

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 2024

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 (resigned 28/9/2024) 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 (resigned 11/9/2024) Ms. Liz Reynolds Ms. Lorraine Macken (resigned 15/1/2024) Mr. Michael Hegarty Ms. Una Nagle Ms. Julie Silke Daly (appointed 11/9/2024) Ms. Annette Ryan (appointed 11/9/2024) Ms. Deirdre Murphy (appointed 11/9/2024. resigned 3/3/2025) Ms. Grainne Sexton (appointed 6/11/2024) Mr. Thomas Duggan (appointed 16/4/2025)
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
(A Company Limited by Guarantee and not having Share Capital)**

Directors report

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2024.

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 (resigned 28/9/2024)
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 (resigned 11/9/2024)
Ms. Lorraine Macken (resigned 15/1/2024)
Mr. Michael Hegarty
Ms. Liz Reynolds
Ms. Julie Silke Daly (appointed 11/9/2024)
Ms. Deirdre Murphy (appointed 11/9/2024, resigned 3/3/2025)
Ms. Grainne Sexton (appointed 6/11/2024)
Ms. Annette Ryan (appointed 11/9/2024)
Ms. Una Nagle

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
(A Company Limited by Guarantee and not having Share Capital)**

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 53 Member Organisations support more than 26,000 children and adults with intellectual disabilities or autism and their families, providing services throughout their lifespan.

As a representative body of service providers, the National Federation works across a wide range of areas of service including supporting providers and wider stakeholders in relation to innovation, HR matters, quality and standards, policy and legislation; matters involving sustainability and funding of service provision, engagement with Government Departments, the Oireachtas and national budgetary processes; participation in the Health Dialogue Forum and a wide range of sectoral forums and structures.

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 relationships, 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 2024 are outlined below:

Children and Young People Services:

- Children's Disability Network Teams Task Group
- National Child Disability Management Information System Implementation Group
- National Children's Oversight Group
- Disability Advisory Group-Young People Subgroup

Government Groups:

- Department of Children, Equality, Disability, Integration and Youth's Disability Consultative Committee and Strategic Stakeholders Group
- Department of Children, Equality, Disability, Integration and Youth's Disability Consultative Committee

National Groups:

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

HSE Patient Engagement Forum
Health Dialogue Forum
Joint Information and Consultation Forum
Coalition of Voluntary Representative Bodies
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.
National Joint Council

Adult Services:

HSE Under 65's Stakeholder Reference Group
National Group for Addressing MDT Needs
New Directions National Steering Group
School Leavers National Working Group
Project Oversight Group for development of IT systems for the Children's Disability Network Teams.
Outcome focussed monitoring for Interim Standards for New Directors Steering group

HR and Finance:

Integrated Financial Monitoring System and National Integrated Staff Records and Pay Programme
On-Call Out of Hours Working Group
Health Care Assistant Workstreams-Role & Function/Training & Development

Housing:

National Implementation Steering Group for the National Housing Strategy for Disabled People 2022 - 2027

Safeguarding:

HSE/Disability Umbrella Groups Safeguarding Reference Committee
National Safeguarding Advisory Committee

Quality and Standards:

HSE Expert Advisory Group (EAG) on Promoting Healthy Relationships and Sexuality for Disabled People
HIQA Provider's Forum
HSE Children First Reference Group
HSE ADMA Disability Reference Group
HSE Disability Quality Improvement Forum
HSE Home sharing Implementation Group
HSE National Quality Improvement Team for Disabilities
EAG to Develop a Compatibility Risk Assessment (CRA) for Residential Disability Services
HSE National Clinical Programme for people with disability, Disability Advisory Group

- o Children's Subgroup
- o Adults Subgroup
- o Older person's Subgroup

National Council for Special Education Forum
NASS Steering Group
HSE Climate Action and Sustainability Procurement Working Group
Commission on Care for older People Reference Group
National Oral Health Office Supporting Smiles Steering Group
NDA Wards of Court Research Advisory Group

