

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

**Annual report for the  
year ended 31 March 2022**

**Registered No: 566738**

## **Annual report**

	<b>Page (s)</b>
Directors and advisers	2
Directors' report	3 – 10
Report of the independent auditors	11 – 13
Statement of financial activities	14
Balance sheet	15
Cash flow statement	16
Notes to the accounts	17 – 24

# Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2022

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## Directors and advisers

### Board of Directors

John Alexander  
Larry Broderick  
Desmond Coppins  
(resigned 5 August 2021)  
Richard Fagan  
(appointed 10 December 2021)  
Deborah Kearney

Fiona Keogh  
Roy McConkey  
(appointed 10 December 2021)  
Matt Mohan  
(appointed 10 December 2021)  
Fergal Rooney (Chairperson)

### Members

Positive Futures: Achieving Dreams. Transforming Lives.  
(the Northern Ireland Company)  
John Alexander  
Miriam Somerville

### Chief Executive

Agnes Lunny

### Group Director

Fiona McCabe (appointed 25 July 2022)

### Executive Director

Paul Roberts

### Senior Leadership Team

Joanne Corcoran (Corporate Services Director, appointed 1 May 2021) (Interim HR Director, 11 September 2020 to 30 June 2022)  
Liam Dorrian (Finance Director)  
Frances Murphy (Operations Director)  
Christopher Perry (HR Director, appointed 23 June 2022)

### Secretary

Emma Hogg

### Company number

566738

### Registered office

Nesta Business Centre  
Unit 4-5 Burton Hall Park  
Burton Hall Road  
Sandyford Business Park  
Dublin 18  
D18 A094

### Auditors

ASM (B) Ltd  
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  
D04 P5K3

### 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 2022.

### **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 2022, we supported 76 people (2021: 58) including adults and children through a range of services as follows:

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

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

#### **Our Corporate Aims**

Our Corporate Aims for 2020-23 apply to both the Republic of Ireland and Northern Ireland charities and are as follows:

- **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.

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

### **Ensuring our work delivers our aims**

To deliver these Corporate Aims, Positive Futures produces a three year Corporate Plan and annual business plans.

As was the case last year, the ongoing coronavirus pandemic continued to affect our ability to achieve the objectives in our 2021-22 business plan. In addition, changes in personnel in the Human Resources Director role resulted in the Corporate Services Director assuming the role of Human Resources Director for most of the year. The Senior Leadership Team therefore reviewed what the organisation originally set out to achieve during the year and agreed to extend the timeframe for completion of the business plan activities to September 2022.

We review our business 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 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**

**Corporate Objective: 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.**

For the duration of the Corporate Plan, staff recruitment and retention has been the organisation's top priority. While the focus this year has been on addressing the staffing challenges in our services in Northern Ireland, the Republic of Ireland charity benefitted from the work to improve staff retention, support and engagement.

Key retention and engagement activities included new managers completing a structured group induction with colleagues from the Northern Ireland charity; reintroducing a corporate induction session to welcome all new staff to the organisation; launching a forum for staff to share feedback on their experience of the recruitment and induction processes; and launching a mentoring scheme to help new staff settle into their role. In addition, a “lunch and learn” programme was developed which will offer a series of events focusing on personal development and ways to improve staff health and wellbeing. Implementation of this programme will commence in early 2022-23.

Resource issues within the Human Resources team delayed much of the planned work to streamline and improve processes, particularly a comprehensive review of our internal recruitment process. Several process improvements were, however, implemented, including adopting a standardised approach to responding to external reference requests; updating the exit interview process to obtain more valuable information about why staff leave the organisation; and improving our data collation measures to better inform management decision making in relation to staff recruitment and retention.

The evaluation of our leadership development programmes was delayed which impacted plans to review the induction and development training programmes for all staff. This will be prioritised in 2022-23 to ensure all managers provide effective and inspiring leadership, and staff understand and fulfil the responsibilities of their role, in line with the organisation's values and culture.

