

**THE NATIONAL CHILDMINDING ASSOCIATION OF IRELAND  
T/A CHILDMINDING IRELAND**

**DIRECTORS REPORT & FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2015**

**The National Childminding Association of Ireland**  
**T/A *Childminding Ireland***

**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

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**The National Childminding Association of Ireland**  
**T/A Childminding Ireland**

**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**COMPANY INFORMATION**

**DIRECTORS:**

Marian Murray  
Elizabeth Butler  
Gwyneth Brophy  
Mary Walsh  
Eamon Kelly  
Anne Claire Wall  
Gemma Trautt  
Elizabeth Hadnett (Appointed 18/04/15)  
Fiona Haverty (Appointed 18/04/15)  
Angharad Ryan (Appointed 18/04/15)  
Deborah Markey (Resigned 18/04/15)  
Ida Lane (Resigned 18/04/15)  
Sally-Anne Roche-Kelly (Appointed 18/04/15, Resigned 23/11/15)  
Jean Courtney (Appointed 01/01/15, Resigned 23/11/15)

**SECRETARY:**

Anne- Claire Wall (Appointed 18/04/15)  
Deborah Markey (Resigned 18/04/15)

**BANKERS:**

Bank of Ireland,  
Greystones,  
Co. Wicklow.

**AUDITORS:**

FHM Accountants  
Statutory Auditors  
Suite 3  
Market Court  
Bray  
Co. Wicklow

**SOLICITORS:**

Augustus Cullen & Son  
7 Wentworth Place,  
Co. Wicklow.

**REGISTERED OFFICE:**

9 Bulford Business Campus  
Kilcoole  
Co. Wicklow.

**COMPANY REGISTRATION NO:**

283469

**CHY NO:**

11504

**The National Childminding Association of Ireland**  
**T/A Childminding Ireland**

**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**DIRECTORS' REPORT**

The directors submit their Report and Audited Financial Statements for the year ended 31<sup>st</sup> December 2015.

**1. Review of the Development of the Business**

Childminding Ireland is a National Voluntary Childcare Organisation, funded by the Department of Children and Youth Affairs, (DCYA) to support National Early Years Policy and to develop quality standards in Childminding.

2015 was a period of deliberation by the Board of Childminding Ireland. The organisation has grown organically over a period of more than thirty years, roles have developed and practices have been established. Whilst delivering much valuable work over the years, an organisational review was needed to establish if the current structure and roles were appropriate going forward. Ultimately the decision was taken by the Board in November 2015, to restructure the current organisation in order to ensure Childminding Ireland's sustainability and ability to meet its strategic objectives of:

- the retention of current members
- recruitment of new members
- effective lobbying of policy makers on behalf of Childminders
- parental engagement.

The restructuring consultation period is underway and it is expected that the restructuring process will begin in Quarter 1 of 2016.

**Developments:**

**Revision of Draft Standards for Childminders:** The revisions of the standards for Childminders was started in 2015 and is expected to be completed in Quarter 1 2016.

**Inspection Reports:** Work began on collating Childminders Inspection Reports in order to identify gaps in compliance. This will be used to create resources to support successful inspections.

**ChildDiary:** This is an App for mobile devices and is linked to the National Curriculum Aistear with the Siolta element to be developed. This product will be of particular interest for Statutory Notified and Registered Childminders. The App also facilitates parental inclusion and involvement.

Further trials are under way with a sample of Notified and non-Notified Childminders, to assess the needs and benefits for each cohort so that user results are maximised and quality is enhanced.

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**DIRECTORS' REPORT**

**Síolta & Aistear Guide for Childminders:** The Guide is posted on the Childminding Ireland website and is a valuable resource for all Childminders. The guide was edited by Yvonne Kelly MA and included input from NCCA.

**Facebook:** In 2015 a closed facebook forum was set up for members. This has been a significant benefit for members who often reference isolation as a major challenge. The closed forum provides a private space for members to discuss issues with other Childminders. It is a rich source of advice and support and also an opportunity to raise issues and concerns on broader matters within the sector.

**Child Protection:** Childminding Ireland continues to be an active member of the National Children First Committee (NCFC). In 2015 Childminding Ireland liaised with NCFC to provide Child Protection training outside the Dublin area. Also Child Protection training provided by DCCCC was promoted by Childminding Ireland.

**Board Development:** The Board established a lobbying and marketing sub-committee to ensure effective Board working. Terms of reference and reporting lines were written and agreed for the sub-committee.

The Board is committed to the adoption of the Governance Code and implementation is on-going.

