

**Positive Futures: Achieving Dreams.  
Transforming Lives.**  
(A Company limited by Guarantee)

Annual report for the  
year ended 31 March 2020

Registered No: 566738

## **Annual report**

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# Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2020

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## Directors and advisers

**Board of Directors**

John Alexander	Deborah Kearney (joined 19 June 2020)
Larry Broderick	Fiona Keogh
Desmond Coppins	Fergal Rooney (Chairperson)

**Members**

Positive Futures: Achieving Dreams. Transforming Lives.  
(the Northern Ireland Company)

John Alexander  
Miriam Somerville

**Chief Executive**

Agnes Lunny

**Executive Director**

Paul Roberts

**Senior Leadership Team**

Leigh Brown (Corporate Services Director)  
Liam Dorrian (Finance Director)  
Frances Murphy (Operations Director)  
Gail Reavy (Human Resources Director) (left 17 September 2020)

**Secretary**

Emma Hogg

**Company number**

566738

**Registered office**

Nesta Business Centre  
Glencullen House  
Kylemore Road  
Ballyfermot, Dublin 10, D10 K729

**Auditors**

ASM (B) Limited  
Chartered Accountants and Statutory Auditors  
4<sup>th</sup> Floor Glendinning House  
6 Murray Street  
BT1 6DN  
Northern Ireland

**Bankers**

Bank of Ireland  
6 O'Connell Street Lower  
North City  
Dublin 1

**Solicitors**

Leman Solicitors  
8-34 Percy Place  
Dublin 4  
Ireland  
DX 93

**Charity numbers**

Revenue CHY 21744  
Charity Registration number 20106348

## DIRECTORS' REPORT

The Directors present their report and the audited accounts for the year ended 31 March 2020.

## OBJECTIVES AND ACTIVITIES

Our charity's purposes, as set out in the objects contained in the Company's Memorandum and Articles of Association, are to:

- enable children and adults with an intellectual disability, acquired brain injury or autistic spectrum condition and their families and carers to take control of their lives;
- provide support to individuals enabling them to live full and valued lives within their local communities;
- promote the rights and equality of beneficiaries and in so doing advocate for changes that people need and want;
- pilot and provide a range of innovative care and support services which meets the identified needs of beneficiaries;
- educate and raise awareness among the public of issues pertaining to people with an intellectual disability, acquired brain injury or autistic spectrum condition; and
- such other exclusively charitable purposes for the benefit of beneficiaries as the Directors may from time to time decide.

The aims of our charity are to support children and adults with an intellectual disability, acquired brain injury or autistic spectrum condition to lead full and valued lives in their own communities.

### Who used and benefitted from our services?

At the end of March 2020, we supported 51 people (2019: 42) including adults and children through a range of services as follows:

- **For adults** – supported living, community support, day opportunities, residential and HomeShare services
- **For children and young people** – community support services and HomeShare services.

The families and carers of these individuals also significantly benefitted from the support provided.

### Our Strategic Aims

Our Strategic Aims for 2017-20 were as follows:

- That Positive Futures will be recognised as a leading provider and/or a partner in service provision of person centred support to people with an intellectual disability across Ireland; and
- That Positive Futures will provide a person centred service replacing an existing failing institutional service in three geographically and culturally appropriate locations in Ireland, across two or three Health Service Executive (HSE) regions.

### Ensuring our work delivers our aims

This year, we continued to build on our success in providing individually tailored services to the people we support. In particular, our success in supporting people with complex needs and behaviours that challenge is an area which is achieving ever more recognition including amongst HSE colleagues. This success is significantly contributed to by the development of our operations management team and our Behaviour Support Team which not only focuses on providing training and guidance to staff, but also on providing hands-on support to our staff in the understanding and management of particular behaviours.

This year, the focus of our work has been on developing services within identified HSE areas. Positive Futures has a track record of providing person centred services and our focus has been on embedding these practices in services in Ireland.

We review our aims, objectives and activities each year to see what we have achieved and the outcome of our work. We check the success of each key activity and the benefits which have been brought to the people we

## DIRECTORS' REPORT (continued)

support, their families and carers. This also helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

## ACHIEVEMENTS AND PERFORMANCE

**Strategic Aim: That Positive Futures will be recognised as a leading provider and/or a partner in service provision of person centred support to people with an intellectual disability across Ireland.**

To achieve this, we use the best and most person centred approach to providing support – we want to increase the number of people who get the opportunity of a good life, supported by Positive Futures. Over the year, we saw continued growth in our existing Mo Shaol service which operates in Counties Louth and Meath (CHO 8). At the end of March 2020, the service supported 37 individuals, both adults and children (2019: 22).

