

Company registration number: 330650

**National Federation of Voluntary Service Providers
Supporting People with Intellectual Disability CLG
(A Company Limited by Guarantee and not having Share Capital)**

Financial statements

for the financial year ended 31st December 2023

GROGANS

Chartered Accountants
4/5 High Street
Galway

National Federation of Voluntary Service Providers
(A Company Limited by Guarantee and not having Share Capital)

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**National Federation of Voluntary Service Providers
Company limited by guarantee**

Directors and other information

Directors	Ms. Clare Dempsey (Chairperson) Ms. Audrey Rachel Pidgeon (resigned 23/7/2024) Mr. Vincent O'Flynn (resigned 5/6/2024) Ms. Breda O'Neill Ms. Fiona O'Neill Mr. Joe Mason Mr. Michael Hennessy Mr. Sean Abbott Ms. Liz Reynolds Ms. Gobnait Ní Chruaí (resigned 2/3/2023) Ms. Lorraine Macken (appointed 29/3/2023, resigned 15/1/2024) Mr. Michael Hegarty (appointed 26/4/2023) Ms. Una Nagle (appointed 8/11/2023)
Secretary	Ms. Fiona O'Neill
Company number	330650
Charities Regulatory Authority Number	20045500
Charity Number	CHY14080
Registered office	Unit 4D Oranmore Business Park Oranmore Galway
Business address	Unit 4D Oranmore Business park Oranmore Galway
Auditor	Grogans 4/5 High Street Galway
Bankers	Bank of Ireland Oranmore Co. Galway

**National Federation of Voluntary Service Providers
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Directors report

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2023.

The company is a registered charity and the report and the results are presented in a form which complies with the requirements of the Companies Act 2014 and the Statement of Recommended Practice (Charities SORP effective January 2015) has been adopted.

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

Directors

The names of the persons who at any time during the financial year acted as trustees and directors of the company are as follows:

Ms. Clare Dempsey (Chairperson)
Ms. Audrey Rachel Pidgeon (resigned 23/7/2024)
Mr. Vincent O'Flynn (resigned 5/6/2024)
Ms. Breda O'Neill
Ms. Fiona O'Neill
Mr. Joe Mason
Mr. Michael Hennessy
Mr. Sean Abbott
Ms. Lorraine Macken (appointed 29/3/2023, resigned 15/1/2024)
Mr. Michael Hegarty (appointed 26/4/2023)
Ms. Liz Reynolds
Ms. Gobnait Ní Chrualaóí (resigned 2/3/2023)
Ms. Una Nagle (appointed 8/11/2023)

Principal activities

The company is a national umbrella organisation of voluntary/non-statutory agencies who provide direct services to people with intellectual disability in Ireland on the basis of service arrangements with the HSE. The risk of reduction in funding from the HSE is managed by a close working relationship with this granting body.

National Federation of Voluntary Service Providers
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Directors report (continued)

OBJECTIVES AND ACTIVITIES:

The National Federation of Voluntary Service Providers Supporting People with Intellectual Disability is a national umbrella organisation of voluntary/non-statutory agencies who provide direct services to people with intellectual disability in Ireland on the basis of service arrangements with the HSE. Our 54 Member Organisations account for approximately 70% of disability support services in Ireland, supporting more than 26,000 children and adults with intellectual disabilities and their families.

The operational work of the National Federation is carried out through Federation-wide initiatives such as its annual budget campaign and political engagement; through the work of its Board and Committees and by Working and Reference Groups, supported by the National Federation's Secretariat team.

Our Mission

To provide the leadership and support that will enable voluntary organisations to adapt to a radically changing operating environment, with the ultimate aim of ensuring that people with intellectual disability live a life of their choosing.