**Corporate Objective: 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.**

The ongoing coronavirus pandemic and vacancies in key roles affected our ability to achieve our planned activities in this area. These included the implementation of an electronic risk, performance and meetings management system; completing the transition of staff payroll in-house; the digitalisation of internal and external communication systems; and streamlining data gathering and analysis.

# Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2022

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## DIRECTORS' REPORT (continued)

Nevertheless, some progress was made, including updating out of date policies and issuing new policies to reflect requirements of both the Republic of Ireland and Northern Ireland charities.

**Corporate Objective: Growth – By 2023, we will increase the number of people supported in each of our services by a minimum of 25%. By 2023, we will secure a range of accommodation options to support a minimum of 30 additional people.**

Over the year, we saw continued growth in our existing Mo Shaol HomeShare / short break service which operates in Counties Louth and Meath (CHO 8). At the end of March 2022, the service supported 55 individuals, both adults and children (2021: 42).

We also established three substantial supported living packages. In April 2021, we commenced support to an individual living in his family home in Co Waterford following discharge from a mental health facility. In December 2021, we commenced the provision of a bespoke support service to two sisters who currently live together in Greystones (CHO 6). This support includes developing future plans and acting in an intermediary role to facilitate liaison between the women and the Health Service Executive. During the financial year, we commenced in-reach support to a young person living in Dundalk who now is provided with a full supported living support package which commenced when she turned 18 in April 2022.

In addition to direct service provision, Positive Futures continues to provide management and governance oversight to the National Association of Housing for the Visually Impaired (NAHVI). NAHVI was established in 1999 and provides supported living services to 16 people with both an intellectual disability and a visual impairment in Donabate, Co Dublin. This arrangement commenced in 2018 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. This year, we completed a detailed due diligence exercise and prepared the necessary information and documentation required for the membership transfer of NAHVI to Positive Futures. As a result of this, on 1 September 2022, Positive Futures acquired the operations, assets and liabilities of the National Association of Housing for Visually Impaired (NAHVI) for nil consideration.

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. The focus of this group has been reviewed and updated to include the introduction of a number of best practice initiatives, aimed at ensuring that person-centred principles are embedded, not only in community services, but also that these principles inform and shape the work of the disability programme throughout the CHO area.

**Corporate Objective: 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.**

As a result of continued coronavirus restrictions, it was not possible to hold the celebration event planned to mark the Northern Ireland charity's 25<sup>th</sup> anniversary. Instead, we will focus our efforts on celebrating the charity's 30<sup>th</sup> anniversary in October 2025.

Plans to finalise and implement a marketing strategy, which encompasses a digital strategy, including upgrading our website, were also delayed by the pandemic, but will be progressed in the next Corporate Plan.

## FINANCIAL REVIEW

Positive Futures receives funding from the HSE 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 14 to 24.

Income has increased slightly to €5,394,073 (2021: €5,171,580). The increase has been as a result of increase in support during the year.

# Positive Futures: Achieving Dreams. Transforming Lives.

*Annual report for the year ended 31 March 2022*

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

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 €350,840 (2021: €316,620).

The total company funds at 31 March 2022 were €1,624,603 (2021: €1,273,763).

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 during the year ended 31 March 2022 were:

- 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.
- Completing the membership transfer of NAHVI to Positive Futures. Over the year, we completed a detailed due diligence exercise and prepared the necessary information and documentation required for the membership transfer, however, due to delays primarily from obtaining consent from relevant parties, the Memorandum of Understanding between the two organisations was extended until 31 August 2022. On 1 September 2022, the National Association of Housing for the Visually Impaired (NAHVI) charity operations, assets and liabilities were transferred to Positive Futures.

The Directors continue to consider the impact of Covid-19 on the principal risks and uncertainties facing the company, controls and measures are in place to ensure the impact on staff and the people we support are minimised. 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 2022 were €1,624,603 (2021: €1,273,763).

### **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.

## DIRECTORS' REPORT (continued)

### PLANS FOR FUTURE PERIODS

Our Corporate Plan 2020-23 sets out our corporate objectives and informs our annual business plans. The four themes of our Corporate Plan continue to be:

- Recruitment and retention of the best staff
- Growth of the organisation
- Influence and funding
- Efficiency and effectiveness.