The National Federation worked closely with its members to represent their views on key policies and work programmes during 2024 - this included the following submissions:

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

National Federation Submissions on behalf of member organisations 2024:

Approved Housing Bodies Strategic Forum Stakeholder Consultation

Inclusive Research Network Response to the Green Paper on Disability Reform

Input to HIQA Corporate Plan 2025-2027

International Recruitment of Health Personnel

Letter to Joint Oireachtas Committee on Assisted Dying

National Federation of Voluntary Service Providers Feedback to the DCEDIY Draft Implementation Report on the Disability Action Plan

Opening Statement to Oireachtas Committee on Disability Matters re Day Services

Planning for Inclusive Communities Submission

Position Paper on Unfunded Services and Supports September 2024

Submission identifying key risks to the delivery of frontline disability services

Submission on draft National Standards for Home Support Services

Submission on the National Standards Authority of Ireland draft Technical Standard on Universal Design Dwellings: Requirements and Recommendations

Submission on the UNCRPD Implementation Plan

Submission to Liam Woods re. Health Regions April 2024

Submission to the Department of Health Public Consultation on Policy Proposals on Adult Safeguarding in the Health and Social Care Sector

Submission to the draft Autism Innovation Strategy

Submission to the HSA Strategy 2025-2027

Submission to the Review of Assessment and Allocation Guidelines

Submission of data on RSSMAC challenges to HSE

Sharing of paper on innovation and good practice examples with key stakeholders

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 2024, income was €611,992 against expenditure of €722,333, over the same period, resulting in a deficit of €110,341 of which €23,886 is depreciation of fixed assets and the following exceptional costs:

1. decisions by the Board of Directors to apply €59,133 of funds from opening general reserves to projects to
 - > support member organisations in their recruitment practice €26,158, The outcome of the Recruitment Campaign investment was the www.disabilityjobs.ie website and associated benefits for members in terms of promoting the sector and having a portal for advertising our jobs, etc
 - > research projects €20,830, the joint project with the Trinity Centre for Ageing and Intellectual Disability (TCAID) on Changing Needs for Adults. This is a 2 year research project on behalf of the sector exploring the costs of changing needs which is a key priority driving costs within the sector
 - > legal advice fees €12,145 (in relation to the developments suggested by the Pension Authority with respect to the National Federation Pensions scheme).
2. Shortfall in funding for pay awards €16,616 - during 2024 WRC awarded pay restoration costs were paid to staff, backdated to 1st April 2023, at a cost of €44,575 against which the National Federation received additional funding from the HSE of €27,597, resultant deficit of €16,618.

The net assets of the company at the year end were €648,302

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

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 53 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:

- 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 or as required if a vacancy arises.

REFERENCE AND ADMINISTRATION DETAILS

Reference and administrative information is outlined on page 1.

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

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 10 September 2025 and signed on behalf of the board by:

Annette Ryan
Director

Michael Hennessy
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 2024 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 2024 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 24 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

23 September 2025

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 2024

	Note	Restricted €	Unrestricted €	2024 Total €	2023 Total €
Incoming Resources					
<u>Generated funds:</u>					
Voluntary Income					
Seminars/Conferences		22,969	-	22,969	-
Training course		1,450	-	1,450	3,750
Activities Income for generating funds					
Membership Fees		-	168,487	168,487	168,404
NFVB Pension Scheme		100,000	-	100,000	100,000
Other Income		11,613	-	11,613	10,080
Insurance Claim		15,682	-	15,682	-
Investment Income					
Other interest receivable and similar income		-	87	87	-
<u>Charitable Activities:</u>					
HSE Grants		291,704	-	291,704	264,096
Total Income Resources	8	443,418	168,574	611,992	546,330
Administrative expenses		(631,332)	(91,001)	(722,333)	(609,756)
Total Resources Expended	9	(631,332)	(91,001)	(722,333)	(609,756)
Surplus/(deficit) for the year		(187,914)	77,573	(110,341)	(63,426)
Net movement in funds for the year		(187,914)	77,573	(110,341)	(63,426)
Transfer between funds		187,914	(187,914)	-	-
Reconciliation of funds					
Balances brought forward at start of year	21	-	758,643	758,643	822,069
Balances carried forward at end of year	21	-	648,302	648,302	758,643