There have been some changes to the nature and level of support provided to a number of individuals in our Greater Dublin Service. An individual who had previously received a small level of community-based support moved into her own home in July 2019 and received 24/7 support in a supported living arrangement (CHO 9). This service has also experienced great success in terms of being able to significantly reduce and, in June 2019, cease the level of support provided to another individual due to progress she has made. Now, she is living independently and attending drama college in the UK.

We secured funding from CHO 7 to establish a new service to support an individual to live in the family home in Co Waterford (CHO 5) following discharge from a mental health facility. While our Tuath Glas service was established in July 2019, support could not commence due to a deterioration in the individual's mental health condition. Since then, there has been limited engagement with the individual, and, more recently, an in-reach programme commenced with the individual while in hospital and a review was completed to determine the specialised supports required on discharge from hospital.

In addition to direct service provision, Positive Futures has been providing management and governance oversight to the National Association of Housing for the Visually Impaired (NAHVI) since August 2018. NAHVI was established in 1999 and now provides accommodation and supported living services to 16 people with both an intellectual disability and a visual impairment in Donabate, Co. Dublin. This arrangement commenced in response to a request from the HSE. The nature and terms of support are detailed in a Memorandum of Understanding between Positive Futures and NAHVI, which will remain in place whilst options for the long term future of NAHVI are appraised.

We remain involved in an advisory capacity in the oversight of the “decongregation” of people from another large campus ensuring best practice in the re-provision of high quality services for people with intellectual disabilities across CHO 1. Since Positive Futures' initial involvement three years ago, the group has now matured and articulates an understanding of what the provision of individually-tailored services means as well as the changes in cultures and structures necessary to facilitate this way of working.

**Strategic Aim: That Positive Futures will provide a person centred service replacing an existing failing institutional service in three geographically and culturally appropriate locations in Ireland, across two or three HSE regions.**

Positive Futures now provides support across 4 CHO areas (CHO 1, 6, 8 and 9) and has made progress this year in developing relationships with CHO 5 with a view to expanding our new Tuath Glas service in Co Waterford to incorporate local disability and mental health support requirements.

Over the course of this 3 year plan, our aspirations to support more people through the decongregation process have not been realised, in part due to existing providers progressing this themselves.

While not identified in the above Strategic Aims, significant improvement work has also progressed in conjunction with the Northern Ireland (NI) charity. This included preparatory work to roll out support planning software to a number of services in the Republic of Ireland and the introduction of a range of information governance documentation. A review of governance was also conducted to assess compliance with the Charities Governance Code prior to it coming into effect in 2020.

## **DIRECTORS' REPORT (continued)**

### **FINANCIAL REVIEW**

Positive Futures receives funding from the HSE and TUSLA for the provision of supported living, community support, day opportunities, residential and HomeShare services.

Details of the company's results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 13 to 23.

Income has significantly increased to €5,231,477 (2019: €3,035,578). The increase has come from the new services opened during the year and growth of existing services.

We have seen strong growth and expect this to continue as we develop our presence and offering.

Overall, therefore the Directors are pleased to report the company made a surplus of €406,888 (2019: €504,464).

The total company funds at 31 March 2020 were €957,143 (2019: €550,255).

The Directors believe that, because of the nature of the majority services we provide, the Covid-19 pandemic will not impact the financial sustainability of the company and that the company is in a good financial position, can continue to grow, and consequently increase company funds.

The main financial risks the Directors have identified are outlined in the Key Risks and Uncertainties section of this report.

### **KEY RISKS AND UNCERTAINTIES**

The principal risks that the Directors have identified in relation to Positive Futures in the Republic of Ireland (RoI) are:

- Continuing to ensure the safety and wellbeing of the people we support and our staff during the pandemic.
- Ensuring service continuity in the context a global pandemic and the impact of this on achieving our Corporate Aims and annual Business Plan.
- Potential impact on available funding given the impact of the pandemic on government finances. This should not materially impact existing services but could affect future growth.
- Determining the future relationship between NAHVI and Positive Futures. A due diligence exercise will be completed as part of a legal options appraisal which will be finalised during the 2020-21 business year.

The directors have also considered the impact of Covid-19 on the principal risks and uncertainties facing the company. While the pandemic has had an impact on operations, the controls and contingency measures put in place have ensured the impact on staff and the people we support has been minimised to date. This means that the services delivered by the company are still being provided.

### **Reserves**

It is the responsibility of Directors to ensure surpluses accrued are allocated and used appropriately. Such amounts set aside are used for purposes that secure the long term viability of the Organisation, further our Mission and Values and improve the lives of the people we support.

The reserves held by the charity and their allocation is set out in note 11 in the accounts.

The total funds at 31 March 2020 were €957,143 (2019: €550,255).