Guiding Principles

People with an intellectual disability have the right:

- To be supported to live a life of their choosing;
- To be included in all decisions that affect their lives;
- To have meaningful, freely chosen relationships;
- To be included as a contributing member of their own communities;
- To choose their own supports and have access to the resources to do this;
- To have the same rights, responsibilities and opportunities as every other citizen

Our Vision

Above all people have a deep rooted desire to belong, to be in relationship, to live within the intimacy and security of their family and friends, to be included in the greater life around them with all its attendant possibilities for hope and fulfilment and to do so, to the greatest extent possible, on their own terms. The implications of this simple truth will determine our actions on behalf of all citizens with Intellectual Disabilities.

ACHIEVEMENTS & PERFORMANCE

The National Federation engages with a wide range of external stakeholders to represent the views of its members in relation to policy and practice in the intellectual disability sector. A range of Working Groups and Forums on which the National Federation was represented in 2023 are outlined below:

**National Federation of Voluntary Service Providers
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Directors report (continued)

- Children's Disability Network Teams Task Group
- Day Services Resumption Working Group
- Department of Children, Equality, Disability, Integration and Youth's Disability Consultative Committee
- Department of Health Disability Consultative Committee
- European Working Time Directive Working Group
- HIQA Provider's Forum
- HSE / Disability Umbrella Groups Safeguarding Reference Committee
- HSE ADMA Disability Reference Group
- HSE Children First Reference Group
- HSE Climate Action and Sustainability Procurement Working Group
- HSE Disability Quality Improvement Forum
- HSE Independence Governance Group
- HSE Guiding Principles Working Group for Service User's Personal Finances'
- HSE Home sharing Implementation Group
- HSE National Umbrella Bodies Covid-19 Operations Group
- HSE Patient Engagement Forum
- HSE Under 65's Stakeholder Reference Group
- Health Dialogue Forum
- Integrated Financial Monitoring System and National Integrated Staff Records and Pay Programme
- Joint Information and Consultation Forum
- National Ability Support System Steering Group
- National Child Disability Management Information System Implementation Group
- National Children's Oversight Group
- National Council for Special Education Forum
- National Group for Addressing MDT Needs
- National Joint Council
- National Safeguarding Advisory Committee
- New Directions National Steering Group
- Nominated Health Agencies Superannuation Scheme (NHASS) Working Group
- Oireachtas Disability Group – Voluntary Sector disability umbrella bodies working on disability related issues and highlighting and advocating the need for multi-annual investment and adequate resourcing of disability services.
- On-Call Allowance Working Group
- Project Oversight Group for the development of the IT system for the Children's Disability Network Teams
- School Leavers National Working Group
- National Implementation Steering Group for the National Housing Strategy for Disabled People 2022 – 2027

The National Federation worked closely with its members to represent their views on key policies and work programmes during 2023 - this included the following submissions:

During 2023, the National Federation consulted with members to make a wide range of submissions relating to policy, quality and standards and human resources related matters. These submissions were received by Government Departments, HSE, the Decision Support Service, CORU and the Housing Agency.

**National Federation of Voluntary Service Providers
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Directors report (continued)

NFVSP Paper on Section 39 Pay Costings (October 2023)
NFVSP Submission to the Seanad Consultation on the Future of Local Democracy (Sept 2023)
NFVSP Submission on the Review of Occupations List for Employment Permits
NFVSP Statement to RTE in Response to NASS REport July 2023
Consultation on Home Support Regulations
National Federation Document for School Leavers
NFVSP Submission to Central Bank Consumer Protection Code Review-Phase 1
Submission on the Review of the Education for Persons with Special Educational Needs Act 2004 (March 2023)
Recruitment & Retention Crisis in Voluntary Intellectual Disability Service Providers (January 2023)

FINANCIAL REVIEW

The core income from all sources as shown in the National Federation's Statement of Financial Activities are set out in the attached Accounts. In 2023, income was €546,330 against expenditure of €609,756, over the same period, resulting in a deficit of €63,426 in 2023 (2022 surplus €55,425). The deficit position reflected two one-off spends on projects to support member organisations in their recruitment practice (Membership Support in Recruitment €50,037) and legal advice with regards to the developments suggested by the Pension Authority with respect to the Nation Federation Pensions scheme (legal fees €14,516). The broader operation of the Federation Secretariat was achieved within budget, and these two elements formed the additional spend over the approved budget. The net assets of the company at the year end were €758,643.

