

Company Registration 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 2024**

# **Empowerment Plus Company Limited by Guarantee**

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# **Empowerment Plus Company Limited by Guarantee**

## **REFERENCE AND ADMINISTRATIVE INFORMATION**

### **Trustees**

Martina McGarvey (Resigned 6 February 2024)  
Aoife Reilly (Resigned 29 July 2024)  
Raquel Horta  
Nevan Redmond (Resigned 31 March 2025)  
Anthony Tennyson  
Tara Gaffney  
Valerie Noonan  
Martina Donohoe  
Patrice O'Sullivan (Resigned 25 July 2024)  
John Andrew O'Connell (Appointed 26 September 2024)  
Aoife Patricia Sammon (Appointed 7 November 2024)  
Máire Barr (Appointed 24 April 2025)

### **Company Secretary**

Bradwell Limited

### **Charity Number**

19021

### **Charities Regulatory Authority Number**

20074043

### **Company Registration Number**

461361

### **Registered Office and Principal Address**

10 Earlsfort Terrace  
Dublin 2

### **Accountants**

Whelan Dowling & Associates  
Chartered Accountants  
Block 1, Unit 1 & 4,  
Northwood Court,  
Santry  
Dublin 9

### **Principal 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 2024

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 2024.

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 2024.

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

## **Principal Activity**

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 on the renewal of Tusla and HSE contracts. These contracts are on a restricted funding basis.

## **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 on 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 2024.

### **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.

# Empowerment Plus Company Limited by Guarantee TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2024

## 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.

### 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, Valerie Hogan, supported by the management team.

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

### Financial Review

The financial results for the year ended 31 December 2024 are as follows:

#### Income

The charity had total incoming resources €3,234,631 in the year under review. 97% of the charity's income came from government funding, the remaining 3% came from service income. There were no donations received in 2024.

#### Expenditure

The charity had total expenditure of €3,276,916 in the year under review. The main elements of expenditure in 2024 were on staffing costs, activities and family expenses, and travel and subsistence. There was an exceptional item of €123,000 relating to a provision for the repayment of a Covid Stability Grant.

### Financial Results

At the end of the financial year the charity had gross assets of €1,219,521 (2023 - €1,032,660) and gross liabilities of €1,055,689 (2023 - €703,543). The net assets of the charity have decreased by €(165,285).

### Financial Position

The charity reports a deficit of €165,285 for the year under review. This deficit is inclusive of an exceptional item in the amount of €123,000 relating to the recognition of the reversal of a grant received in 2020. The operating deficit of €42,285 was driven by increased professional fees and service charges arising from the restructuring of the Company's operations. The Trustees are satisfied with the result for the year under review and with the ongoing substantive progress being made in returning the operation of the Company to a sustainable basis.

### 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 €329,117, made up of restricted funds of €257,322 and unrestricted funds of €71,795. This represents funds available for working capital and the continuity of services. This amount falls short of the charity's reserves policy to retain a minimum of three months operational costs in reserves. The reserves were depleted by the matters referred to in the Financial Position section of this report. As indicated, corrective actions continue to be taken, and it is expected that reserves will be brought up to the level required of them by the reserves policy in future periods.

The current reserves represent one month of total costs. The Reserves policy is in place and currently targets to hold three 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.

### 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

# **Empowerment Plus Company Limited by Guarantee**

## **TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 December 2024

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 a 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 2025 – 2030, the high-level strategic objectives are:

- Achieve financial stability & sustainability with diverse income streams including Investigating the feasibility of expanding the range of services being offered and take action if an appropriate opportunity is identified by the Board.
- Foster an empowered, highly skilled & accountable workforce through advanced training with a focus on professional development, personal wellbeing and flexible employment practices.
- Strengthen our partnerships with key stakeholders.
- Build strong internal frameworks focusing on operational, governance and financial systems.
- Improve communication and increase awareness of the charity.

### **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, supported by the management team.

# **Empowerment Plus Company Limited by Guarantee TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 December 2024

## **Trustees and Secretary**

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

Martina McGarvey (Resigned 6 February 2024)  
Aoife Reilly (Resigned 29 July 2024)  
Raquel Horta  
Nevan Redmond (Resigned 31 March 2025)  
Anthony Tennyson  
Tara Gaffney  
Valerie Noonan  
Martina Donohoe  
Patrice O'Sullivan (Resigned 25 July 2024)  
John Andrew O'Connell (Appointed 26 September 2024)  
Aoife Patricia Sammon (Appointed 7 November 2024)  
Máire Barr (Appointed 24 April 2025)

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 Bradwell Limited.