In addition:

- We remain committed to supporting more people, continuing to improve the quality of support provided and evidencing the impact of the support we provide.
- Our commitment to a strong, person centred culture and ethos remains and we want to further strengthen our culture and ethos as part of the drive to improve staff engagement, retention and life changing outcomes for the people we support.
- Our Corporate Plan must be aligned to a changed world, reflecting on and learning from our experiences and agreeing new ways of working, as necessary. Given the extensive delays across all corporate projects, plans for the next few years must be realistic and achievable while maintaining the values and mission of the organisation.
- Our commitment to climate change remains and we want to work with all staff to identify the most effective action we can take to support the climate change agenda, again mindful of resources and where best to invest valuable time and effort.
- The evaluation of our leadership development programmes was delayed which impacted plans to review the induction and development training programmes for all staff. This will be prioritised in 2022-23 to ensure all managers provide effective and inspiring leadership, and staff understand and fulfil the responsibilities of their role, in line with the organisation's values and culture.
- Finally, we need to be as 'agile' as possible i.e. being opportunistic as and when new opportunities arise and flexible in our prioritisation of projects which may involving pausing or rescheduling timeframes.

Our 2021-22 Annual Business Plan runs from April 2021 to September 2022. The Plan has the following objectives noted below, however the objectives are currently delayed. The Directors Team in August 2022 agreed to extend the Corporate Plan to March 2024 with plans for the development of our 2024-2027 Corporate Plan beginning in Autumn 2023.

Theme	Objectives
Recruitment and Retention	We will have fully implemented a new HR structure and revised model of expert and project based HR support
	We will have a streamlined and fully automated recruitment process (using iTrent, our HR and payroll system)
	We will have implemented a retention action plan to promote staff engagement, health and wellbeing and productivity and to maintain positive organisational changes post Covid
Efficiency and Effectiveness	We will have implemented an improvement project to maximise the functionality of iTrent (our HR and payroll system) in relation to RoI payroll
	We will have implemented an improvement project to maximise the functionality of iTrent for Learning and Development training records
	We will have fully implemented our new risk, performance and meetings management software within defined user groups
	We will have completed the roll out of stage 2 of our Microsoft 365 Implementation Plan
	We will have reviewed all policies, procedures and guidance in line with identified timeframes
	We will have developed a digital strategy to include a review of our website and internal and external communication systems
	We will have completed initial scoping on identifying potential new digitalisation solutions for a range of business processes involving HR, Finance and Operations



## Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2022

### DIRECTORS' REPORT (continued)

Theme	Objectives
Growth	We will have established a growth strategy encompassing "business as usual" growth and service development
	We will have implemented phase 1 of our Good to Great strategy, (revisiting and updating our systems, processes and practices to reflect our person-centred ethos)
Influence and Funding	We will have used the opportunity of our 25 <sup>th</sup> birthday to profile the organisation externally and celebrate our achievements to date (N.B. this objective has been updated to focus upon our 30 <sup>th</sup> birthday as the majority of 25 <sup>th</sup> celebration plans have not been possible due to Covid-19)
	We will have established a dedicated resource to further build the capability of the people we support to have a voice

### 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 a Group 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, Law, Social Work and Intellectual Disability, Business, 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, Group Director 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.

The table below shows attendance of members at the meetings which took place during 2021-22.

*Please note this is not Board of Directors meeting which are listed in the following table.*

Name	Number of meetings attended	17.09.21
John Alexander	1/1	✓ (via authorised proxy)
Corporate Representative of Positive Futures: Achieving Dreams. Transforming Lives (NI29849)	1/1	✓
Miriam Somerville	0/1	Apologies received

## Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2022

### DIRECTORS' REPORT (continued)

The table below shows attendance of Directors at the Directors meetings which took place during 2021-22.

