

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

Annual report for the
year ended 31 March 2024

Registered No: 566738

Annual report

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Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2024

Directors and advisers

Board of Directors	John Alexander Larry Broderick (deceased 18 June 2023) Karen Charnley Richard Fagan Deborah Kearney (resigned 12 February 2024)	Fiona Keogh Roy McConkey Matt Mohan Fergal Rooney (Chairperson)
Members	Positive Futures: Achieving Dreams. Transforming Lives. (the Northern Ireland Company) John Alexander Laurence Taggart	
Chief Executive	Agnes Lunny	
Executive Director	Paul Roberts Fiona McCabe (Group Director, resigned 23 February 2024)	
Senior Leadership Team	John Carew (Finance Director, appointed 12 February 2024) Joanne Corcoran (Corporate Services Director) Liam Dorrian (Finance Director until 31 March 2024) Kerry Mallon (Operations Director IRL, appointed 9 October 2023) Frances Murphy (Operations Director, resigned 31 October 2023) Christopher Perry (HR Director)	
Secretary	Emma Hogg	
Company number	566738	
Registered office	Office 4, The Business Centre Blackthorn Business Park Coe's Road Dundalk Co Louth A91 KR59	
Auditors	Sumer Auditco NI Chartered Accountants and Statutory Auditors 4 th 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 2024.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Positive Futures was first established in Northern Ireland on 02 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, John Alexander and Laurence Taggart and is managed by a senior leadership team, headed by the Chief Executive, which operates within the authorities as delegated by the Board of Trustees and detailed in the Delegated Authorities Policy. The governing body is the Board of Trustees and the Board is responsible for ensuring that the charity is performing well, is solvent and complies with all its obligations.

The Board comprises a Chair and Trustees with skills in Psychology, Education and Research, Social Work and Intellectual Disability, Business, Housing and experience in the Public Sector. Trustees are appointed by the Board of Trustees who are then formally approved at the next Annual General Meeting by the Members.

The Board is comprised of not less than four Trustees. The term of office of a Trustee is three years and Trustees may be reappointed for two further successive terms of three years. The Chairperson of the Board of Trustees 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 Senior Leadership Team report to, and attend, Board Meetings. The Members, the Senior Leadership Team and the Board of Trustees are listed on page 2.

The table below shows attendance of members at the meetings which took place during 2023-24.

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

Name	Number of meetings attended	22 September 2023
John Alexander	1/1	✓
Corporate Representative of Positive Futures: Achieving Dreams. Transforming Lives (NI29849)	1/1 (Laurence Taggart)	✓
Laurence Taggart	-	Attended as Corporate Representative

DIRECTORS' REPORT (continued)

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

The table below shows attendance of Trustees at the Trustees meetings which took place during 2023-24.

Name	Number of meetings attended	04 April 2023	16 June 2023	22 September 2023	08 December 2023	22 March 2024
John Alexander	5/5	✓	✓	✓	✓	✓
Larry Broderick	2/2	✓	✓			
Karen Charnley	3/5	✓	Apologies received	✓	✓	Apologies received
Richard Fagan	4/5	✓	✓	Apologies received	✓	✓
Deborah Kearney	2/4	Apologies received	✓	✓	Apologies received	
Fiona Keogh	4/5	Apologies received	✓	✓	✓	✓
Matt Mohan	5/5	✓	✓	✓	✓	✓
Roy McConkey	4/5	✓	✓	✓	Apologies received	✓
Fergal Rooney (Chairperson)	4/5	✓	Apologies received	✓	✓	✓

Subsidiaries

Positive Futures (NI/IRL) is the parent company of National Association of Housing for Visually Impaired (NAHVI). The details of this subsidiary are provided in note 17 to the accounts.

The Trustees of Positive Futures (NI) are responsible for the Group's overall strategic direction.

Governance Review

The Charities Governance Code sets out the principles and key elements of good governance for the Board to follow.