## **Compliance with Sector-Wide Legislation and Standards**

The charity 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**

There were no events after the balance sheet date.

## **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.

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 2024.

## **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.

# **Empowerment Plus Company Limited by Guarantee TRUSTEES' ANNUAL REPORT**

for the financial year ended 31 December 2024

## **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 accountants/sought external professional accounting advice.

The accounting records are located at the company's registered office 10 Earlsfort Terrace, Dublin 2 Ireland D02 T380.

**Approved by the Board of Trustees on 1 July 2025 and signed on its behalf by:**

**Aoife Patricia Sammon**  
Trustee

**Anthony Tennyson**  
Trustee



# **Empowerment Plus Company Limited by Guarantee TRUSTEES' RESPONSIBILITIES STATEMENT**

for the financial year ended 31 December 2024

The trustees, who are also directors of Empowerment Plus Company Limited by Guarantee for the purposes of company law, are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable 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 charity as at the financial year end date and of the net income or expenditure of the charity 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;
- observe the methods and principles in the Charities SORP
- 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 charity 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 charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustees' Annual Report comply with Companies Act 2014. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Approved by the Board of Trustees on 1 July 2025 and signed on its behalf by:**

**Aoife Patricia Sammon**  
Trustee

**Anthony Tennyson**  
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 charity financial statements of Empowerment Plus Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2024 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 Charity as at 31 December 2024 and of its deficit 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"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the 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 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 charity'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.

# **INDEPENDENT AUDITOR'S REPORT**

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

### **Opinions on other matters prescribed by the Companies Act 2014**

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

- the information given in the Trustees' Annual Report is consistent with the financial statements;
- the Trustees' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

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 charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

### **Matters on which we are required to report by exception**

Based on the knowledge and understanding of the charity 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 charity. 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 set out on page 9, 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations, or have 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 the 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/wp-content/uploads/2022/10/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/wp-content/uploads/2022/10/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 charity'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 charity'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 responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Sean Whelan FCA**  
**for and on behalf of**

**WHELAN DOWLING & ASSOCIATES**

Chartered Accountants and Statutory Audit Firm

Block 1, Unit 1 & 4,

Northwood Court,

Santry

Dublin 9

**1 July 2025**

# Empowerment Plus Company Limited by Guarantee

## STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 December 2024

	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
<b>Income</b>							
Charitable activities							
- Charitable activities income	4.1	82,830	3,151,202	3,234,032	101,777	3,367,815	3,469,592
Other income	4.2	599	-	599	-	-	-
<b>Total incoming resources</b>		<b>83,429</b>	<b>3,151,202</b>	<b>3,234,631</b>	<b>101,777</b>	<b>3,367,815</b>	<b>3,469,592</b>
<b>Expenditure</b>							
Charitable activities	5.1	79,986	3,196,930	3,276,916	112,808	3,979,642	4,092,450
<b>Net income/(expenditure) before exceptional items</b>		<b>3,443</b>	<b>(45,728)</b>	<b>(42,285)</b>	<b>(11,031)</b>	<b>(611,827)</b>	<b>(622,858)</b>
Exceptional items		-	(123,000)	(123,000)	-	-	-
<b>Net income/(expenditure) after exceptional items</b>		<b>3,443</b>	<b>(168,728)</b>	<b>(165,285)</b>	<b>(11,031)</b>	<b>(611,827)</b>	<b>(622,858)</b>
Transfers between funds		-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>3,443</b>	<b>(168,728)</b>	<b>(165,285)</b>	<b>(11,031)</b>	<b>(611,827)</b>	<b>(622,858)</b>
<b>Reconciliation of funds:</b>							
Total funds beginning of the year	16	71,795	257,322	329,117	82,826	869,149	951,975
<b>Total funds at the end of the year</b>		<b>75,238</b>	<b>88,594</b>	<b>163,832</b>	<b>71,795</b>	<b>257,322</b>	<b>329,117</b>

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 1 July 2025 and signed on its behalf by:**