**AGM:** The AGM was well supported by members and the feedback was very positive. The key note speaker was Dr John Sharry Social worker & psychotherapist, author, co-developer of Parents Plus Programmes and Irish Times contributor. In keeping with the Get Connected theme, Dr Sharry illustrated how Childminders could join the dots in their busy lives to ensure they stayed connected with life and with each other – this was particularly relevant to Childminders whose daily work is largely undertaken in isolation, and without the back up of colleagues.

A new Board was elected with ten members standing for seven seats. The Childminding Ireland updated Memorandum of Understanding and Articles of Association were approved by the members.

**Quality First Seminar:** This was a very successful continuing professional development event. The new event format was structured with presentations over a half day, enabling all delegates to hear all speakers. The seminar was evaluated by 98% of delegates as excellent and was free at the point of delivery to delegates

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**DIRECTORS' REPORT**

**Supporting Child Protection:** This year for the first time, Childminding Ireland offered training in partnership with The National Children First Child Protection Committee, and Dublin City CCC. The training offered to members of Childminding Ireland was Child Protection – Designated Liaison Person, training.

**Newsletters:** The switch from hard copy Newsletter to E-zine reduced production costs and enabled one additional e-zine in 2015. This year for the first time, Parents received e-zines, extending Childminding Ireland's reach and building brand awareness with key partners.

**Electronic Survey:** Moving from a paper based survey to Survey Monkey reduced costs and increased responses from members by 22%.

**Challenges Encountered:**

Childminding Ireland provides quality support and information to Childminders and parents. As Childminding is largely unregulated, Childminding Ireland provides a step on the journey of regulation. In order to bring more Childminders into quality systems with the resulting benefits for children and Childminders, it is necessary to increase Childminding Ireland's profile.

Challenges included the lack of resource for outreach and marketing. Due to financial pressures, the marketing budget was revised down, which among other minor items covered the costs associated with a continuing professional development seminar.

Every opportunity was taken to make Childminders and parents aware of Childminding Ireland and the benefits of membership however the reach of marketing in 2015 was limited. A substantial uplift in budget is needed in order to run a successful outreach programme to potential members.

An additional challenge was the fact that current budget did not allow Childminding Ireland to meet the demand by members for continuing professional development seminars.

The lack of a quality officer is an on-going challenge for the organisation and it is hoped to address this in 2016.

**Unplanned Occurrences:**

During 2015 it emerged that the computer server would no longer be supported by Microsoft. As the server would become insecure and therefore obsolete, the server was no longer appropriate for data backup. This had not been planned for in the 2015 budget. The lack of financial resources and the time pressure made this issue a significant challenge.

A review of options was undertaken and the decision was taken to move to Microsoft 365 cloud based storage. A trial conversion was undertaken and staff training is on-going.

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**DIRECTORS' REPORT**

In order to avoid a repetition of this type of systems failure, a log of all organisational contracts has been completed and is monitored by a senior member of staff and appropriate action taken accordingly.

Benefits are beginning to accrue with remote access to files possible, Sharepoint working allowing staff to work on the same documents and Board files are now posted to an electronic file for on-line access.

This challenge impacted on the planned work for 2015 further by delaying the new website and the plan for on-line joining and renewal of membership. This was a serious impact and it is hoped to restart the new website plan in Quarter 1 2016 with completion in Quarter 2.

**Collaboration:** Childminding Ireland contributed to National initiatives and Sectorial working including:

- Inter-Departmental Working Group
- Board member of both South Dublin and Wexford County Childcare Committees
- Tusla Early Years Inspections Collaborative Forum
- NVCC
- National Children First Child Protection Committee
- Barnados to co-produce a quality development resource for Childminders

Childminding Ireland attended the International Daycare Conference in Edinburgh July 2015

**Conclusion:** The decision of the Board to restructure the organisation although difficult and challenging; should ensure that Childminding Ireland is best equipped to continue to provide an excellent service to members. Through restructuring it is also expected to recruit significant numbers of parents and new Childminding members, thus contributing significantly to the quality agenda.

Childminding Ireland continued to contribute to the Childcare debate at a National and international level. The in-house upgrading of policies, systems and procedures continued, making best use of IT wherever possible.

2015 was a challenging year for Childminding Ireland with a wide variety of issues to be overcome. Despite these challenges there were numerous achievements as illustrated above; in particular the level of support and service to existing members was excellent as borne out by member feedback. It is testament to the staff that in difficult circumstances good work continued.

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**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**DIRECTORS' REPORT**

**Principal Risks and Uncertainty**

The unpredictability of funding levels remains a challenge for Childminding Ireland. Membership recruitment and retention patterns are difficult to predict.