Name	Number of meetings attended	18.06.21	17.09.21	10.12.21	01.02.22	23.03.22
John Alexander	3/5	✓	Apologies received	✓	✓	Apologies received
Larry Broderick	5/5	✓	✓	✓	✓	✓
Desmond Coppins	0/1	Apologies received				
Richard Fagan	3/3			✓	✓	✓
Deborah Kearney	4/5	✓	✓	✓	✓	Apologies received
Fiona Keogh	5/5	✓	✓	✓	✓	✓
Matt Mohan	3/3			✓	✓	✓
Roy McConkey	3/3			✓	✓	✓
Fergal Rooney (Chairperson)	5/5	✓	✓	✓	✓	✓

### Governance Review

Board performance in the Republic of Ireland was reviewed in the summer. This included an audit of the skills, knowledge and experience of the Board as a whole, the Chair and individual Board members. In terms of the composition of the Board of Directors, Desmond Coppins resigned from the Board in August 2021, and in December 2021, Richard Fagan, Matt Mohan and Roy McConkey joined the Board of Directors, bringing skills and knowledge to the Board in the fields of Business and Intellectual Disability. We will continue to recruit to the Board as skill gaps are identified.

A governance and risk workshop took place in person on 12 November 2021 for Directors of the Republic of Ireland and the Trustees of the Northern Ireland charities to ensure that the activities of the respective organisations align to a changed world, reflecting on and learning from our experiences and agreeing new ways of working, as necessary.

### REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, the Members, Board of Directors, Chief Executive, Group Director, 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 2022. The Directors also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

## **Positive Futures: Achieving Dreams. Transforming Lives.**

*Annual report for the year ended 31 March 2022*

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

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.

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.

Positive Futures has a Joint Consultative Committee (JCC) which comprises 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 a very useful forum and the 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 14 October 2022.

#### **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 2022 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 2022 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 10, 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client management, designed audit procedures to test the timing of income, tested a sample of journals to confirm they were appropriate and reviewed areas of judgement for indicators of management bias to address these risks.

## **Positive Futures: Achieving Dreams. Transforming Lives.**

*Annual report for the year ended 31 March 2022*

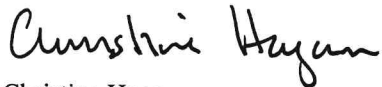
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### **Independent auditors' report to the members of Positive Futures: Achieving Dreams. Transforming Lives. (continued)**

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/Description-of-the-auditor-s-responsibilities-for> This description forms part of our Auditors' Report.

#### **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.



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

14 October 2022

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

	Notes	Restricted €	Unrestricted €	2022 €	2021 €
<b>Income and endowments from:</b>					
Charitable activities	2	5,264,604	120,906	<b>5,385,510</b>	5,171,580
Other Income	3	-	8,563	<b>8,563</b>	-
<b>Total income and endowments</b>		<u>5,264,604</u>	<u>129,469</u>	<u><b>5,394,073</b></u>	<u>5,171,580</u>
<b>Expenditure on:</b>					
Charitable activities	4	<u>(4,922,911)</u>	<u>(120,322)</u>	<u><b>(5,043,233)</b></u>	<u>(4,854,960)</u>
<b>Total expenditure</b>		<u>(4,922,911)</u>	<u>(120,322)</u>	<u><b>(5,043,233)</b></u>	<u>(4,854,960)</u>
<b>Net income</b>		341,693	9,147	<b>350,840</b>	316,620
<b>Transfers</b>					
Transfers between funds	12	5,498	(5,498)	-	-
<b>Net movement in funds</b>		<u>347,191</u>	<u>3,649</u>	<u><b>350,840</b></u>	<u>316,620</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward	12	<u>1,218,012</u>	<u>55,751</u>	<u><b>1,273,763</b></u>	<u>957,143</u>
<b>Total funds carried forward</b>	12	<u><u>1,565,203</u></u>	<u><u>59,400</u></u>	<u><u><b>1,624,603</b></u></u>	<u><u>1,273,763</u></u>

All amounts above relate to continuing operations of the company.

The notes on pages 17 to 24 form part of these accounts.