The principal funding sources of the company in the reporting period were:

- Health Service Executive
- Membership fees
- National Federation of Voluntary Bodies Pension Scheme
- Seminars & Training

Resources from each of these sources support the key objectives of the National Federation in that they contribute to the funding of staff, project costs, office administration costs in each area of delivery as described in the main activities section.

The reserves policy requires that reserves be maintained at a level which ensures the core activity could continue during a period of unforeseen difficulty and a proportion of reserves be maintained in a readily realisable form. The level of reserves is kept under constant review through on going financial reporting to the Board.

STRUCTURE, GOVERNANCE & MANAGEMENT:

Member Organisations: We have 54 member organisations.

General Assembly: Each member organisation can be represented by 2 people from their organisation at the National Federation General Assembly which meets on a quarterly basis.

There are 5 Area Federation Committees:

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Directors report (continued)

Dublin North-East Area Federation Committee
Dublin Mid-Leinster Area Federation Committee
Southern Area Federation Committee
South-Eastern Area Federation Committee
Western Area Federation Committee

Each Area Federation Committee is made up of representatives from member organisations in the area/region in which they provide services.

Board of Directors: In accordance with the Memorandum & Articles of Association, the National Federation of Voluntary Service Providers arranges for the election of its Board of Directors as follows:

Each Area Federation Committee has the power to elect two directors to the Board and the directors have the power to nominate up to 5 co-options, however, one must come from each of the following geographical areas: Dublin North East; Dublin Mid Leinster and Western Region.

The Board elects a Chairperson every two years.

REFERENCE AND ADMINISTRATION DETAILS

Reference and administrative information is outlined on page 1.

Accounting records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at Unit 4D Oranmore Business Park, Oranmore, Galway.

Relevant audit information

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of the Companies Act 2014:

- * so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- * each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Auditors

In accordance with Section 383(2) of the Companies Act 2014, the Auditors, Grogans Accountancy Ltd, have indicated their willingness to accept re-appointment.

This report was approved by the board of directors on and signed on behalf of the board by:

Director

Director

**National Federation of Voluntary Service Providers
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Directors responsibilities statement

The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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 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.

**Independent auditor's report to the members of
National Federation of Voluntary Service Providers (continued)**

Report on the audit of the financial statements

Opinion

We have audited the financial statements of National Federation of Voluntary Service Providers for the financial year ended 31 December 2023 which comprise the profit and loss account, statement of comprehensive income, balance sheet, statement of changes in equity, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies set out in note 3. 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.

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 2023 and of its loss 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 prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 22 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

**Independent auditor's report to the members of
National Federation of Voluntary Service Providers (continued)**

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements 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 directors are responsible for assessing the company'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 the management either intends to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**Independent auditor's report to the members of
National Federation of Voluntary Service Providers (continued)**

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.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Richard Grogan

For and on behalf of

Grogans Accountancy Ltd

Chartered Accountants

4/5 High Street

Galway

National Federation of Voluntary Service Providers
(A Company Limited by Guarantee and not having Share Capital)