**Future Developments in Activities**

Childminding Ireland's Implementation Plan for 2016 was submitted to the DCYA/Pobal in October 2015, the Plan has been approved and funding is to continue at the 2015 level.

Childminding Ireland is undergoing an organisational restructuring of roles and responsibilities in order to better meet the requirements of its members and its funder.

**2. Results for the Period and State of Affairs as at 31<sup>st</sup> December 2015.**

The Income & Expenditure Account and Balance Sheet for the year ended 31<sup>st</sup> December 2015 are set out on pages 11 & 12. The deficit for the year amounted to €3,190 compared with a deficit of €9,804 for the previous year. As a result of the foregoing, reserves were decreased by €3,190.

**3. Dividends and Retention**

The company is a non-profit making, voluntary organisation with charitable status. The members of the company are not entitled to payment by way of dividend.

**4. Important Events since the year end.**

There were no significant events after the end of the year.

**5. Taxation Status**

The Company is exempt from Corporation Tax. This has been formally confirmed by notification from the taxation authorities.

**6. Accounting Records**

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act, 2014, the directors have established appropriate books to adequately record the transactions of the company. The directors also ensure that the company retains the source documentation for these transactions. The accounting records are maintained at the company's office at 9 Bulford Business Campus, Kilcoole, Co. Wicklow.



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**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**DIRECTORS' REPORT**

**7. Statement of Directors Responsibilities**

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Financial Reporting Council.

Irish company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice (accounting standards issued by the Financial Reporting Council). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, 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.

**8. Auditors**

The auditors, FHM Accountants, have indicated their willingness to continue in office in accordance with the provisions of Section 383(2) of the Companies Act, 2014.

On Behalf of the Directors:

  
**EAMON KELLY**  
**DIRECTOR**

  
**MARY WALSH**  
**DIRECTOR**

Date: *16 April 2016*

**The National Childminding Association of Ireland**  
**T/A *Childminding Ireland***

**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE NATIONAL  
CHILDMINDING ASSOCIATION OF IRELAND**

We have audited the financial statements of The National Childminding Association of Ireland for the year ended 31 December 2015 which comprise the Income and Expenditure Account, the Balance Sheet, Reconciliation of Members' Funds, the Cash Flow Statement, the Accounting Policies and the related notes. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and accounting standards issued by the Financial Reporting Council (Generally Accepted Accounting Practice in Ireland).

**Respective responsibilities of directors and auditors**

As explained more fully in the Statement of Directors' Responsibilities, 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). Those standards require us to comply with the Auditing Practice Board's Ethical Standards for Auditors.

**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 Directors' 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.

**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 2015 and of its results for the year then ended; and
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland and in particular with the requirements of the Companies Act 2014.

**The National Childminding Association of Ireland  
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**Directors' Report & Financial Statements  
For The Year Ended 31<sup>st</sup> December 2015**

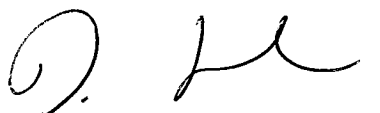
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE NATIONAL  
CHILDMINDING ASSOCIATION OF IRELAND**

**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 Sections 305 to 312 of the Act are not made.



**Dave Howick F.C.C.A.**

For and on behalf of  
FHM Accountants  
Statutory Auditors  
Suite 3, Market Court  
Main Street  
Bray  
Co. Wicklow

Date: 16/4/16

**The National Childminding Association of Ireland**  
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**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**INCOME & EXPENDITURE ACCOUNT**  
**FOR YEAR ENDED 31<sup>ST</sup> DECEMBER 2015**

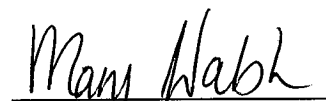
	NOTES	Y/E 31/12/15	Y/E 31/12/14
		€	€
Income		457,497	452,641
Staff Costs	3	291,314	287,813
Depreciation		2,541	3,417
Other Overheads		<u>166,832</u>	<u>171,215</u>
		460,687	462,445
Surplus/(Deficit) on Ordinary Activities before Taxation	4	(3,190)	(9,804)
Tax on Surplus/(Deficit) on Ordinary Activities		—	—
Surplus/(Deficit) for the Financial Period		<u>(3,190)</u>	<u>(9,804)</u>

The company has no recognised gains or losses other than the results for the year. The results for the year have been calculated on the historical cost basis. The company's income and expenses all relate to continuing operations.

