and cash equivalents		118,994	607,245
Cash and cash equivalents at beginning of year		1,163,609	556,364
Cash and cash equivalents at end of year	16	<hr/> 1,282,603	<hr/> 1,163,609
		<hr/>	<hr/>

COPE Galway CLG
Year Ended 31 December 2016
Accounting Policies

1. ACCOUNTING POLICIES

COPE Galway CLG financial statements are prepared in accordance with the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"). COPE Galway CLG is a Company Limited by guarantee and is a public benefit entity incorporated in Ireland with a registered office at 2-5 Calbro House, Tuam Road, Galway

The significant accounting policies adopted by the Company and applied consistently are as follows:

(a) Basis of preparation

The Financial Statements are prepared on the going concern basis, under the historical cost convention, and comply with the financial reporting standards of the Financial Reporting and the Companies Act 2014 and in accordance with the Statement of Recommended Practice for charities.

The financial statements are prepared in Euro which is the functional currency of the company.

(b) Statement of Financial Activities

Income

All incoming resources are included in the Statement of Financial Activity (incorporating Income and Expenditure Account) when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. The following specific policies are applied to particular categories of income:

- **Donations and Legacies**
Donations, gifts and legacies are included in full in the Statement of Financial Activity when receivable.
- **Income from Charitable Activities**
Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Rent receipts are recognised when received and Meal receipts are recognised on an invoice basis.
- **Donated services and facilities** are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- **Other Trading and Investment income** is included when received.

COPE Galway CLG
Year Ended 31 December 2016
Accounting Policies

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT, and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income, the costs of the fundraising department including costs in relation to fundraising events and the operating costs of the Charity Shop.
- Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned as set out in Note 5.

(c) Tangible fixed assets

(i) Cost

Property, plant and equipment are recorded at historical cost or deemed cost, less accumulated depreciation and impairment losses.

Freehold premises are stated at cost less accumulated depreciation and accumulated impairment losses

Equipment and fixtures and fittings are stated at cost less accumulated depreciation and accumulated impairment losses.

(ii) Depreciation

Depreciation is provided on property, plant and equipment, on a straight-line basis, so as to write off their cost less residual amounts over their estimated useful economic lives.

The estimated useful economic lives assigned to property, plant and equipment are as follows:

Buildings	2% straight line on cost
Motor vehicles	12.5% straight line on cost
Office Equipment,	15% straight line on cost
Fixtures and Fitting & equipment	15% straight line on cost

The company's policy is to review the remaining useful economic lives and residual values of property, plant and equipment on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

Fully depreciated property, plant & equipment are retained in the cost of property, plant & equipment and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the Statement of Financial Activities.

The building donated to COPE Galway during the year ended 31st December 2014 for the new refuge will not be depreciated until it is substantially ready for use.

COPE Galway CLG
Year Ended 31 December 2016
Accounting Policies

(d) Taxation

No charge to current or deferred taxation arises as the charity has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 6339. The charity is eligible under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act, 1997" therefore income tax refunds arising from donations exceeding €250 per annum are included in unrestricted funds.

Irrecoverable value added tax is expensed as incurred.

(e) Retirement Benefits

Retirement benefits are met by payments to a PRSA scheme. Contributions are charged to the Statement of Financial Activities in the year in which they fall due. The assets are held separately from those of the company in an independently administered fund. Differences between the amounts charged in the Statement of Financial Activities and payments made to PRSA are treated as assets or liabilities.

(f) Stocks

Stocks comprise consumable items and goods held for resale. Inventories are stated at the lower of cost and net realisable value. Where stock is received in a non-exchange transaction, stock is valued at the fair value of the stock received that being the price the entity would have to pay if that stock were purchased on an open market basis. Cost is calculated on a first in, first out basis and includes invoice price, import duties and transportation costs. Net realisable value comprises the actual or estimated selling price less all further costs to completion or to be incurred in marketing, selling and distribution.

At the end of each reporting period inventories are assessed for impairment. If an item of stock is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the profit and loss account. Where a reversal of the impairment is recognised the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the statement of financial activities.

(g) Interest Receivable

Interest received on the company's investments is recorded as income in the year in which it is earned and included in unrestricted funds.

(h) Trade and other debtors

A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. All movements in the level of provision required are recognised in the statement of financial activities.

(i) Cash and cash equivalents

Cash and cash equivalents include cash on hand, demand deposits and other short-term highly liquid investments.

(j) Trade and other creditors

Trade and other creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised at the transaction price.

COPE Galway CLG
Year Ended 31 December 2016
Accounting Policies

(k) Fund Accounting

The following funds are operated by the Charity

Restricted Funds

Restricted Funds represent grants, donations or other income received which can only be used for particular purposes specified by the grantors or donors binding on the Directors. Such purposes are within the overall aims of the charity.

Unrestricted Funds

Unrestricted Funds represent amounts which are expendable at the discretion of the Directors in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Designated Funds

Designated funds are unrestricted funds earmarked by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The designations have an administrative purpose.