Positive Futures completed a Governance Day in November 2023 with all Trustees and Directors, which was facilitated by an external consultant. This review work will inform our next Corporate Plan, i.e. our Positive Plan for 2024-28.

REFERENCE AND ADMINISTRATIVE DETAILS

The details of the charity, the Members, Board of Trustees and Senior Leadership Team to whom the Trustees 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' REPORT (continued)

REFERENCE AND ADMINISTRATIVE DETAILS (continued)

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 2024. 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.

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 autism 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 meet 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 autism; 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 autism to lead full and valued lives in their own communities.

Who used and benefitted from our services?

In 2023-24, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (IRL)") provided support to adults and children through a range of services as follows:

- **Adult services** – supported living, community support, day opportunities, residential and HomeShare / short break services.
- **Children and young people's services** – community support services and HomeShare / short break services.

During 2023-24, Positive Futures (IRL) provided direct support to 99 people. During the year, there was some fluctuation in the number of people supported linked to the changes in the number of people supported by our Mo Shaol (HomeShare) service. The number of people supported through our supported living services is 30 (2023: 30). These are long term support arrangements which, in the main, support people with complex needs and require significant funding and staffing levels.

In addition to the 99 people directly supported, the families and carers of these individuals also significantly benefitted from the support provided.

DIRECTORS' REPORT (continued)

OBJECTIVES AND ACTIVITIES (continued)

Positive Futures NI/IRL is the parent company to NAHVI which provides accommodation and support to 16 adults with both a visual impairment and an intellectual disability, autism or acquired brain injury. Positive Futures IRL provides operational oversight and support to NAHVI in terms of embedding our values and culture, driving continuous service improvement and supporting the management and staff.

Ensuring our work delivers our aims

Positive Futures IRL, as a subsidiary of the NI group, is subject to the governance framework of the NI parent group. This governance framework sets out the values, culture, and systems through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders.

To direct and guide the organisation's objectives and activities, Positive Futures (NI) and its subsidiaries have an over-arching Corporate Plan, from which annual business plans are developed. The Corporate Plan outlines the long-term strategic aims for the organisation and the annual business plan links our operational activities to our Corporate Plan. The annual business plan includes IRL specific objectives. Our current Plan runs from April 2020 to March 2024.

We review our aims, objectives and activities each year to see what we have achieved and the outcomes of our work. We check the success of each key activity and the outcomes for the people we support, their families and carers. This helps us to ensure that what we are doing remains focused on our stated purposes and for the public benefit.

Our Corporate Aims

Our Corporate Aims (for April 2020 – March 2024) are as follows:

Recruitment and Retention

By 2024 we will have reduced vacancies to 5% of organisational size and be the 'preferred employer' ('employer of choice') in the sector as demonstrated by:

- attracting the best staff
- increasing staffing levels
- improving retention and staff engagement.

Efficiency and Effectiveness

By 2024 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.

Growth

By 2024 we will secure a range of accommodation options to support a minimum of 30 additional people.

Influence and Funding

By 2024 we will have:

- raised our profile by 10% as a leader in our field with our unique service offers
- a voice in all relevant forums influencing the sector.

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. We have developed, and are implementing, a Positive Green Strategy and associated action plan.

DIRECTORS' REPORT (continued)

OBJECTIVES AND ACTIVITIES (continued)

During the reporting period, we have completed:

- a review of progress against all strategic aims (see the section below regarding the achievements and performance against our Corporate Plan 2020-24)
- a major consultation exercise to collate stakeholder feedback on the progress of our Corporate Plan and ideas for our next Corporate Plan
- a strategic planning exercise with Trustees and senior managers
- a high-level all Ireland Corporate Plan, i.e. our Positive Plan for 2024-28 (work is in progress to publish the Corporate Plan by September 2024).

At the end of March 2024, we hosted a major event to celebrate our achievements across the island of Ireland.