**Aoife Patricia Sammon**  
Trustee

**Anthony Tennyson**  
Trustee

# Empowerment Plus Company Limited by Guarantee

## BALANCE SHEET

as at 31 December 2024

		2024	2023
	Notes	€	€
<b>Fixed Assets</b>			
Tangible assets	11	1,543	9,750
<b>Current Assets</b>			
Debtors	12	110,509	128,234
Cash at bank and in hand		1,107,469	894,676
		1,217,978	1,022,910
<b>Creditors: Amounts falling due within one year</b>	13	(1,055,689)	(703,543)
<b>Net Current Assets</b>		162,289	319,367
<b>Total Assets less Current Liabilities</b>		163,832	329,117
<b>Funds</b>			
Restricted funds		88,594	257,322
General fund (unrestricted)		75,238	71,795
<b>Total funds</b>	16	163,832	329,117

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.

We, as Trustees' of Empowerment Plus Company Limited by Guarantee, state that -

(a) the charity is availing itself of the exemption provided for by Chapter 15 of Part 6 of the Companies Act 2014,

(b) the charity is availing itself of the exemption on the grounds that the conditions specified in section 358 are satisfied,

(c) the members of the charity have not served a notice on the charity under section 334(1) in accordance with section 334(2),

(d) we acknowledge the charity's obligations under the Companies Act 2014, to keep adequate accounting records and prepare financial statements which give a true and fair view of the assets, liabilities and financial position of the charity at the end of its financial year and of its surplus or deficit for such a financial year and to otherwise comply with the provisions of Companies Act 2014 relating to financial statements so far as they are applicable to the charity.

**Approved by the Board of Trustees on 1 July 2025 and signed on its behalf by:**

**Aoife Patricia Sammon**  
Trustee

**Anthony Tennyson**  
Trustee

# Empowerment Plus Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### 1. GENERAL INFORMATION

Empowerment Plus Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. (registered number 461361). The registered office of the company is 10 Earlsfort Terrace, Dublin 2, 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 Charity 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 charity for the financial year ended 31 December 2024 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", 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 charity.

#### 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 charity.

#### Income

Income is included in the Statement of Financial Activities when the charity 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 charity. Income from government and other co-funders is recognised when the charity 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.

#### Income from government grants

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

# Empowerment Plus Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity 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 charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity 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 charity 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 charity 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 €329,117, made up of restricted funds of €257,322 and unrestricted funds of €71,795. This represents funds available for working capital and the continuity of services. This amount falls short of the charity's reserves policy to retain a minimum of three months operational costs in reserves. The reserves were depleted by the matters referred to in the Financial Position section of this report. As indicated, corrective action has been taken and it is expected that reserves will be brought up to the level required of them by the reserves policy.

The current reserves represents one month of total costs. The Reserves policy is in place and currently targets to hold three 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.

### 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

for the financial year ended 31 December 2024

### Debtors

Debtors are recognised at the settlement amount due after any discount offered. Income recognised by the charity 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. 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 charity's trustees and management reviewed the charity's costs during the year under review and have taken measures that they consider to be adequate to restore the charity's operations to a sustainable surplus position in future years.

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.

## 4. INCOME

### 4.1 CHARITABLE ACTIVITIES

Unrestricted Funds	Restricted Funds	2024	2023
€	€	€	€



# Empowerment Plus Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### Grants from governments and other co-funders:

TUSLA funding	-	2,853,934	2,853,934	2,880,912
TUSLA funding	-	-	-	61,528
Brothers of charity	15,727	-	15,727	34,051
Wards of court service	24,565	-	24,565	15,008
HSE funding	-	297,268	297,268	425,375
Fostering	8,878	-	8,878	8,664
Donegal Domestic Violence Service	33,660	-	33,660	44,054
	<u>82,830</u>	<u>3,151,202</u>	<u>3,234,032</u>	<u>3,469,592</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.