(l) Sinking Fund

There is a sinking fund established to meet the costs of major renovations and repairs of €20,000.

(m) Employee Benefits

The company provides a range of benefits to employees, including paid holiday arrangements and contribution to PRSA scheme.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

(ii) Retirement benefits

The Company operates a PRSA Plan for its employees on a voluntary basis. This is a pension plan under which the company pays fixed contributions into a separate fund in the employee's name.

The company has no further payment obligations once the contributions have been paid.

COPE Galway CLG
Year Ended 31 December 2016
Notes to the Accounts

2. CRITICAL ACCOUNTING JUDGEMENTS 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.

(a) Establishing useful economic lives for depreciation purposes of property, plant and equipment

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

(b) Providing for doubtful debts

The company makes an estimate of the recoverable value of trade and other debtors. The company uses estimates based on historical experience in determining the level of debts, which the company believes, will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. Any significant reduction in the level of customers that default on payments or other significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results. There is currently no provision in the accounts, however this is reviewed on an on-going basis.

COPE Galway CLG

Year Ended 31 December 2016

Notes to the Accounts

3. INCOME

All income derives from activities in the Republic of Ireland.

The company received the following state grants during the year:

	2016 €	2015 €
<u>Revenue</u>		
a) Health Service Executive (Social Inclusion)	1,392,036	1,402,036
- Core funding for homeless services (charitable activities)		
b) Health Service Executive (Older People)	154,000	154,000
- Core funding for older peoples' services (charitable activities)		
c) Tusla – The Child & Family Agency	795,767	772,489
- Core funding for domestic violence services (charitable activities)		
d) Galway City Council- Homelessness	925,485	805,166
- Core funding for homeless services (charitable activities)		
e) Childcare Subvention (Dept of Children and Youth Affairs)	46,800	46,800
- Staff costs for childcare services (charitable activities)		
f) Early Years ICT (Dept of Children and Youth Affairs)	-	500
g) COSC (Dept of Justice, Equality and Law Reform – DJELR)	-	1,000
h) Commission for Supporting Victims of Crime (DJELR)	4,000	2,200
- Staff and travel costs for court accompaniment (charitable activities)		
i) Galway Roscommon Education and Training Board	1,000	900
- Sonas Art Group (charitable activities)		
j) Galway City Council – Arts Grant	500	500
- Sonas Art Group (charitable activities)		
k) Galway City Council – Social Inclusion	305	450
- Sonas Cultural Information Afternoon (charitable activities)		
l) National Lottery	800	500
- Acquisition of thermal bags for Meal delivery (charitable activities)		
m) Galway County Council Community Support Scheme	418	-
- Staff and travel costs for workshop facilitation (charitable activities)		

Capital

a) Dormant Accounts Funds	11,769	-
Funding (80%) for refrigeration and other equipment to expand food rescue operations €10,841 received during 2016; €928 received post year-end.		

The company also received grants from the following non-state bodies during the year:

The Ireland Funds - Promising Ireland Campaign	20,000	30,000
The Ireland Funds – Amber Fund	-	4,000
Community Foundation For Ireland	2,500	3,800
Iris O'Brien Foundation	-	10,000
IPB Our Digital Community	2,500	2,500
St Vincent de Paul Maureen O'Connell Fund	16,776	-
ESB Energy for Generations	4,000	-
Irish Youth Foundation Children's Hour	1,200	-
Age & Opportunity	540	-

COPE Galway CLG

Year Ended 31 December 2016

Notes to the Accounts

4. INVESTMENT INCOME

	2016 €	2015 €
Interest received	9,589	4,033

5. EXPENDITURE

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned as set out below:

	Total	Fundraising	Homeless	Dom Violence	Older People
Support Services	442,595	17,528	249,781	96,407	78,878

Support services include senior management, finance, budgeting and accounting, payroll, human resources, communications and advocacy, volunteer co-ordination and all related overheads. The costs of these services have been allocated on the basis of headcount at 31st December 2016.

6. NET INCOME IS STATED AFTER CHARGING

	2016 €	2015 €
Depreciation	43,080	42,989

7. DIRECTORS REMUNERATION AND TRANSACTIONS

No Directors receive any remuneration for their services as directors. Peter Glavey was the staff representative on the Board of Directors up to 15th July 2016. Similarly, Pádraig Cunningham replaced Peter Glavey as the staff representative on the same date. While they receive no remuneration for their services as Directors, they are paid a salary for their roles as Residential Hostel Worker and Fairgreen Team Leader respectively in line with COPE Galway salary scales. Given their role on the Board of Directors their average remuneration costs have been included in key management compensation below.

Key management includes the Board of Directors (executive and non-executive), all members of the Company Management and the Company Secretary. The compensation paid or payable to key management for employee services is shown below:

	2016 €	2015 €
Key management compensation		
Salaries and PRSA costs	264,765	235,720

Ms Hannah Kiely is a Director of COPE Galway. She was also the Chief Executive Officer of HC Financial Advisers Limited during the year end 31st December 2016, who are advisors to COPE Galway on their PRSA scheme.