Approved by the Board on 16 / 4 / 16

On behalf of the Directors

  
EAMON KELLY  
DIRECTOR

  
MARY WALSH  
DIRECTOR

**The National Childminding Association of Ireland  
T/A Childminding Ireland**

**Directors' Report & Financial Statements  
For The Year Ended 31<sup>st</sup> December 2015**

**BALANCE SHEET AS AT 31<sup>ST</sup> DECEMBER 2015**

	<u>NOTES</u>	<u>31/12/15</u>	<u>31/12/14</u>
		€	€
<b><u>Assets Employed:</u></b>			
<b><u>Fixed Assets:</u></b>			
Tangible Assets	5	<u>10,164</u>	<u>13,666</u>
<b><u>Current Assets:</u></b>			
Debtors & Prepayments	6	2,580	2,160
Cash at Bank and on Hand		<u>2,946</u>	<u>778</u>
		5,526	2,938
Creditors (Amount falling due within one year)	7	<u>(2,276)</u>	—
Net Current Assets / (Liabilities)		3,250	2,938
<b>Total Assets Less Liabilities</b>		<b><u>13,414</u></b>	<b><u>16,604</u></b>
<b><u>Financed By:</u></b>			
Surplus/(Deficit) carried forward		<b><u>13,414</u></b>	<b><u>16,604</u></b>

Approved by the board on 16/4/16

  
EAMON KELLY  
DIRECTOR

  
MARY WALSH  
DIRECTOR

**The National Childminding Association of Ireland**  
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**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**RECONCILIATION OF SURPLUS / (DEFICIT)**

	<b>Retained earnings</b>	<b>Total</b>
	<b>€</b>	<b>€</b>
<b>At 1 January 2014</b>	26,408	26,408
	<hr/>	<hr/>
Deficit for the year	(9,804)	(9,804)
	<hr/>	<hr/>
<b>At 31 December 2014</b>	16,604	16,604
	<hr/>	<hr/>
Deficit for the year	(3,190)	(3,190)
	<hr/>	<hr/>
<b>At 31 December 2015</b>	<b>13,414</b>	<b>13,414</b>
	<hr/> <hr/>	<hr/> <hr/>

**The National Childminding Association of Ireland**  
**T/A Childminding Ireland**

**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**NOTES TO THE ACCOUNTS**

**1. GENERAL INFORMATION**

The National Childminding Association of Ireland is a company limited by guarantee incorporated in the Republic of Ireland.

**2. ACCOUNTING POLICIES**

**(a) Statement of compliance**

The financial statements of the company for the year ended 31 December 2015 have been prepared on the going concern basis and in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council

**(b) Basis of Preparation**

The financial statements have been prepared under the historical cost convention. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

**(c) Depreciation and Amortisation**

The cost of fixed assets including leased assets is written off by equal instalments over their expected useful lives as follows:

Furniture, Fittings & Equipment - 20% Reducing Balance

**(d) Foreign Currencies**

The accounts are expressed in Euro (€).

**3. EMPLOYEES AND REMUNERATION**

The average number of persons employed by the Company during the period was 8 (2014 - 8).

	<u>12 m/e</u> <u>31/12/15</u>	<u>12 m/e</u> <u>31/12/14</u>
The Staff costs were comprised of:	€	€
Staff Costs	257,826	255,805
Social Welfare Costs	27,251	26,812
Employers' Pension	<u>6,237</u>	<u>5,196</u>
	<u>291,314</u>	<u>287,813</u>

**PENSION**

The company operates a defined contribution scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to €6,237 (2014-€5,196). There were no outstanding or prepaid contributions at the balance sheet date.

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**Directors' Report & Financial Statements**  
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**NOTES TO THE ACCOUNTS**

**4. DEFICIT ON ACTIVITIES**

The deficit on activities is stated after charging

	<u>12 m/e</u> <u>31/12/15</u>	<u>12 m/e</u> <u>31/12/14</u>
	€	€
Auditors Fees (Including VAT)	<u>2,276</u>	<u>2,276</u>

**5. TANGIBLE FIXED ASSETS**

	<u>FURNITURE, FITTINGS &amp; EQUIPMENT</u>	<u>TOTAL</u>
	€	€
<b><u>Cost</u></b>		
At 1 <sup>st</sup> January 2015	123,030	123,030
Additions during period	4,244	4,244
Disposals	<u>(73,296)</u>	<u>(73,296)</u>
At 31 <sup>st</sup> December 2015	<u>53,978</u>	<u>53,978</u>
 <b><u>Depreciation</u></b>		
At 1 <sup>st</sup> January 2015	109,364	109,364
Disposals	<u>(68,091)</u>	<u>(68,091)</u>
Charge for Year	<u>2,541</u>	<u>2,541</u>
At 31 <sup>st</sup> December 2015	<u>43,814</u>	<u>109,364</u>
 <b><u>Net Book Value</u></b>		
At 31 <sup>st</sup> December 2015	<u>10,164</u>	<u>10,164</u>
At 31 <sup>st</sup> December 2014	<u>13,666</u>	<u>13,666</u>