## DIRECTORS' REPORT (continued)

### Funds

The Charity receives various types of funding which require separate treatment. These are as follows:

- unrestricted funds: funds which may be expended at the discretion of Directors in furtherance of the objectives of the charity; and
- restricted income funds: funds which are earmarked by the donor for specific purposes.

### Designated funds

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

## PLANS FOR FUTURE PERIODS

This year, Positive Futures developed its new 2020-23 Corporate Plan. Feedback was sought via consultation with the people we support, their families / carers and HSE professionals which informed a workshop with Trustees and the Senior Leadership Team in November 2019 where the Corporate Plan was drafted. The final Plan, which was approved by the Board of Directors in March 2020, provides the strategic vision for our work in both RoI and NI. It comprises four key objectives:

- **Recruitment and Retention:** By 2023, we will be the “preferred employer” in the sector as demonstrated by attracting the best staff; increasing staffing levels (with minimum staffing); and improving retention and staff engagement. This is our top priority.
- **Efficiency and Effectiveness:** By 2023, we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development. By 2023, we will evidence and inform service and organisational quality and improvement through streamlining data gathering and analysis.
- **Growth:** By 2023, we will secure a range of accommodation options to support a minimum of 30 additional people. By 2023, we will increase the number of people supported in each of our services by a minimum of 25%.
- **Influence and Funding:** By 2023, we will have raised our profile by 10% as a leader in our field with our unique service offers. By 2023, we will have a voice in all relevant forums influencing the sector.

Annual business plans for RoI and NI have been developed which detail the key activities we intend to focus on to secure progress towards achievement of these objectives. The focus of our work in RoI in 2020-21 is as follows:

- **Recruitment and Retention:** this includes developing and implementing an action plan in response to feedback from staff (from the 2019 staff and health and wellbeing surveys) and from the people we support and their families and carers (from the 2019 Annual Consultation Exercise).
- **Efficiency and Effectiveness:** this includes introducing a support planning system in all designated services; running payroll in-house; moving staff to the same Microsoft 365 system as the NI charity; and streamlining internal processes by introducing electronic risk management and performance management software.
- **Growth:** this includes expanding our existing services and developing new models of service; and formalising our relationship with the National Association of Housing for the Visually Impaired.

## DIRECTORS' REPORT (continued)

- **Influence and Funding:** this includes continuing to lobby on issues affecting the sector; and finalising and implementing a marketing strategy, which encompasses a digital strategy, including upgrading our website.

At the time the Corporate Plan and annual business plan were finalised, the organisation was facing unprecedented challenges relating to coronavirus. We are clear about our role and responsibilities in the effective management of this pandemic – in particular, our responsibilities to the people we support, their families and our staff. But we are experiencing a range of severe pressures. The uncertainties we are facing now and an unpredictable aftermath to this crisis will undoubtedly affect our ability to achieve our objectives within the timeframes stated in our plans.

## Risk Management

Positive Futures assesses how the achievement of its aims and objectives might be affected by the risks it faces, and a system of internal control is designed which mitigates those risks. The system is not designed to eliminate all risk but to strike a balance between control, cost of control and appropriate risk taking.

Positive Futures' approach to risk management is guided by the Code of Good Governance and other professional best practice and takes full cognisance of the context and environment in which it operates. Positive Futures has in place a risk management policy and procedure which sets out roles and responsibilities and determines procedures for risk identification, monitoring, reporting and escalation of issues.

The Corporate Risk Register is compiled and managed by the Corporate Services Director and owned by all Directors. The Corporate Risk Register is a standing item at each meeting of the Board of Directors.

As part of evolving risk management practices, Positive Futures sourced an electronic risk, performance and meeting management system.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures was first established in Northern Ireland on 2 October 1995 and was initially called United Response NI. We changed our name to Positive Futures in 2002. 'Positive Futures: Achieving Dreams. Transforming Lives CLG' was established in the Republic of Ireland and incorporated on 19 August 2015. On 17 June 2016, the Constitution of Positive Futures: Achieving Dreams. Transforming Lives established our objects and powers and we are governed under this Constitution. We are a company limited by guarantee (Company Number 566738) and are a registered charity (Registered Charity Number 20106348). The address of the company's registered office, which is also its principal address, is given on page 2.

The charity has three members: the Northern Ireland Company, Miriam Somerville and John Alexander and is managed by a team, headed by an Executive Director, which operates within the authorities as delegated by the Board of Directors and detailed in the Delegated Authorities Policy. The charity governing body is the Board of Directors and is responsible for ensuring that the charity is performing well, is solvent and complies with all its obligations.