4.2	OTHER INCOME	Unrestricted Funds €	Restricted Funds €	2024 €	2023 €
	Other income	<u>599</u>	<u>-</u>	<u>599</u>	<u>-</u>

5.	EXPENDITURE					
5.1	CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2024 €	2023 €
	Expenditure on charitable activities	-	-	3,276,916	3,276,916	4,092,450

5.2	SUPPORT COSTS		Charitable Activities €	2024 €	2023 €
	Legal & Professional Fees		10,821	10,821	1,623
	Bank charges		638	638	847
	Repairs and maintenance		5,193	5,193	1,755
	Telephone		24,881	24,881	37,848
	Subscriptions		2,498	2,498	-
	Travelling and subsistence		642,007	642,007	835,662
	Insurance		35,405	35,405	33,573
	Canteen		-	-	637
	Rent payable		9,333	9,333	29,526
	Printing, postage and stationery		1,547	1,547	7,057
	Activities and family expenses		78,376	78,376	104,007
	HR and consultancy costs		51,831	51,831	47,596
	Auditor's remuneration		8,979	8,979	8,610
	Staff costs (wages and salaries, training etc.)		2,265,134	2,265,134	2,852,777
	Computer costs		105,324	105,324	98,912
	Depreciation		8,207	8,207	10,365
	Light and heat		620	620	5,859
	Accountancy and audit		23,030	23,030	15,603
	General expenses		3,092	3,092	193
			<u>3,276,916</u>	<u>3,276,916</u>	<u>4,092,450</u>

6.	ANALYSIS OF SUPPORT COSTS		2024 €	2023 €
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**Empowerment Plus Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2024

Legal & Professional Fees	10,821	1,623
Bank charges	638	847
Repairs and maintenance	5,193	1,755
Telephone	24,881	37,848
Subscriptions	2,498	-
Travelling and subsistence	642,007	835,662
Insurance	35,405	33,573
Canteen	-	637
Rent payable	9,333	29,526
Printing, postage and stationery	1,547	7,057
Activities and family expenses	78,376	104,007
HR and consultancy costs	51,831	47,596
Auditor's remuneration	8,979	8,610
Staff costs (wages and salaries, training etc.)	2,265,134	2,852,777
Computer costs	105,324	98,912
Depreciation	8,207	10,365
Light and heat	620	5,859
Accountancy and audit	23,030	15,603
General expenses	3,092	193
	<b>3,276,916</b>	<b>4,092,450</b>
<b>7. NET INCOME</b>	<b>2024</b>	<b>2023</b>
	€	€
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	8,207	10,365
Auditor's remuneration: - audit services	8,979	8,610
<b>8. EMPLOYEES AND REMUNERATION</b>		
<b>Number of employees</b>		
The average number of persons employed (including executive trustees) during the financial year was as follows:		
	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
Administration	5	6
Deputy managers	3	3
Managers	8	9
Outreach workers	80	81
Team Leader	1	1
	<b>97</b>	<b>100</b>
The staff costs comprise:	<b>2024</b>	<b>2023</b>
	€	€
Wages and salaries	2,049,134	2,590,484
Social security costs	213,929	261,726
	<b>2,263,063</b>	<b>2,852,210</b>

# Empowerment Plus Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### 9. EMPLOYEE BENEFITS

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

	2024 Number of Employees	2023 Number of Employees
€70,000 to €80,000	1	-
€80,000 to €90,000	-	1

The Chief Executive Officer, Valerie Hogan, received remuneration in the amount of €78,652 (2023 - €87,530 (Tom Clogher)).

### 10. EXCEPTIONAL ITEM - REVERSAL OF GRANT RECEIVED

During 2020 Empowerment Plus CLG applied for funding under the COVID-19 Stability Scheme for Community & Voluntary Organisations, Charities and Social Enterprises. The company was awarded a grant in the amount of €200,000 under the scheme on the 27th of July 2020. In the course of its operations the company spent €122,076 of the grant awarded from date of receipt of the funds until the 11th of May 2021. In the course of completion of grantee reporting for the funds received, it was noted that the Company had not met the qualifying conditions upon which the grant had been awarded. Consequently, the Company was required to return the funds awarded to POBAL. In 2024 a phased repayment scheme for the funds received was agreed with POBAL.

### 11. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Computers €	Total €
<b>Cost</b>			
At 31 December 2024	12,036	125,606	137,642
<b>Depreciation</b>			
At 1 January 2024	9,603	118,289	127,892
Charge for the financial year	890	7,317	8,207
At 31 December 2024	10,493	125,606	136,099
<b>Net book value</b>			
At 31 December 2024	1,543	-	1,543
At 31 December 2023	2,433	7,317	9,750

### 12. DEBTORS

	2024 €	2023 €
Trade debtors	62,777	81,797
SLA hours worked not invoiced	46,774	46,437
Other debtors	958	-
	110,509	128,234