Statement of Financial Activities
Financial year ended 31 December 2023

	Note	Restricted €	Unrestricted €	2023 Total €	2022 Total €
Incoming Resources					
<u>Generated funds:</u>					
Voluntary Income					
Training course		3,750	-	3,750	-
Activities Income for generating funds					
Membership Fees		-	168,404	168,404	168,404
NFVB Pension Scheme		100,000	-	100,000	100,000
Other Income		10,080	-	10,080	750
Investment Income					
<u>Charitable Activities:</u>					
HSE Grants		264,096	-	264,096	271,903
Total Income Resources	7	377,926	168,404	546,330	541,057
Administrative expenses		(578,270)	(31,486)	(609,756)	(485,542)
Total Resources Expended	8	(578,270)	(31,486)	(609,756)	(485,542)
Surplus/(deficit) for the year		(200,344)	136,918	(63,426)	55,515
Net movement in funds for the year		(200,344)	136,918	(63,426)	55,515
Transfer between funds		230,178	(230,178)	-	-
Reconciliation of funds					
Balances brought forward at start of year	19	(29,834)	851,903	822,069	766,644
Balances carried forward at end of year	19	-	758,643	758,643	822,159

The financial statements were approved by the Directors on and signed on its behalf by

Director



Director



The notes on pages 14 to 24 form part of these financial statements.

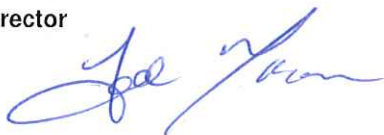
National Federation of Voluntary Service Providers
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Balance sheet
As at 31 December 2023

	Note	2023 €	€	2022 €	€
Fixed assets					
Tangible assets	10	<u>221,723</u>		<u>242,929</u>	
			221,723		242,929
Current assets					
Debtors	11	132,096		132,686	
Cash at bank and in hand		<u>733,484</u>		<u>758,478</u>	
		865,580		891,164	
Creditors: amounts falling due within one year	12	<u>(328,660)</u>		<u>(312,024)</u>	
Net current assets			536,920		579,140
Total assets less current liabilities			<u>758,643</u>		<u>822,069</u>
Net assets			<u>758,643</u>		<u>822,069</u>
Capital and reserves					
Restricted funds	18	-		(29,834)	
General fund (unrestricted)	18	<u>758,643</u>		<u>851,903</u>	
Members funds		<u>758,643</u>		<u>822,069</u>	

These financial statements were approved by the board of directors on and signed on behalf of the board by:

Director



Director



The notes on pages 14 to 24 form part of these financial statements.

National Federation of Voluntary Service Providers
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Statement of cash flows
Financial year ended 31 December 2023

	Note	2023 €	2022 €
Cash flows from operating activities			
(Deficit)/Surplus for the financial year		(63,426)	55,425
<i>Adjustments for:</i>			
Depreciation of tangible assets		24,007	23,757
Accrued expenses/(income)		14,717	(7,181)
<i>Changes in:</i>			
Trade and other debtors		590	(110,375)
Trade and other creditors		1,919	242,054
Cash generated from operations		<u>(22,193)</u>	<u>203,680</u>
Net cash (used in)/from operating activities		<u>(22,193)</u>	<u>203,680</u>
Cash flows from investing activities			
Purchase of tangible assets		<u>(2,801)</u>	<u>(1,245)</u>
Net cash used in investing activities		<u>(2,801)</u>	<u>(1,245)</u>
Net increase/(decrease) in cash and cash equivalents		(24,994)	202,435
Cash and cash equivalents at beginning of financial year	13	758,478	556,043
Cash and cash equivalents at end of financial year	13	<u>733,484</u>	<u>758,478</u>

National Federation of Voluntary Service Providers
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Notes to the financial statements
Financial year ended 31 December 2023

1. General information

The company is a company limited by guarantee and is a public benefit entity, registered in Ireland. The address of the registered office is Unit 4D Oranmore Business Park, Oranmore, Galway and its company registration number is 330650.

2. Statement of compliance

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 however it is considered best practice. As noted above the directors consider the adoption of the SORP requirements as most appropriate accounting practice and presentation to properly reflect and disclose the activities of the organisation.

3. Accounting policies and measurement bases

Basis of preparation

These financial statements have been prepared in compliance with the Statement of Recommended Practice (Charities SORP in accordance with FRS 102, effective January 2015) and with generally accepted accounting policies in Ireland and Irish statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Financial Reporting Council. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charitable company's financial statements.