The Board comprises a Chair and Directors with skills in Psychology, Education and Research, Social Work and Intellectual Disability and experience in the Public Sector. Directors are appointed by the Directors of the Company who are then formally approved at the next Annual General Meeting by the Members. The Board is comprised of not less than four Directors. The term of office of a Director is three years and Directors may be reappointed for two further successive terms of three years. The Chairperson of the Board of Directors is appointed by the Northern Ireland Company. The Members meet annually to receive the annual report and the audited financial statements of the Company. Other meetings may take place as required.

The Board meets at least four times a year. The quorum for meetings is three. The Chief Executive and Executive Director report to, and are in attendance at, Board Meetings. The Members, the Senior Leadership Team and the Board of Directors are listed on page 2.



## DIRECTORS' REPORT (continued)

The Directors have put in place a formal risk management framework for the charity to identify the major risks that the charity faces and establish systems to manage and mitigate those risks and to ensure that sufficient monitoring is in place to minimise, monitor, and control the probability and impact of risk within the charity.

Members of the Board of Directors receive no remuneration. Where claimed, expenses are reimbursed.

New Directors are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Directors. All Directors are facilitated to visit services to familiarise themselves with our work and the context in which we operate.

## Governance Review

In July 2019, a review of governance within Positive Futures RoI commenced. The purpose of this was to assess compliance with the Charities Governance Code which was published by the Charities Regulator.

Our review against the Code necessitated some updates to our governance documentation which was approved by the RoI Board in January 2020 and which evidences compliance by Positive Futures with the Charities Governance Code.

## REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, the Members, Board of Directors, Chief Executive and Executive Director to whom the Directors delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity, are listed on page 2.

## Statement of recommended practice

The accounts have been prepared in accordance with applicable accounting standards, Companies Act 2014 and the Statement of Recommended Practice ("SORP") 'Accounting and Reporting by Charities (FRS 102)' and in accordance with Financial Reporting Standard 102.

## Directors' responsibilities

The Directors are required by company law to prepare accounts for each financial year that give a true and fair view of the state of affairs of the company as at the end of the financial year and of the surplus or deficit of the company for that year.

The Directors confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2020. The Directors also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

The Directors are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Internal financial controls

The Board of Directors has overall responsibility for ensuring that the company has in place an appropriate system of internal controls, financial and otherwise, to provide reasonable assurance that:

- the company is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained and financial information used within the company or for publication is reliable; and
- the company complies with relevant laws and regulations.

## **DIRECTORS' REPORT (continued)**

The company's systems of internal financial control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

### **Statement of disclosure to auditors**

The Directors confirm that:

- so far as the Directors are aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as members in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

### **Employee involvement, equal opportunities and disabled employees**

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy makes particular reference to the equality and fair treatment which the organisation promotes in relation to people with a disability which covers the recruitment, training, support and ongoing development of people with disabilities.

In addition, as an organisation which focusses on support to people with disabilities, we are committed to ensuring that all our practices, on a daily basis, reflect the letter and spirit of this Policy.

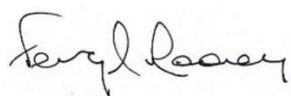
In 2019, Positive Futures established its Joint Consultative Committee (JCC), comprising representatives from all service locations in the Republic of Ireland. The purpose of this is to help staff to shape and inform the organisation's development and decision making through a process of consultation, discussion and agreement with senior managers. This is already proving to be a very useful forum and the RoI JCC will report annually to the Board of Directors. Through the JCC, we also provide staff with key organisational information including information on the financial, economic, health and safety and policy context within which the organisation operates.

### **Auditors**

A resolution to re-appoint the auditors, ASM (B) Ltd, will be submitted at the Annual General Meeting.

The Directors' Report was approved by the Board of Directors on 18 September 2020.

### **By the order of the Board**



**Fergal Rooney**  
Chair



**John Alexander**  
Director

## **Independent auditors' report to the members of Positive Futures: Achieving Dreams. Transforming Lives**

### **Opinion**

We have audited the financial statements Positive Futures: Achieving Dreams. Transforming Lives. for the year ended 31 March 2020 which comprise the Statement of Financial Activities (incorporating the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 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 March 2020 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors 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 financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which ISA (Ireland) 570 requires us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **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 Auditors' 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## **Independent auditors' report to the members of Positive Futures: Achieving Dreams. Transforming Lives (continued)**

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

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

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

Based on the knowledge and understanding of the 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 disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

### **Respective responsibilities and restrictions on use**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement on page 8, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors 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 has no realistic alternative but to do so.

#### **Auditors' responsibilities for the audit of the financial statements**

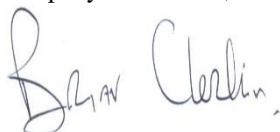
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). This description forms part of our Auditors' Report.