**Empowerment Plus Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2024

<b>13. CREDITORS</b>	<b>2024</b>	<b>2023</b>
<b>Amounts falling due within one year</b>	<b>€</b>	<b>€</b>
Amounts owed to credit institutions	-	4
Trade creditors	<b>22,529</b>	9,890
Taxation and social security costs	<b>47,018</b>	76,709
Other creditors	<b>971,392</b>	606,689
Accruals	<b>14,750</b>	10,251
	<b>1,055,689</b>	703,543

Included in other creditors:

DCYA Grant 2020 unspent €7,000  
POBAL Covid-19 Stability Grant 2020 unspent €123,000  
SLA hours paid in advance €841,392

**14. STATE FUNDING**

**Agency**

Government Department

Grant Programme

Purpose of the Grant

Term

Taken to income in the year

Fund due at financial year start

Fund due at financial year end

Fund deferred at financial year start

Fund deferred at financial year end

Capital Grant

Restrictions

**TUSLA - Child and Family Agency**

Department of Health

Service Level Agreements

Social care services provided around the country

January 2024 to December 2024

€2,601,266

€46,437

€46,774

€521,765

€841,392

No

As per outlined in Tusla Service Level Agreement

**15. RESERVES**

	<b>2024</b>	<b>2023</b>
	<b>€</b>	<b>€</b>
At the beginning of the year	<b>329,117</b>	951,975
Deficit for the financial year	<b>(165,285)</b>	(622,858)
At the end of the year	<b>163,832</b>	329,117

**16. FUNDS**

<b>16.1 RECONCILIATION OF MOVEMENT IN FUNDS</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>€</b>	<b>€</b>	<b>€</b>
At 1 January 2023	82,826	869,149	951,975
Movement during the financial year	(11,031)	(611,827)	(622,858)
At 31 December 2023	71,795	257,322	329,117
Movement during the financial year	3,443	(168,728)	(165,285)
At 31 December 2024	<b>75,238</b>	<b>88,594</b>	<b>163,832</b>

**Empowerment Plus Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2024

**16.2 ANALYSIS OF MOVEMENTS ON FUNDS**

	Balance 1 January 2024 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2024 €
<b>Restricted funds</b>					
Restricted	257,322	3,151,202	3,319,930	-	88,594
<b>Unrestricted funds</b>					
Unrestricted General	71,795	83,429	79,986	-	75,238
<b>Total funds</b>	<b>329,117</b>	<b>3,234,631</b>	<b>3,399,916</b>	<b>-</b>	<b>163,832</b>

**17. STATUS**

The charity 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. POST-BALANCE SHEET EVENTS**

There have been no post balance sheet events.

**19. 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.

**20. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved and authorised for issue by the Board of Trustees on 1 July 2025.

**EMPOWERMENT PLUS COMPANY LIMITED BY GUARANTEE**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

**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 2024

	2024 €	2023 €
<b>Income</b>		
TUSLA funding	2,601,266	2,880,912
Brothers of charity	15,727	34,051
Wards of court service	24,565	15,008
HSE funding	297,268	425,375
Fostering	8,878	8,664
Donegal domestic violence services	33,660	44,054
TUSLA contribution to back pay	252,668	61,528
Income from charitable activities 9	599	-
	<u>3,234,631</u>	<u>3,469,592</u>
<b>Expenses</b>		
Wages and salaries	2,049,134	2,590,484
Social security costs	213,929	261,726
Staff training	1,220	567
HR and consultancy costs	50,051	47,596
Rent payable	9,333	29,526
Insurance	35,405	33,573
Light and heat	620	5,859
PPE supplies	-	193
Repairs and maintenance	5,193	1,755
Printing, postage and stationery	1,547	7,057
Telephone	24,881	37,848
Computer costs	105,324	98,912
Activities and family expenses	78,376	104,007
Travelling and subsistence expenses	642,007	835,662
Legal and professional	10,821	1,623
Consultancy fees	1,780	-
Accountancy	15,748	15,603
Payroll administration	7,282	-
Auditor's/Independent Examiner's remuneration	8,979	8,610
Bank charges	638	847
Canteen	-	637
Staff welfare	851	-
General expenses	3,092	-
Subscriptions	2,498	-
Depreciation	8,207	10,365
	<u>3,276,916</u>	<u>4,092,450</u>
<b>Exceptional items</b>	(123,000)	-
<b>Net deficit</b>	<u>(165,285)</u>	<u>(622,858)</u>