ACHIEVEMENTS AND PERFORMANCE

On the basis of our review work and the stakeholder feedback we received regarding our achievements and performance, our key achievements include:

- Our person-centred support transforms lives and is highly valued by the people we support and families.
- Having great staff. We have worked extremely hard to address the staffing challenges. We have engaged with the sector to secure pay equalisation for management and support staff in line with HSE salaries. We have also progressed work to improve staff engagement and communication (e.g. by strengthening our Joint Consultative Committee, see later section) and are progressing a range of staff engagement initiatives to retain staff.
- The introduction of increased digitalisation, cloud-based systems (e.g. to improve internal communication, all staff now have access to Microsoft 365 and we are progressing ways to use digital systems to support and enhance our communication and engagement with external stakeholders), and improved data reporting systems.

In terms of specific achievements linked to our strategic aims:

Recruitment and Retention

- Positive impact on our profile and reputation (linked to activities to campaign for improved salaries and terms and conditions for social care staff).
- Increased focus on staff engagement and wellbeing (through a range of associated initiatives).
- Increased salaries and improved terms and conditions for staff.
- Increased automation of recruitment processes.
- Development and embedding of specialist HR roles (e.g. specialist IRL support, recruitment, staff engagement) to drive change.
- Enhanced Leader as Coach programme for managers.

Efficiency and Effectiveness

- New systems introduced, such as iplicit (Finance system), iTrent (HR system), Outcomes Star (for people we support / long term outcomes), and DecisionTime (risks and goals).
- Increased digitalisation and use of cloud-based systems e.g. see earlier notes regarding Microsoft 365 improvements and we have fewer physical servers, phones and printers.
- An enhanced Quality Management Framework has been implemented.
- Changes in how we record and report data (e.g. dashboards with trend data using PowerBI for priority data), a new online "What People Think" process to capture stakeholder feedback.
- Rolling plan for policy updates.
- An Annual Consultation Exercise (ACE) was completed as part of the Corporate Planning exercise.

DIRECTORS' REPORT (continued)

ACHIEVEMENTS AND PERFORMANCE (continued)

- In terms of regulation, there were 5 Health Information and Quality Authority (HIQA) inspections during the reporting period. All inspection improvement plans are on track for completion within agreed timeframes. One of the HIQA inspections was a thematic audit of restrictive practices which highlighted excellent practice and resulted in no areas for improvement.

Growth

- Work is progressing with NAHVI to ensure it meets its regulatory and statutory obligations as an Approved Housing Body ahead of the statutory deadline for full registration with the Approved Housing Bodies Regulatory Authority in December 2025. NAHVI is progressing an application for funding from the Capital Assistance Scheme to purchase a property for a person currently supported by Positive Futures (IRL).
- Restructure and growth of the Positive Behaviour Support team has enabled the enhancement of support delivered to services to include more proactive strategies (e.g. resilience workshops, facilitating restrictive practice audits and restrictive practice reviews in services) plus direct work with families.
- The Positive Behaviour Support Team continues to play a vital role in the growth and development of the organisation.
- An internal restrictive practice audit was completed which highlighted areas of good practice and areas for development, including and areas for development, including policy development.

Influence and funding

- Increased social media presence and engagement.
- Increased involvement in external forums e.g. HSE Guiding Principles working group, DFI forums (HSE National HomeShare Working Group, All Employers Social Work Forum, Quality and Standards Advisory Group and HIQA Provider Rep forum), and the National HomeSharing Network.
- In terms of grant applications, we have submitted a significant grant application to establish a Family Support Service South Mayo, the outcome of which is pending.

DIRECTORS' REPORT (continued)

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 15 to 26.

Income has increased to €6,427,817 (2023: €5,926,797). The increase has been as a result of increase in support provided during the year.

We have seen 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 €162,869 (2023: €378,793).

The total company funds at 31 March 2024 were €2,166,265 (2023: €2,003,396).

The Directors believe 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.

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 2024 were €2,166,265 (2023: €2,003,396).

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.

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
- the company complies with relevant laws and regulations.

DIRECTORS' REPORT (continued)

FINANCIAL REVIEW (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.
- 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.