## **Independent auditors' report to the members of Positive Futures: Achieving Dreams. Transforming Lives (continued)**

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

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' 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.



Brian Clerkin  
for and on behalf of  
ASM (B) Limited  
Chartered Accountants and Statutory Audit Firm  
4<sup>th</sup> Floor Glendinning House  
6 Murray Street  
BT1 6DN  
Northern Ireland

18 September 2020

**Statement of financial activities**  
**(incorporating the Income and Expenditure Account)**

	Notes	Restricted €	Unrestricted €	2020 €	2019 €
<b>Income and endowments from:</b>					
Charitable activities	2	5,061,449	170,028	<b>5,231,477</b>	3,035,578
<b>Total income and endowments</b>		<u>5,061,449</u>	<u>170,028</u>	<u><b>5,231,477</b></u>	<u>3,035,578</u>
<b>Expenditure on:</b>					
Charitable activities	3	<u>(4,680,138)</u>	<u>(144,451)</u>	<u><b>(4,824,589)</b></u>	<u>(2,495,114)</u>
<b>Total expenditure</b>		<u>(4,680,138)</u>	<u>(144,451)</u>	<u><b>(4,824,589)</b></u>	<u>(2,495,114)</u>
<b>Net income</b>		381,311	25,577	<b>406,888</b>	540,464
<b>Transfers</b>					
Transfers between funds	11	-	-	-	-
<b>Net movement in funds</b>		<u>381,311</u>	<u>25,577</u>	<u><b>406,888</b></u>	<u>540,464</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward	11	<u>520,280</u>	<u>29,975</u>	<u><b>550,255</b></u>	<u>9,791</u>
<b>Total funds carried forward</b>	11	<u><u>901,591</u></u>	<u><u>55,552</u></u>	<u><u><b>957,143</b></u></u>	<u><u>550,255</u></u>

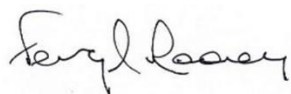
All amounts above relate to continuing operations of the company.

The notes on pages 16 to 23 form part of these accounts.

## Balance sheet

	Notes	2020 €	2019 €
<b>Fixed assets</b>			
Tangible assets	8	<u>72,025</u>	<u>49,689</u>
		<b>72,025</b>	<b>49,689</b>
<b>Current assets</b>			
Debtors	9	<b>411,970</b>	1,066,502
Cash at bank and in hand		<u>1,195,322</u>	<u>168,739</u>
		<b>1,607,292</b>	<b>1,235,241</b>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	10	<u>(722,174)</u>	<u>(734,675)</u>
<b>Net current assets</b>		<u><b>885,118</b></u>	<u>500,566</u>
<b>Total assets less current liabilities</b>		<b>957,143</b>	550,255
<b>Net assets</b>		<u><b>957,143</b></u>	<u>550,255</u>
<b>The funds of the charity</b>			
Unrestricted funds	11	<b>55,552</b>	29,975
Restricted funds	11	<u><b>901,591</b></u>	<u>520,280</u>
<b>Total funds</b>		<u><b>957,143</b></u>	<u>550,255</u>

The accounts on pages 13 to 23 were approved by the Board of Directors and authorised for issue on 18 September 2020.



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**Fergal Rooney**  
Chair



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**John Alexander**  
Director

**Co. Registration No. 566738**

The notes on pages 16 to 23 form part of these accounts.

## Statement of Cash Flows

	2020	2019
	€	€
<b>Cash flows from operating activities:</b>		
Net cash provided by operating activities (see below)	<b>1,076,618</b>	197,384
<b>Cash flows from investing activities</b>		
Proceeds from the sale of property, plant and equipment	<b>35,271</b>	-
Purchase of property, plant and equipment	<b>(85,306)</b>	(36,515)
<b>Net cash (used in) investment activities</b>	<u><b>(50,035)</b></u>	<u>(36,515)</u>
<b>Change in cash in the reporting period</b>	<u><b>1,026,583</b></u>	<u>160,869</u>
<b>Cash at the beginning of the reporting period</b>	<u><b>168,739</b></u>	<u>7,870</u>
<b>Cash at the end of the reporting period</b>	<u><b>1,195,322</b></u>	<u>168,739</u>

## Reconciliation of net income to net cash inflow from operating activities

	2020	2019
	€	€
Net income for the reporting period (as per the Statement of financial activities)	<b>406,888</b>	540,464
Adjusted for:		
Depreciation charges	<b>36,619</b>	20,280
Profit on the sale of fixed assets	<b>(8,920)</b>	-
Increase/(decrease) in creditors	<b>(12,501)</b>	459,773
(Increase)/decrease in debtors	<b>654,532</b>	(823,133)
<b>Net cash provided by operating activities</b>	<u><b>1,076,618</b></u>	<u>197,384</u>

## Analysis of cash and cash equivalents

	31 March 2019	Cash Flow	31 March 2020
	€	€	
Cash at bank and in hand	<u>168,739</u>	<u>1,026,583</u>	<u>1,195,322</u>
<b>Total cash and cash equivalents</b>	<u>168,739</u>	<u>1,026,583</u>	<u><b>1,195,322</b></u>

The notes on pages 16 to 23 form part of these accounts.