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

Judgements and key sources of estimation uncertainty

Estimates and judgements made in the process of preparing the entity financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The directors make estimates and assumptions concerning the future in the process of preparing the financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. There are no estimates and assumptions made in preparing these financial statements that have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Establishing useful economic lives for depreciation purposes of buildings

Long lived assets, consisting of the company property comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic life of the building and estimates of its residual value. The directors regularly review the buildings useful life and change if necessary to reflect current thinking of remaining life in light of prospective economic utilisation and physical condition of the building. Changes in asset useful life can have a significant impact on depreciation. Details of the useful economic life is included in these accounting policies.

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

Reserves

In accordance with recommended best practice, each charity should have a reserves policy. This policy is concerned with how much "free" (or unallocated) reserves a charity retains. This excludes the following:

Restricted funds

Funds that could only be realised by disposing of fixed assets held for charity use

The Board has the responsibility for establishing an appropriate reserve policy. It is the policy of the Board to retain sufficient reserves to safeguard the continuity of its operations, while committing the maximum possible resources to its current services. The objective is that the organisation would be able to carry on its work, even if faced with a combination of difficult circumstances and have time to adjust its strategy to meet these changing circumstances. It is deemed that a minimum of 4 months working capital should be retained in reserves to meet any unforeseen financial shocks.

The level and adequacy of the reserves are reviewed annually by the Audit & Financial Risk Committee and brought to the Board.

Restricted funds

Restricted funds represent grants, donations and sponsorships received which can only be used for particular purposes specified by the donors or sponsorship programmes binding on the directors. Such purposes are within the overall aims of the charity.

Unrestricted free reserves

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.

Unrestricted 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 only and do not legally restrict the Board's discretion in applying the funds.

Incoming Resources

Voluntary Income or capital is included in the Statement of Financial Activities when the company is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the company has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

Resources Expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Taxation

The company is exempt from corporation tax due to its Charitable Status.

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

Tangible assets

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Land and buildings freehold	- 4% straight line
Computers	- 33.33% straight line

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Government grants

Under the performance model, where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Grants from governments and institutional donors are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is a reasonable certainty of receipt.

Financial instruments

Debtors

Trade debtors and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors

Creditors and provisions are recognised where the entity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discount due.

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Financial year ended 31 December 2023

Defined contribution plans

The company facilitates the timely transfer of pension contributions to a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the pension scheme are charged to the income and expenditure account in the period to which they relate.

4. Net incoming resources

Net incoming resources are stated after charging/(crediting):

	2023	2022
	€	€
Depreciation of tangible assets	24,007	23,757
Fees payable for the audit of the financial statements	7,066	3,690
	<u> </u>	<u> </u>

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

5. Staff costs

The average number of persons employed by the company during the financial year, including the directors, was as follows:

	2023	2022
	Number	Number
Core Staff	<u>8</u>	<u>8</u>
WTE (weekly full-time equivalent)	6.10	5.65

The aggregate payroll costs incurred during the financial year were:

	2023	2022
	€	€
Wages and salaries	358,827	326,692
Social insurance costs	40,020	35,396
Other retirement benefit costs	<u>25,153</u>	<u>22,892</u>
	<u>424,000</u>	<u>384,980</u>

The CEO's salary was €84,874 (2022: €78,331). The employer contributed €5,941 (2022: €5,483) in pension contributions for the CEO role in 2023.

The number of higher paid employees:	2023	2022
In the band €60,000 to €70,000	0	1
In band €70,000 to €80,000	0	1
In band €80,000 to €90,000	1	0
In the band €110,000 to €120,000	0	0
In the band €140,000 to €150,000	0	0

All directors acted on a voluntary basis and received no remuneration. Actual out of pocket expenses are reimbursed if claimed. During the year €3,908 travel expenses were paid to a director. No other volunteers were used in the year.

6. Employee benefits

The amount recognised in profit or loss in relation to defined contribution plans was €25,153 (2022: €22,892).