**Balance sheet**

	Notes	2022 €	2021 €
<b>Fixed assets</b>			
Tangible assets	9	<u>121,772</u>	<u>67,005</u>
		<u>121,772</u>	<u>67,005</u>
<b>Current assets</b>			
Debtors	10	438,310	218,064
Cash at bank and in hand		<u>1,857,766</u>	<u>1,559,260</u>
		<u>2,296,076</u>	<u>1,777,324</u>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	11	<u>(793,245)</u>	<u>(570,566)</u>
<b>Net current assets</b>		<u>1,502,831</u>	<u>1,206,758</u>
<b>Total assets less current liabilities</b>		<u>1,624,603</u>	<u>1,273,763</u>
<b>Net assets</b>		<u>1,624,603</u>	<u>1,273,763</u>
<b>The funds of the charity</b>			
Unrestricted funds	12	59,400	55,751
Restricted funds	12	<u>1,565,203</u>	<u>1,218,012</u>
<b>Total funds</b>		<u>1,624,603</u>	<u>1,273,763</u>

The accounts on pages 14 to 24 were approved by the Board of Directors and authorised for issue on 14 October 2022.




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**Fergal Rooney**  
Chair




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**John Alexander**  
Director

**Co. Registration No. 566738**

The notes on pages 17 to 24 form part of these accounts.



## Statement of Cash Flows

	2022	2021
	€	€
<b>Cash flows from operating activities:</b>		
Net cash provided by operating activities (see below)	<b>380,964</b>	397,013
<b>Cash flows from investing activities</b>		
Proceeds from the sale of property, plant and equipment	12,000	592
Purchase of property, plant and equipment	<b>(94,458)</b>	(33,667)
<b>Net cash (used in) investment activities</b>	<u><b>(82,458)</b></u>	<u>(33,075)</u>
<b>Change in cash in the reporting period</b>	<u><b>298,506</b></u>	<u>363,938</u>
<b>Cash at the beginning of the reporting period</b>	<u><b>1,559,260</b></u>	<u>1,195,322</u>
<b>Cash at the end of the reporting period</b>	<u><b>1,857,766</b></u>	<u>1,559,260</u>

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

	2022	2021
	€	€
Net income for the reporting period (as per the Statement of financial activities)	<b>350,840</b>	316,620
Adjusted for:		
Depreciation charges	<b>36,254</b>	37,687
Loss/(profit) on the sale of fixed assets	<b>(8,563)</b>	408
Increase/(decrease) in creditors	<b>222,679</b>	(151,608)
(Increase)/decrease in debtors	<b>(220,246)</b>	193,906
<b>Net cash provided by operating activities</b>	<u><b>380,964</b></u>	<u>397,013</u>

## Analysis of cash and cash equivalents

	31 March 2021	Cash Flow	31 March 2022
	€	€	€
Cash at bank and in hand	<u>1,559,260</u>	<u>298,506</u>	<u>1,857,766</u>
<b>Total cash and cash equivalents</b>	<u><b>1,559,260</b></u>	<u><b>298,506</b></u>	<u><b>1,857,766</b></u>

The notes on pages 17 to 24 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	2022	Restricted	Unrestricted	2021
	€	€	€	€	€	€
Health Service Executive Grant	5,248,812	-	<b>5,248,812</b>	4,956,406	55,267	5,011,673
Consultancy income	-	120,322	<b>120,322</b>	-	143,116	143,116
Income from service users	15,792	-	<b>15,792</b>	15,792	-	15,792
Other fees and grants	-	584	<b>584</b>	-	999	999
	<u>5,264,604</u>	<u>120,906</u>	<u><b>5,385,510</b></u>	<u>4,972,198</u>	<u>199,382</u>	<u>5,171,580</u>

### Health Service and Executive Grants

	Purpose of Grant	Grant Term	Grant Source	2022	2021
				€	€
CH01 – Sligo and Leitrim Learning Disability Services	Service Provision – intellectual disability	Annual	S39	<b>759,580</b>	735,600
CH06 – Community Healthcare East	Service Provision – intellectual disability	Annual	S39	<b>1,858,225</b>	1,899,526
CH07 – Dublin South West	Service Provision – intellectual disability	Annual	S39	<b>393,337</b>	40,583
CH08 – Midlands	Service Provision – intellectual disability	Annual	S39	<b>2,220,822</b>	2,075,805
CH09 – North Dublin	Service Provision – intellectual disability	Annual	S39	<b>16,848</b>	260,157
				<u><b>5,248,812</b></u>	<u>5,011,671</u>