## **Notes to the accounts**

### **1. Accounting policies**

#### ***Basis of accounting***

The accounts have been prepared under the historical cost convention and modified to include the revaluation of investments and in accordance with applicable accounting standards, the Companies Act 2014 and the Statement of Recommended Practice (“SORP”) ‘Accounting and Reporting by Charities’ (FRS 102) and in accordance with Financial Reporting Standard 102. A summary of the more important accounting policies, which have been applied consistently, is set out below.

#### ***Public Benefit***

Positive Futures: Achieving Dreams. Transforming Lives is a public benefit entity which is a company limited by guarantee, registered number 566738. The company details are listed on page 2.

#### ***Funds***

The charity receives various types of funding which require separate treatment. These are as follows:

- a) unrestricted funds: funds which may be expended at the discretion of the Directors in furtherance of the objectives of the charity; and
- b) restricted funds: funds which are earmarked by the donor/funder for specific purposes.

#### ***Designated funds***

Designated funds relate to unrestricted incoming resources in the current and previous years, which are allocated to fund specific activities in future accounting periods.

#### ***Incoming resources***

All income and grants of a revenue nature are credited to income in the period to which they relate. Income is only deferred when grants or income is received in advance of the year to which they relate.

Other incoming resources are credited to income in the period to which they relate.

Funds received which have been earmarked by the donor for specific purposes are treated as restricted incoming resources.

#### ***Resources expended***

Resources expended are analysed between restricted and unrestricted resources expended. The charity allocates resources expended into restricted and unrestricted elements on the basis of the direct and indirect costs associated with providing the service over the longer term. To ensure consistency indirect costs are apportioned between funding sources on the basis of the cost allocation formulae determined at the establishment of the particular service.

#### ***Going Concern***

No material uncertainties related to events or conditions that may cast significant doubt about the ability of the company to continue as a going concern have been identified by the Directors.

## **Notes to the accounts (continued)**

### ***Operating leases***

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

### ***Tangible fixed assets***

Fixed assets are stated at their purchase cost, together with any incidental costs of acquisition. The company's policy is to capitalise individual fixed assets costing €300 or more.

Depreciation is calculated so as to write off the cost of tangible fixed assets (excluding land), less their estimated residual values, on a straight-line basis over the expected useful lives of the assets concerned. The principal annual rates used for this purpose are as follows:

	%
Motor vehicles	25
Computer equipment	25
Fixtures and Fittings	25

### ***Debtors***

Debtors are measured at their recoverable amounts.

### ***Creditors and provisions for liabilities and charges***

Creditors and provisions for liabilities and charges are measured at their settlement amount.

### ***Judgements and estimates***

In the process of applying the company's accounting policies, management has not made any significant judgements. There are no key assumptions concerning the future or other key sources of estimation, that have a significant risk of raising a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

### ***Foreign Currency***

Transactions in a foreign currency are recorded at the rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

## Notes to the accounts (continued)

### 2. Incoming resources from charitable activities

	Restricted	Unrestricted	2020	Restricted	Unrestricted	2019
	€	€	€	€	€	€
Health Service Executive Grant	5,035,019	46,642	<b>5,081,661</b>	2,793,715	49,461	2,843,176
TUSLA Grant	1,228	-	<b>1,228</b>	141,975	-	141,975
Consultancy income	-	87,801	<b>87,801</b>	-	49,081	49,081
Income from service users	15,942	-	<b>15,942</b>	-	-	-
Other fees and grants	9,260	35,585	<b>44,845</b>	-	1,346	1,346
	<u>5,061,449</u>	<u>170,028</u>	<u><b>5,231,477</b></u>	<u>2,935,690</u>	<u>99,888</u>	<u>3,035,578</u>

### Health Service and Executive Grants

	Purpose of Grant	Grant Term	Grant Source	2020	2019
				€	€
CH01 – Sligo and Leitrim Learning Disability Services	Service Provision – intellectual disability	Annual	S39	<b>735,442</b>	736,569
CH06 – Community Healthcare East	Service Provision – intellectual disability	Annual	S39	<b>1,922,592</b>	505,602
CH07 – Dublin South West	Service Provision – intellectual disability	Annual	S39	<b>46,677</b>	182,441
CH08 – Midlands	Service Provision – intellectual disability	Annual	S39	<b>2,059,373</b>	1,147,060
CH09 – North Dublin	Service Provision – intellectual disability	Annual	S39	<b>317,577</b>	271,504
				<u><b>5,081,661</b></u>	<u>2,843,176</u>