The financial statements were approved by the Directors on 10 September 2025 and signed on its behalf by

Annette Ryan
Director

Michael Hennessy
Director

National Federation of Voluntary Service Providers
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Balance sheet
As at 31 December 2024

	Note	2024		2023	
		€	€	€	€
Fixed assets					
Tangible assets	11	<u>208,185</u>		<u>221,723</u>	
			208,185		221,723
Current assets					
Debtors	12	139,562		132,096	
Cash at bank and in hand		<u>616,810</u>		<u>733,484</u>	
		756,372		865,580	
Creditors: amounts falling due within one year	13	<u>(316,255)</u>		<u>(328,660)</u>	
Net current assets			440,117		536,920
Total assets less current liabilities			<u>648,302</u>		<u>758,643</u>
Net assets			<u>648,302</u>		<u>758,643</u>
Capital and reserves					
Restricted funds	20	-		-	
General fund (unrestricted)	20	648,302		758,643	
Members funds		<u>648,302</u>		<u>758,643</u>	

These financial statements were approved by the board of directors on 10 September 2025 and signed on behalf of the board by:

Annette Ryan
Director

Michael Hennessy
Director

The notes on pages 15 to 26 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 2024

	Note	2024 €	2023 €
Cash flows from operating activities			
Loss for the financial year		(110,341)	(63,426)
<i>Adjustments for:</i>			
Depreciation of tangible assets		23,886	24,007
Other interest receivable and similar income		(87)	-
Accrued expenses/(income)		(12,295)	14,717
<i>Changes in:</i>			
Trade and other debtors		(7,466)	590
Trade and other creditors		(110)	1,919
Cash generated from operations		(106,413)	(22,193)
Interest received		87	-
Net cash used in operating activities		(106,326)	(22,193)
Cash flows from investing activities			
Purchase of tangible assets		(10,348)	(2,801)
Net cash used in investing activities		(10,348)	(2,801)
Net increase/(decrease) in cash and cash equivalents		(116,674)	(24,994)
Cash and cash equivalents at beginning of financial year	14	733,484	758,478
Cash and cash equivalents at end of financial year	14	616,810	733,484

**National Federation of Voluntary Service Providers
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**Notes to the financial statements
Financial year ended 31 December 2024**

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.

National Federation of Voluntary Service Providers
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Notes to the financial statements (continued)
Financial year ended 31 December 2024

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.

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

Notes to the financial statements (continued)
Financial year ended 31 December 2024

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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Notes to the financial statements (continued)
Financial year ended 31 December 2024

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):

	2024	2023
	€	€
Depreciation of tangible assets	23,886	24,007
Fees payable for the audit of the financial statements	6,000	7,066
	<u> </u>	<u> </u>

National Federation of Voluntary Service Providers
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Notes to the financial statements (continued)
Financial year ended 31 December 2024

5. Staff costs

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

	2024	2023
	Number	Number
Core Staff	8	8
WTE (weekly full-time equivalent)	6.10	6.10

The aggregate payroll costs incurred during the financial year were:

	2024	2023
	€	€
Wages and salaries	409,409	358,827
Social insurance costs	45,079	40,020
Other retirement benefit costs	28,730	25,153
	<u>483,218</u>	<u>424,000</u>

The CEO's salary was €98,716 (2023: €84,874). The employer contributed €6,268 (2023: €5,941) in pension contributions for the CEO role in 2024.

The number of higher paid employees:	2024	2023
In the band €60,000 to €70,000	2	0
In band €70,000 to €80,000	0	0
In band €80,000 to €90,000	0	1
In band €90,000 to €100,000	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 €1,475 travel expenses were paid to a director and €1,050 paid to another 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 €28,730 (2023: €25,153).