COPE Galway CLG
Year Ended 31 December 2016
Notes to the Accounts

8. STAFF NUMBERS AND COSTS

	2016	2015
The average number of employees was as follows:		
Homelessness	57	59
Domestic Violence	22	21
Older People's Services	18	19
Fundraising	4	4
Support services	<u>8</u>	<u>6</u>
	<u>109</u>	<u>109</u>

The aggregate payroll costs of these employees were as follows:

	2016	2015
	€	€
Wages & Salaries	3,037,442	2,935,670
Employers PRSI Contributions	312,425	300,457
Retirement Benefits	<u>77,333</u>	<u>71,575</u>
	<u>3,427,200</u>	<u>3,307,702</u>

The number of employees whose salary was greater than €60,000 was 3, as follows:

	2016	2015
	Number	Number
Salary range		
€60,000 - €69,999	2	1
€70,000 - €79,999	1	1

The salary paid to the CEO for 2016 was €66,032 (part-time minimum 31 hours)

Each of the employees above are members of the COPE Galway PRSA scheme and employers contributions of 5% were made on their behalf during the year.

9. TAX ON SURPLUS ON ORDINARY ACTIVITIES

No charge to current or deferred taxation arises as the charity has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997.

COPE Galway CLG
Year Ended 31 December 2016
Notes to the Accounts

10. TANGIBLE FIXED ASSETS

	Land & Buildings €	Office Equipment €	Fixtures and Fittings €	Motor Vehicles €	Total €
Costs					
At beginning of year	1,690,137	131,800	515,621	43,550	2,362,808
Additions in year	-	-	29,329	-	29,329
At end of year	1,690,137	131,800	544,950	43,550	2,381,108
Depreciation					
At beginning of year	430,169	130,874	506,274	27,535	1,051,863
Charge for Year	30,727	926	9,140	2,287	43,080
At end of year	460,896	131,800	515,414	29,822	1,094,852
Net book value					
At 31 December 2016	1,229,241	0	29,536	13,728	1,272,505
At 31 December 2015	1,259,968	926	9,347	16,015	1,286,256
In respect of prior year					
	Land & Buildings €	Office Equipment €	Fixtures & Fittings €	Motor Vehicles €	Total €
Costs					
At beginning of year	1,690,137	131,800	515,621	25,250	2,208,996
Additions in year	-	-	-	18,300	18,300
At end of year	1,690,137	131,800	515,621	43,550	2,381,108
Depreciation					
At beginning of year	399,442	128,931	499,648	23,842	1,051,863
Charge for Year	30,727	1,943	6,626	3,693	42,989
At end of year	430,169	130,874	506,274	27,535	1,094,852
Net book value					
At 31 December 2015	1,259,968	926	9,347	16,015	1,286,256
At 31 December 2014	1,290,695	2,869	15,973	1,408	1,310,945

There were no assets held under finance lease included in the tangible fixed assets.

COPE Galway CLG
Year Ended 31 December 2016
Notes to the Accounts

11. DEBTORS

	2016	2015
	€	€
Trade debtors	146,572	131,837
Prepayments	94,382	64,085
	<u>240,954</u>	<u>195,922</u>

The fair values of trade and other receivables approximate to their carrying amounts.

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2016	2015
	€	€
Trade creditors	93,513	78,222
PAYE/PRSI	82,823	84,391
Accruals and other creditors	175,290	171,929
	<u>351,626</u>	<u>334,542</u>

13. RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES

	2016	2015
	€	€
Net Incoming Resources	132,650	546,048
Adjustments for		
Depreciation	43,080	42,989
Changes in Working Capital		
Movement in Stock	541	(2,953)
Movement in Debtors	(45,032)	31,901
Movement in Creditors	17,084	(71,362)
Net cash generated from operating activities	<u>148,323</u>	<u>625,545</u>

COPE Galway CLG
Year Ended 31 December 2016
Notes to the Accounts

16. ANALYSIS OF CASH AND CASH EQUIVALENTS

	31 Dec 2015 €	Flow €	31 Dec 2016 €
Cash in Hand	1,163,609	118,994	1,282,603

17. SHARE CAPITAL AND MEMBERS LIABILITIES

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

18. CAPITAL COMMITMENTS

There were no capital commitments at the year ended 31 December 2016.

19. RETIREMENT BENEFITS INFORMATION

	2016 €	2015 €
Retirement Benefits	<u>77,333</u>	<u>71,575</u>

Contributions outstanding at year end amounted to €22,889 (2015: €23,102).
The charity operates PRSA scheme that is open to substantially all the employees of the charity.

20. POST BALANCE SHEET EVENTS

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

21. APPROVAL OF THE FINANCIAL STATEMENTS

The Directors approved the financial statements on the 28th April 2017.