Key Risks and Uncertainties

Positive Futures' approach to risk management is guided by the Charities Governance Code and other professional best practice and takes full cognisance of the context and environment in which we operate. Our approach is not designed to eliminate all risk, rather to balance control, cost of control and appropriate risk taking. We have a risk management policy and procedure which clearly defines roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

The Corporate Risk Register is overseen and managed by the Corporate Services Director and owned by the senior leadership team. The Corporate Risk Register is a standing item at each of the meetings of the Board of Trustees.

During the reporting period:

- there were no corporate risks on the Corporate Risk Register, all risks were being managed at a departmental or service level.
- challenges and risks regarding staffing increased and a range of measures (including increased salaries, improved terms and conditions for some staff groups, contributing to lobbies for pay equalisation and a range of staff engagement initiatives) were progressed to address these concerns.

See earlier section regarding the rollout of an electronic risk and goals system (DecisionTime).

Employee involvement and equal opportunities

Since its inception, Positive Futures has had an Equal Opportunities Policy in place which is reviewed and updated as necessary. This Policy outlines our commitment to the promotion of equality of opportunity in all aspects of employment and volunteering. Equality is a core value of our organisation and underpins everything we do. We oppose all forms of unlawful and unfair discrimination. All job applicants, staff and any others who work for us are treated fairly and are not discriminated against on any grounds (e.g. in relation to gender, marital status, having dependents, religion, political opinion, race, disability, sexual orientation or age).

Staff Joint Consultative Committee

In 2019, a staff Joint Consultative Committee was established. In broad terms, this forum has two main purposes. Firstly, to provide a platform where staff representatives from across the organisation can meet directly with senior managers in order to contribute to the organisation's development and decision-making. Secondly, to serve as a health and safety committee. This forum has proven very useful, both for staff and managers, in ensuring that staff voices are heard and that their involvement in the decision making of the organisation is meaningful.

DIRECTORS' REPORT (continued)

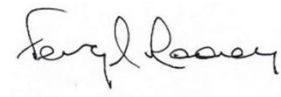
FINANCIAL REVIEW (continued)

Auditors

In July 2024, our previous external auditors, ASM (B) Ltd, transferred all their external audit contracts to Sumer Auditco NI Limited. The Board has agreed to the novation of the external audit contract to Sumer Auditco NI Limited. A resolution to re-appoint the auditors, Sumer NI, will be submitted at the Annual General Meeting.

The Directors' Report was approved by the Board of Directors on 13 September 2024.

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 2024 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 2024 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

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

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

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

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 5, 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: <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.

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.



Christine Hagan

for and on behalf of

Sumer Auditco NI Limited

Chartered Accountants and Statutory Audit Firm

4th Floor Glendinning House

6 Murray Street

BT1 6DN

Northern Ireland

13 September 2024

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

	Notes	Restricted €	Unrestricted €	2024 €	2023 €
Income and endowments from:					
Charitable activities	2	6,194,189	230,628	6,424,817	5,923,822
Other Income	3	-	3,000	3,000	2,975
Total income and endowments		<u>6,194,189</u>	<u>233,628</u>	<u>6,427,817</u>	<u>5,926,797</u>
Expenditure on:					
Charitable activities	4	<u>6,027,430</u>	<u>237,518</u>	<u>6,264,948</u>	<u>(5,548,004)</u>
Total expenditure		<u>6,027,430</u>	<u>237,518</u>	<u>6,264,948</u>	<u>(5,548,004)</u>
Net income		166,759	(3,890)	162,869	378,793
Transfers					
Transfers between funds	13	-	-	-	-
Net movement in funds		<u>166,759</u>	<u>(3,890)</u>	<u>162,869</u>	<u>378,793</u>
Reconciliation of funds:					
Total funds brought forward	13	<u>1,940,583</u>	<u>62,813</u>	<u>2,003,396</u>	<u>1,624,603</u>
Total funds carried forward	13	<u><u>2,107,342</u></u>	<u><u>58,923</u></u>	<u><u>2,166,265</u></u>	<u><u>2,003,396</u></u>

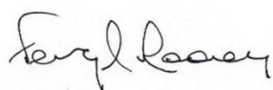
All amounts above relate to continuing operations of the company.