National Federation of Voluntary Service Providers
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Notes to the financial statements (continued)
Financial year ended 31 December 2024

7. Other interest receivable and similar income

	2024	2023
	€	€
Bank deposits	87	-

8. Income Resources

	Core Services	Pension Administration	Projects	Events/ Seminars	Total 2024	Total 2023
	€	€	€	€	€	€
HSE Grants	291,704	-	-		291,704	264,096
Membership Fees	168,487	-	-		168,487	168,404
Other Income	11,613	-	-		11,613	10,080
Insurance Claim	15,682	-	-		15,682	-
Bank interest received	87	-	-		87	-
NFVB Pension Scheme	-	100,000		-	100,000	100,000
Seminars/Conferences	-	-	-	22,969	22,969	-
Training course	-	-	-	1,450	1,450	3,750
	<u>487,573</u>	<u>100,000</u>	<u>-</u>	<u>24,419</u>	<u>611,992</u>	<u>546,330</u>

9. Analysis of expenditure on Charitable Activities & Raising Funds

	Core Services	Pension Administration	Projects	Events/ Seminars	Total
	€	€	€	€	€
Activities undertaken directly	403,744	79,474	-	-	483,218
Support costs	191,943	21,929	-	25,243	239,115
Total	<u>595,687</u>	<u>101,403</u>	<u>-</u>	<u>25,243</u>	<u>722,333</u>

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Notes to the financial statements (continued)
Financial year ended 31 December 2024

10. Analysis of Support Costs by Activity

	Core Services	Pension Administration	Projects	Events/ Seminars	Total
	€	€	€	€	€
Governance	74,199	632	-	-	74,831
Finance	24,064	-	-	-	24,064
Information Technology	18,724	2,434	-	-	21,158
Establishment	74,956	18,863	-	25,243	119,062
Total support costs	<u>191,943</u>	<u>21,929</u>	<u>-</u>	<u>25,243</u>	<u>239,115</u>

11. Tangible assets

	Freehold property	Computer Equipment	Total
	€	€	€
Cost			
At 1 January 2024	488,118	16,431	504,549
Additions	-	10,348	10,348
At 31 December 2024	<u>488,118</u>	<u>26,779</u>	<u>514,897</u>
Depreciation			
At 1 January 2024	271,513	11,313	282,826
Charge for the financial year	19,525	4,361	23,886
At 31 December 2024	<u>291,038</u>	<u>15,674</u>	<u>306,712</u>
Carrying amount			
At 31 December 2024	<u>197,080</u>	<u>11,105</u>	<u>208,185</u>
At 31 December 2023	<u>216,605</u>	<u>5,118</u>	<u>221,723</u>

12. Debtors

	2024	2023
	€	€
Trade debtors	131,580	124,259
Prepayments	7,982	7,837
	<u>139,562</u>	<u>132,096</u>

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Notes to the financial statements (continued)
Financial year ended 31 December 2024

13. Creditors: amounts falling due within one year

	2024	2023
	€	€
Tax and social insurance:		
PAYE and social welfare	10,893	9,653
Accruals	26,514	38,809
Deferred income (note 15)	278,848	280,198
	<u>316,255</u>	<u>328,660</u>

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

14. Cash and cash equivalents

	2024	2023
	€	€
Cash at bank and in hand	<u>616,810</u>	<u>733,484</u>

15. Deferred Income

	Deferred Income 2023	Grant received 2024	Released to Income in 2024	Deferred Income 2024
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	1,350	-	1,350	-
HR Training	3,892	-	-	3,892
	<u>280,198</u>	<u>-</u>	<u>1,350</u>	<u>278,848</u>

16. Related party transactions

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

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Notes to the financial statements (continued)
Financial year ended 31 December 2024

17. 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.