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

7. Income Resources

	Core Services	Pension Administration	Projects	Events/ Seminars	Total 2023	Total 2022
	€	€	€	€	€	€
HSE Grants	264,096	-	-	-	264,096	271,903
Membership Fees	168,404	-	-	-	168,404	168,404
Other Income	10,080	-	-	-	10,080	750
NFVB Pension Scheme	-	100,000	-	-	100,000	100,000
Training course	-	-	-	3,750	3,750	-
	<u>442,580</u>	<u>100,000</u>	<u>-</u>	<u>3,750</u>	<u>546,330</u>	<u>541,057</u>

8. Analysis of expenditure on Charitable Activities & Raising Funds

	Core Services	Pension Administration	Projects	Events/ Seminars	Total
	€	€	€	€	€
Activities undertaken directly	351,801	72,199	-	-	424,000
Support costs	154,384	27,622	-	3,750	185,756
Total	<u>506,185</u>	<u>99,821</u>	<u>-</u>	<u>3,750</u>	<u>609,756</u>

9. Analysis of Support Costs by Activity

	Core Services	Pension Administration	Projects	Events/ Seminars	Total
	€	€	€	€	€
Governance	43,718	674	-	-	44,392
Finance	31,263	-	-	-	31,263
Information Technology	14,389	2,879	-	-	17,268
Establishment	61,264	24,069	-	3,750	89,083
Total support costs	<u>150,634</u>	<u>27,622</u>	<u>-</u>	<u>3,750</u>	<u>182,006</u>

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

10. Tangible assets

	Freehold property	Computer Equipment	Total
	€	€	€
Cost			
At 1 January 2023	488,118	13,630	501,748
Additions	-	2,801	2,801
At 31 December 2023	<u>488,118</u>	<u>16,431</u>	<u>504,549</u>
Depreciation			
At 1 January 2023	251,988	6,831	258,819
Charge for the financial year	19,525	4,482	24,007
At 31 December 2023	<u>271,513</u>	<u>11,313</u>	<u>282,826</u>
Carrying amount			
At 31 December 2023	<u>216,605</u>	<u>5,118</u>	<u>221,723</u>
At 31 December 2022	<u>236,130</u>	<u>6,799</u>	<u>242,929</u>

11. Debtors

	2023	2022
	€	€
Trade debtors	124,259	125,403
Prepayments	7,837	7,283
	<u>132,096</u>	<u>132,686</u>

12. Creditors: amounts falling due within one year

	2023	2022
	€	€
Tax and social insurance: PAYE and social welfare	9,653	9,084
Accruals	38,809	24,092
Deferred income (note 14)	280,198	278,848
	<u>328,660</u>	<u>312,024</u>

A €3,000 guarantee is in place for EFT with Bank of Ireland.

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

13. Cash and cash equivalents

	2023	2022
	€	€
Cash at bank and in hand	733,484	758,478

14. Deferred Income

	Deferred Income 2022	Grant received 2023	Released to Income in 2023	Deferred Income 2023
HSE Next Steps	1,187	-	-	1,187
National Lottery-Informing families	33,769	-	-	33,769
HSE Oral Health Project	240,000	-	-	240,000
Dignity at Work Training	-	5100	3,750	1,350
HR Training	3,892	-	-	3,892
	<u>278,848</u>	<u>5,100</u>	<u>3,750</u>	<u>280,198</u>

15. Related party transactions

There were no identified related party transactions in the period under review.

16. Financial instruments

The company has chosen to apply the provisions of section 11 and 12 of FRS102 to account for all of its financial instruments.