**6. DEBTORS & PREPAYMENTS**

	<u>31/12/15</u>	<u>31/12/14</u>
	€	€
Prepayments	<u>2,580</u>	<u>2,160</u>

**7. CREDITORS**

	<u>31/12/15</u>	<u>31/12/14</u>
	€	€
<u>Amount falling due within one year</u>		
Accruals - Audit Fees	<u>2,276</u>	<u>-</u>



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**NOTES TO THE ACCOUNTS**

**8. CALLED UP SHARE CAPITAL**

The company is limited by guarantee and does not have a share capital.

**9. FINANCIAL STATEMENTS DISCLOSURE**

The directors have availed of the provisions of Section 291(5) of the Companies Act 2014 to use a format for the financial statements that better describes that activities of a company not trading for a profit. The main change is that the title "profit and loss" has been replaced with the title "income and expenditure", along with consequential changes in descriptions of certain items to be consistent with descriptions appropriate to the not – for – profit sector.

**10. GRANT**

Name of Grantor: Department of Children and Youth Affairs

Name of Grant: Early Childhood Care and Education Programmes

Purpose of Grant:	€
• Pay and General Administration	-
• Service Provision / Charitable Activities	340,000
• Specified Others	-
Amount of Total Grant awarded	1,020,000
Term of the Total Grant awarded (2014 – 2016)	3 years
Amount of Grant taken to income in 2015	340,000
Capital Grants	-

**Restrictions:**

The use of the Grant is restricted for the delivery of a service as laid out in the Implementation Plan 2015 submitted to Pobal.

**11. POSSIBLE CONTINGENT LIABILITY**

A case involving a member of staff has been referred to the Workplace Relations Commission. This issue is being dealt with by the company insurers. While the outcome is not certain it is the view of the directors that no liability is expected to arise.

**12. APPROVAL OF FINANCIAL STATEMENTS**

The Financial Statements were approved by the Directors on the

16 / 4 / 16

**The National Childminding Association of Ireland**  
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**Directors' Report & Financial Statements**  
**For The Year Ended 31<sup>st</sup> December 2015**

**CASH FLOW STATEMENT**  
**AS AT 31<sup>ST</sup> DECEMBER 2015**

	<u>12 m/e</u> <u>31/12/2015</u>
	€
Net Deficit for the year	(3,190)
Depreciation Charges	<u>2,541</u> (649)
Decrease in Fixed Assets	961
Increase in Prepayments	(420)
Increase in Accruals	<u>2,276</u>
Cash Surplus/(Deficit) from operations	2,168
Balance as at 01/01/2015	<u>778</u>
<b>Balance as at 31/12/2015</b>	<b><u>2,946</u></b>

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**For The Year Ended 31<sup>st</sup> December 2015**

**SUPPLEMENTARY INFORMATION NOT FORMING PART OF THE FINANCIAL STATEMENTS**

**OPERATING STATEMENT FOR THE YEAR ENDED**  
**31<sup>ST</sup> DECEMBER 2015**

	<u>Y/e 31/12/15</u>	<u>Y/e 31/12/14</u>
	€	€
<b><u>Income:</u></b>		
Pobal – Funding from DCYA	340,000	340,000
Other Income – Members Subs etc.	<u>117,497</u>	<u>112,641</u>
	457,497	452,641
 <b><u>Expenditure:</u></b>		
Membership Expenditure	73,055	70,925
Staff Costs	291,314	287,813
Training, Seminars & Conferences	4,358	2,648
Office Administration	51,870	48,693
Advertising & Promotion	2,587	4,786
Printing & Stationery	15,420	17,418
Sundries	211	1,128
Bank Charges	1,328	860
Newsletters	1,715	4,788
Travelling & Subsistence	3,445	5,778
Board Meetings Expenditure	4,909	6,475
AGM Costs	2,982	2,426
Website Design	308	492
Bank Interest	6	6
Depreciation	2,541	3,417
Audit/Accountancy & Professional Fees	<u>4,638</u>	<u>4,792</u>
 Total Overheads	 <b>460,687</b>	 <b>462,445</b>
 <b>Surplus/(Deficit) for year</b>	 <b><u>(3,190)</u></b>	 <b><u>(9,804)</u></b>