	2024	2023
	€	€
Financial assets that are debt instruments measured at amortised cost		
Prepayments	7,982	7,837
Cash at bank and in hand	616,810	733,484
Accrued Income	131,580	124,259
	<u>756,372</u>	<u>865,580</u>
Financial liabilities measured at amortised cost		
Other creditors	10,893	9,653
Accruals	26,514	38,809
Deferred Income	278,848	280,198
	<u>316,255</u>	<u>328,660</u>

18. Contingent assets and liabilities

A claim has been lodged for property damage against the company arising from a flood incident in 2024 and is currently being managed by the company's insurers. The Directors believe a liability to be unlikely but this is subject to further legal proceedings.

19. 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 €291,704 (31 December 2023 €264,096).

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".

National Federation of Voluntary Service Providers
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Notes to the financial statements (continued)
Financial year ended 31 December 2024

20. Reserves

	2024	2023
	€	€
At 1 January 2024	758,643	822,069
Surplus/(deficit) for year	(110,341)	(63,426)
At 31 December 2024	<u>648,302</u>	<u>758,643</u>

National Federation of Voluntary Service Providers
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Notes to the financial statements (continued)
Financial year ended 31 December 2024

21. Funds

Reconciliation of movement in funds

	Unrestricted designated funds	Restricted funds	General fund unrestricted	Profit & loss account	Total
	€	€	€	€	€
At 1 January 2023	-	29,834	851,903	-	822,069
Surplus/(deficit) for year	-	(200,344)	136,918	-	(63,426)
Transfer	-	230,178	(230,178)	-	-
Movement to general reserves	-	-	-	-	-
At 31 December 2023 & 1 January 2024	-	-	758,643	-	758,643
Surplus/(deficit) for year	-	(187,914)	77,573	-	(110,341)
Transfer	-	187,914	187,914	-	-
At 31 December 2024	-	-	648,302	-	648,302

21. 1 Analysis of movement in funds

	Balance 1 January 2024	Income	Expenditure	Transfers between funds	Balance 31 December 2024
	€	€	€	€	€
Restricted	-	443,418	(631,332)	187,914	-
Unrestricted	758,643	168,574	(91,001)	(187,914)	648,302
	758,643	611,992	722,333	-	648,302

21. 2 Analysis of net assets by fund

	Fixed Assets	Current Assets	Current Liabilities	Total
	€	€	€	€
Restricted	-	278,848	(278,848)	-
Unrestricted	208,185	477,524	(37,407)	648,302
	208,185	756,372	(316,255)	648,302

22. 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.

National Federation of Voluntary Service Providers
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Notes to the financial statements (continued)
Financial year ended 31 December 2024

23. Events after the end of the reporting period

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

24. 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.

25. Approval of financial statements

The board of directors approved these financial statements for issue on 10 September 2025.

National Federation of Voluntary Service Providers
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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 2024

	2024	2023
	€	€
Expenses		
Wages and salaries	(409,409)	(358,827)
Employer's PRSI contributions	(45,079)	(40,020)
Staff pension costs - defined contribution	(28,730)	(25,153)
Property management expenses	(5,882)	(5,763)
Insurance	(5,719)	(6,097)
Light and heat	(4,085)	(4,419)
Cleaning	(1,284)	(1,921)
Repairs and maintenance	(17,149)	(1,716)
Office expenses	(2,590)	(2,362)
Membership support in Recruitment	(26,158)	(50,037)
Printing and stationery	(1,080)	(4,040)
Telephone	(3,290)	(2,858)
IT support	(19,076)	(17,268)
Travelling and subsistence	(21,885)	(15,992)
Legal and professional	(24,445)	(24,357)
Research	(20,830)	-
Consultancy and accounting fees	(9,343)	(4,043)
Auditors remuneration	(6,000)	(7,066)
Seminars/Conferences	(23,013)	-
Meetings	(13,158)	(4,157)
Training	(2,230)	(4,171)
Bank charges	(178)	(190)
General expenses	(2,382)	-
Software licences	(2,082)	(2,022)
Subscriptions	(3,370)	(3,270)
Depreciation of tangible assets	(23,886)	(24,007)
	<u>(722,333)</u>	<u>(609,756)</u>