	Grants due or deferred	Grant recognised as income	Cash received in the year	Grants due or deferred
	31 Mar 19			31 Mar 20
	€	€	€	€
CH01 – Sligo and Leitrim Learning Disability Services	2,005	735,442	(674,155)	<b>63,292</b>
CH06 – Community Healthcare East	85,905	1,922,592	(1,916,947)	<b>91,550</b>
CH07 – Dublin South West	25,576	46,677	(6,200)	<b>66,053</b>
CH08 – Midlands	739	2,059,373	(2,178,692)	<b>(118,580)</b>
CH09 – North Dublin	(25,500)	317,577	(316,293)	<b>(24,216)</b>
	<u>88,725</u>	<u>5,081,661</u>	<u>(5,092,287)</u>	<u><b>78,099</b></u>

### 3. Expenditure on charitable activities

The company allocates its costs between Restricted and Unrestricted expenditure as follows:

	Restricted	Unrestricted	2020	Restricted	Unrestricted	2019
	€	€	€	€	€	€
Direct care staff costs	3,470,748	122,436	<b>3,593,184</b>	1,828,943	52,897	1,881,840
Head Office and administration staff costs	357,437	-	<b>357,437</b>	193,233	-	193,233
Other staff costs	23,140	1,193	<b>24,333</b>	66,027	-	66,027
ICT costs	12,258	2,889	<b>15,147</b>	12,760	-	12,760
Travel, subsistence and volunteers' expenses	189,808	9,088	<b>198,896</b>	143,808	-	143,808
Training costs	46,580	50	<b>46,630</b>	20,546	-	20,546
Premises and insurance costs	187,559	2,045	<b>189,604</b>	112,000	-	112,000
Depreciation	29,869	6,750	<b>36,619</b>	20,280	-	20,280
Other support costs	362,739	-	<b>362,739</b>	46,341	(1,721)	44,620
	<u>4,680,138</u>	<u>144,451</u>	<b><u>4,824,589</u></b>	<u>2,443,938</u>	<u>51,176</u>	<u>2,495,114</u>

### 4. Employee information

The average weekly number of persons, including part time and relief staff employed by the company during the year was:

	2020	2019
	Number	Number
<b>By activity:</b>		
Direct care activities	<b>68</b>	39
Administration and training	<b>11</b>	7
	<u><b>79</b></u>	<u>46</u>

	2020	2019
	€	€
<b>Staff costs (for the above persons)</b>		
Wages and salaries	<b>2,921,454</b>	1,538,931
Social security costs	<b>328,605</b>	164,963
Pension costs	<b>43,005</b>	1,589
	<u><b>3,293,064</b></u>	<u>1,705,483</u>

## Notes to the accounts (continued)

### 4. Employee information (continued)

Pension contributions in the year for the provision of a defined contribution scheme amounted to €43,005 (2019: €1,589) and contributions due at the year end amounted to €2,699 (2019: €3,201).

During the year one employee (2019: Nil) of the company received remuneration between €80,000 and €90,000.

One other employee (2019: Nil) of the company received remuneration between €60,000 and €70,000 during the year.

None of the Trustees received any remuneration during the year.

During the year, the costs for four employees (2019: three) were recharged from another Group Company.

### 5. Net incoming resources

	2020	2019
	€	€
<b>Net income is stated after charging:</b>		
Depreciation on tangible owned fixed assets	<b>36,620</b>	20,280
Auditors' remuneration - audit	<b>8,664</b>	6,365
Auditors' remuneration - other	<b>5,338</b>	1,945

### 6. Taxation

The company is exempt from taxation due to its charitable status as approved by the Revenue Commissioners. No tax is therefore payable on the surplus for the year €406,888 (2019: €540,464).