	Grants due or deferred 31 Mar 21	Grant recognised as income	Cash received in the year	Grants due or deferred 31 Mar 22
	€	€	€	€
CH01 – Sligo and Leitrim Learning Disability Services	2,164	759,580	(761,744)	<b>0</b>
CH06 – Community Healthcare East	31,767	1,858,225	(1,724,131)	<b>165,861</b>
CH07 – Dublin South West	31,377	393,337	(387,941)	<b>36,773</b>
CH08 – Midlands	(149,649)	2,220,822	(2,074,739)	<b>(3,566)</b>
CH09 – North Dublin	(71,982)	16,848	(31,058)	<b>(86,192)</b>
	<u>(156,323)</u>	<u>5,248,812</u>	<u>(4,979,613)</u>	<u><b>112,876</b></u>

### 3. Incoming resources from other Income

	Restricted	Unrestricted	2022	Restricted	Unrestricted	2021
	€	€	€	€	€	€
Profit from disposal of Fixed Asset	-	8,563	<b>8,563</b>	-	-	-
	<u>-</u>	<u>8,563</u>	<u><b>8,563</b></u>	<u>-</u>	<u>-</u>	<u>-</u>

#### 4. Expenditure on charitable activities

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

	Restricted	Unrestricted	2022	Restricted	Unrestricted	2021
	€	€	€	€	€	€
Direct care staff costs	3,455,077	118,805	<b>3,573,882</b>	3,472,223	181,607	3,653,830
Head Office and administration staff costs	456,144	-	<b>456,144</b>	475,830	-	475,830
Other staff costs	15,515	-	<b>15,515</b>	19,226	180	19,406
ICT costs	21,345	-	<b>21,345</b>	16,462	1,090	17,552
Travel, subsistence and volunteers' expenses	167,981	602	<b>168,583</b>	134,648	2,017	136,665
Training costs	39,103	-	<b>39,103</b>	12,729	11,842	24,571
Premises and insurance costs	171,058	915	<b>171,973</b>	130,364	2,387	132,751
Depreciation	36,254	-	<b>36,254</b>	37,979	-	37,979
Other support costs	560,434	-	<b>560,434</b>	356,316	60	356,376
	<u>4,922,911</u>	<u>120,322</u>	<u><b>5,043,233</b></u>	<u>4,655,777</u>	<u>199,183</u>	<u>4,854,960</u>

#### 5. Employee information

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

	2022	2021
	Number	Number
<b>By activity:</b>		
Direct care activities	71	71
Administration and training	15	16
	<u>86</u>	<u>87</u>

	2022	2021
	€	€
<b>Staff costs (for the above persons)</b>		
Wages and salaries	3,422,147	3,425,673
Social security costs	359,240	370,500
Pension costs	37,800	38,558
	<u>3,819,187</u>	<u>3,834,731</u>

## Notes to the accounts (continued)

### 5. Employee information (continued)

Pension contributions in the year for the provision of a defined contribution scheme amounted to €37,800 (2021: €38,558) and contributions due at the year end amounted to €0 (2021: €nil).

During the year one employee (2021: one) of the company received remuneration between €80,000 and €90,000.

Two other employees (2021: one) of the company received remuneration between €60,000 and €70,000 during the year.

None of the Directors received any remuneration during the year.

During the year, the costs for four employees (2021: four) were recharged from another Group Company.