	2023	2022
	€	€
Financial assets that are debt instruments measured at amortised cost		
Prepayments	7,837	7,283
Cash at bank and in hand	733,484	758,478
Accrued Income	124,259	125,403
	<u>865,580</u>	<u>891,164</u>
Financial liabilities measured at amortised cost		
Other creditors	9,653	9,084
Accruals	38,809	24,092
Deferred Income	280,198	278,848
	<u>328,660</u>	<u>312,024</u>

National Federation of Voluntary Service Providers
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Notes to the financial statements (continued)
Financial year ended 31 December 2023

17. Government Grants

Income from government grants comprise of:

Performance related grants made up by various government agencies to fund the provision of specific charity services to the members in the community. The amount of such grants received from the HSE in the year amounted to €264,096 (31 December 2022 €271,903).

The Board can confirm that the organisation held an active tax clearance certificate for the duration of the year. The National Federation of Voluntary Service Providers is compliant with relevant circulars, including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar type payments".

18. Reserves

	2023	2022
	€	€
At 1 January 2023	822,069	766,644
Surplus/(deficit) for year	(63,426)	55,425
At 31 December 2023	<u>758,643</u>	<u>822,069</u>

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

19. Funds

Reconciliation of movement in funds

	Unrestricted designated funds	Restricted funds	General fund unrestricted	Profit & loss account	Total
	€	€	€	€	€
At 1 January 2022	-	53,534	713,110	-	766,644
Surplus/(deficit) for year	-	(83,368)	138,793	-	55,425
Transfer	-	-	-	-	-
Movement to general reserves	-	-	-	-	-
At 31 December 2022 & 1 January 2023	-	(29,834)	851,903	-	822,069
Surplus/(deficit) for year	-	(200,344)	136,918	-	(63,426)
Transfer	-	230,178	(230,178)	-	-
At 31 December 2023	-	-	758,643	-	758,643

19.1 Analysis of movement in funds

	Balance 1 January 2023	Income	Expenditure	Transfers between funds	Balance 31 December 2023
	€	€	€	€	€
Restricted	(29,834)	377,926	(578,270)	230,178	-
Unrestricted	851,903	168,404	(31,486)	(230,178)	758,643
	822,069	546,330	609,756	-	758,643

19.2 Analysis of net assets by fund

	Fixed Assets	Current Assets	Current Liabilities	Total
	€	€	€	€
Restricted	-	280,198	(280,198)	-
Unrestricted	221,723	585,382	(48,462)	758,643
	221,723	865,580	(328,660)	758,643

20. Limited by guarantee

The company is limited by guarantee not having a share capital. The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of 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 €2.

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Notes to the financial statements (continued)
Financial year ended 31 December 2023

21. Events after the end of the reporting period

There have been no material or significant events affecting the Charity since the year end.

22. Ethical standards

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

23. Approval of financial statements

The board of directors approved these financial statements for issue on .

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The following pages do not form part of the statutory accounts.

National Federation of Voluntary Service Providers
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Supplementary information relating to the
Financial year ended 31 December 2023

	2023	2022
	€	€
Expenses		
Wages and salaries	(358,827)	(326,692)
Employer's PRSI contributions	(40,020)	(35,396)
Staff pension costs - defined contribution	(25,153)	(22,892)
Property management expenses	(5,763)	(5,352)
Insurance	(6,097)	(5,146)
Light and heat	(4,419)	(3,789)
Cleaning	(1,921)	(1,921)
Repairs and maintenance	(1,716)	(502)
Advertising	-	(90)
Office expenses	(2,362)	(1,070)
Membership support in Recruitment	(50,037)	-
Printing and stationery	(4,040)	(1,827)
Telephone	(2,858)	(2,800)
IT support	(17,268)	(17,600)
Travelling and subsistence	(15,992)	(10,004)
Legal and professional	(24,357)	(4,305)
Consultancy and accounting fees	(4,043)	(6,490)
Auditors remuneration	(7,066)	(3,690)
Meetings	(4,157)	(5,900)
Training	(4,171)	(1,015)
Bank charges	(190)	(209)
Subscriptions	(5,292)	(5,185)
Depreciation of tangible assets	(24,007)	(23,757)
	<u>(609,756)</u>	<u>(485,632)</u>