### 7. Auditors' remuneration

The auditors' remuneration of €14,002 (2019: €8,310) is split as follows:

	2020	2019
	€	€
Audit services	<b>8,664</b>	6,365
Payroll and Tax services	<b>5,338</b>	1,945
	<b><u>14,002</u></b>	<b><u>8,310</u></b>

**Notes to the accounts (continued)**

**8. Tangible fixed assets**

	Fixtures and fittings	Motor vehicles €	Computer equipment €	Total €
<b>Cost</b>				
At 31 March 2019	3,827	47,100	30,193	81,120
Additions	9,011	63,750	12,545	85,306
Disposals	-	(44,450)	-	(44,450)
<b>At 31 March 2020</b>	<b><u>12,838</u></b>	<b><u>66,400</u></b>	<b><u>42,738</u></b>	<b><u>121,976</u></b>
<b>Depreciation</b>				
At 31 March 2019	957	20,300	10,174	31,431
Charge for the year	3,210	22,725	10,685	36,620
Disposals	-	(18,100)	-	(18,100)
<b>At 31 March 2020</b>	<b><u>4,167</u></b>	<b><u>24,925</u></b>	<b><u>20,859</u></b>	<b><u>49,951</u></b>
<b>Net book values</b>				
<b>At 31 March 2020</b>	<b><u>8,671</u></b>	<b><u>41,475</u></b>	<b><u>21,879</u></b>	<b><u>72,025</u></b>
At 31 March 2019	<u>2,870</u>	<u>26,800</u>	<u>20,019</u>	<u>49,689</u>

**9. Debtors**

	2020 €	2019 €
<b>Amounts falling due within one year:</b>		
Trade debtors	390,671	1,047,566
Prepayments and accrued income	21,299	18,936
	<b><u>411,970</u></b>	<b><u>1,066,502</u></b>

**10. Creditors: amounts falling due within one year**

	2020 €	2019 €
Trade creditors	85,586	66,992
Other creditors	-	2,490
Accruals, deferred income and funding repayable	270,536	96,782
Other taxes and social security	86,877	193,546
Amount owed to parent company	279,175	374,865
	<b><u>722,174</u></b>	<b><u>734,675</u></b>

## Notes to the accounts (continued)

### 11. Analysis of net assets between funds

	At 31 March 2019	Income	Expenditure	Transfers	At 31 March 2020
	€	€	€	€	€
<b>Unrestricted funds</b>					
General funds	29,975	170,028	(144,451)	-	55,552
<b>Total unrestricted funds</b>	<u>29,975</u>	<u>170,028</u>	<u>(144,451)</u>	<u>-</u>	<u>55,552</u>
<b>Restricted funds</b>					
HSE and TUSLA Grants	520,280	5,061,449	(4,680,138)	-	901,591
<b>Total restricted funds</b>	<u>520,280</u>	<u>5,061,449</u>	<u>(4,680,138)</u>	<u>-</u>	<u>901,591</u>
<b>Total funds</b>	<u>550,255</u>	<u>5,231,477</u>	<u>(4,824,589)</u>	<u>-</u>	<u>957,143</u>

### 12. Operating leases

At 31 March 2020, the company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	<b>2020</b>	2019
	€	€
Land and buildings expiring:		
In less than one year	<b>9,840</b>	24,008
Between two and five years	-	9,840
More than five years	-	-
	<u><b>9,840</b></u>	<u>33,848</u>
	<b>2020</b>	2019
	£	£
Motor vehicles expiring:		
In less than one year	<b>13,220</b>	-
Between two and five years	<b>26,440</b>	-
More than five years	-	-
	<u><b>39,660</b></u>	<u>-</u>

Lease payments recognised as expenses in the period were €23,946.

### 13. Contingent liabilities

A contingent liability exists to repay grants received, where certain conditions have not been fulfilled by the company. In the opinion of the Directors, the terms of the letters of offer have been complied with and no liability is expected.

## Notes to the accounts (continued)

### 14. Guarantors

The company is a company limited by guarantee and does not have share capital. The liability of guarantors is limited to €1 in the event of the company being wound up.

### 15. Control

The company is controlled by Positive Futures: Achieving Dreams. Transforming Lives a charitable company incorporated in Northern Ireland (Registered no: NI 29849 Charity no: 101385). Consolidated accounts are available at the parent company's registered office - 2b Park Drive, Bangor, Northern Ireland, BT20 4JZ.

### 16. Analysis of payments to Directors and Related Parties

	2020	2019
	€	€
Net receipts from parent company	-	(217,846)
Net payments to parent company	606,916	-
Reimbursement of expenses to Directors	63	15
Services provided to NAHVI	(87,801)	(37,617)

All transactions with the parent company were done on arm's length basis. The amounts owed to the parent company at the balance sheet date are set out in note 10. During the year, Positive Futures paid €606,916 to the parent company (2019: €217,846 received from the parent company). The balance owed to the parent company at the balance sheet is €279,175 (2019: €374,865).

Expenses reimbursed to Directors are for travel and accommodation. One Director was reimbursed for expenses during the year.

Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for the Visually Impaired (NAHVI). Services provided to NAHVI were done on an arm's length basis. At the balance sheet date, NAHVI owed Positive Futures €66,010 (2019: €37,617).

Except as disclosed above there were no other related party transactions during the year.