### 6. Net incoming resources

	2022	2021
	€	€
<b>Net income is stated after charging:</b>		
Depreciation on tangible owned fixed assets	36,254	37,979
Auditors' remuneration – audit	9,941	5,181
Auditors' remuneration – other	21,050	7,915

### 7. 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 €350,840 (2021: €316,620).

### 8. Auditors Remuneration

The auditors' remuneration of €30,991 (2021: €13,096) is split as follows:

	2022	2021
	€	€
Audit services	9,941	5,181
Payroll and Tax services	21,050	7,915
	<u>30,991</u>	<u>13,096</u>

**Notes to the accounts (continued)**

**9. Tangible Fixed Assets**

	Fixtures and fittings	Motor vehicles €	Computer equipment €	Total €
<b>Cost</b>				
At 31 March 2021	21,564	83,900	48,179	153,643
Additions	5,309	87,400	1,749	94,458
Disposals	-	(25,150)	(3,177)	(28,327)
<b>At 31 March 2022</b>	<b>26,873</b>	<b>146,150</b>	<b>46,751</b>	<b>219,774</b>
<b>Depreciation</b>				
At 31 March 2021	9,558	44,900	32,180	86,637
Charge for the year	6,098	20,654	9,502	36,254
Disposals	-	(21,713)	(3,177)	(24,890)
<b>At 31 March 2022</b>	<b>15,656</b>	<b>43,841</b>	<b>38,505</b>	<b>98,001</b>
<b>Net book values</b>				
<b>At 31 March 2022</b>	<b>11,217</b>	<b>102,309</b>	<b>8,246</b>	<b>121,772</b>
At 31 March 2021	12,006	39,000	15,999	67,005

**10. Debtors**

	2022 €	2021 €
<b>Amounts falling due within one year:</b>		
Trade debtors	298,028	171,460
Prepayments and accrued income	140,282	46,604
	<b>438,310</b>	<b>218,064</b>

**11. Creditors**

	2022 €	2021 €
Trade creditors	113,181	50,516
Accruals, deferred income and funding repayable	364,470	400,285
Other taxes and social security	80,817	92,162
Amount owed to parent company	234,777	27,603
	<b>793,245</b>	<b>570,566</b>

## Notes to the accounts (continued)

### 12. Analysis of net assets between funds

	At 31 March 2021	Income	Expenditure	Transfers	At 31 March 2022
	€	€	€	€	€
<b>Unrestricted funds</b>					
General funds	55,751	129,469	120,322	(5,498)	59,400
<b>Total unrestricted funds</b>	<b>55,751</b>	<b>129,469</b>	<b>120,322</b>	<b>(5,498)</b>	<b>59,400</b>
<b>Restricted funds</b>					
HSE Grants	1,202,220	5,248,812	4,922,911	5,498	1,533,619
Income from Service Users	15,792	15,792	-	-	31,584
<b>Total restricted funds</b>	<b>1,218,012</b>	<b>5,264,604</b>	<b>4,922,911</b>	<b>5,498</b>	<b>1,565,203</b>
<b>Total funds</b>	<b>1,273,763</b>	<b>5,394,073</b>	<b>5,043,233</b>	<b>-</b>	<b>1,624,603</b>

### 13. Operating Leases

At 31 March 2022, the company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2022	2021
	€	*Restated €
Land and buildings expiring:		
In less than one year	8,856	17,919
Between two and five years	26,568	-
More than five years	-	-
	<u>35,425</u>	<u>17,919</u>
	2022	2021
	£	*Restated £
Motor vehicles expiring:		
In less than one year	15,175	15,175
Between two and five years	-	15,175
More than five years	-	-
	<u>15,175</u>	<u>26,440</u>

Lease payments recognised as expenses in the period were €33,962.

### 14. 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)

### 15. 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.

### 16. 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.

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

	2022	2021
	€	€
Net payments to parent company for services	526,668	605,347
Reimbursement of expenses to Directors	-	-
Services received from NAHVI	2,410	35,848
Services provided to NAHVI	(120,502)	(143,116)

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 11. During the year, Positive Futures paid €526,668 to the parent company (2021: €605,347).

Expenses reimbursed to Directors are for travel and accommodation. No Directors (2021: none) were 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 Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis. At the balance sheet date, NAHVI owed Positive Futures €5,217 (2021: €9,873).

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

### 18. Post Balance Sheet Event

As of 1 September 2022, Positive Futures acquired the operations, assets and liabilities of the National Association for Visually Impaired (NAHVI) for nil consideration.