The notes on pages 18 to 26 form part of these accounts.

Balance sheet

	Notes	2024	2023
		€	€
Fixed assets			
Tangible assets	9	<u>218,208</u>	<u>194,047</u>
		218,208	194,047
Current assets			
Debtors	10	<u>586,502</u>	<u>756,653</u>
Cash at bank and in hand		<u>2,069,405</u>	<u>1,912,911</u>
		2,655,907	2,669,564
Liabilities			
Creditors: amounts falling due within one year	11	<u>(707,851)</u>	<u>(860,215)</u>
		1,948,056	1,809,349
Net current assets		<u>1,948,056</u>	<u>1,809,349</u>
Total assets less current liabilities		2,166,265	2,003,396
Net assets		<u>2,166,265</u>	<u>2,003,396</u>
The funds of the charity			
Unrestricted funds	13	<u>58,923</u>	<u>62,813</u>
Restricted funds	13	<u>2,107,342</u>	<u>1,940,583</u>
Total funds		<u>2,166,265</u>	<u>2,003,396</u>

The accounts on pages 15 to 26 were approved by the Board of Directors and authorised for issue on 13 September 2024.



Fergal Rooney
Chair



John Alexander
Director

Co. Registration No. 566738

The notes on pages 18 to 26 form part of these accounts.

Statement of Cash Flows

	2024	2023
	€	€
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	254,586	177,411
Cash flows from investing activities		
Proceeds from the sale of property, plant and equipment	3,000	11,100
Purchase of property, plant and equipment	(101,092)	(133,366)
Net cash (used in) investment activities	(98,092)	(122,266)
Change in cash in the reporting period	156,494	55,145
Cash at the beginning of the reporting period	1,912,911	1,857,766
Cash at the end of the reporting period	2,069,405	1,912,911

Reconciliation of net income to net cash inflow from operating activities

	2024	2023
	€	€
Net income for the reporting period (as per the Statement of financial activities)	162,868	378,793
Adjusted for:		
Depreciation charges	76,931	52,996
Loss/(profit) on the sale of fixed assets	(3,000)	(2,975)
Increase/(decrease) in creditors	(152,364)	66,970
(Increase)/decrease in debtors	170,151	(318,343)
Net cash provided by operating activities	254,586	177,411

Analysis of cash and cash equivalents

	31 March 2023	Cash Flow	31 March 2024
	€	€	€
Cash at bank and in hand	<u>1,912,911</u>	<u>156,494</u>	<u>2,069,405</u>
Total cash and cash equivalents	<u>1,912,911</u>	<u>156,494</u>	<u>2,069,405</u>

The notes on pages 18 to 26 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 €	2024 €	Restricted €	Unrestricted €	2023 €
Health Service Executive Grant	6,175,001	-	6,175,001	5,802,694	-	5,802,694
Sundry income	1,500	230,628	232,128	-	105,373	105,373
Income from service users	17,688	-	17,688	15,440	-	15,440
Other fees and grants	-	-	-	-	315	315
	<u>6,194,189</u>	<u>230,628</u>	<u>6,424,817</u>	<u>5,818,134</u>	<u>105,688</u>	<u>5,923,822</u>

Health Service and Executive Grants

	Purpose of Grant	Grant Term	Grant Source	2024 €	2023 €
CHO 1 – Sligo and Leitrim Learning Disability Services	Service Provision – intellectual disability	Annual	S39	817,234	774,180
CHO 1 – Sligo and Leitrim Learning Disability Services	Inflationary Payment	One-Off	S39	26,620	-
CHO 6 – Community Healthcare East	Service Provision – intellectual disability	Annual	S39	1,743,353	1,609,498
CHO 6 – Community Healthcare East	Inflationary Payment	One-off	S39	47,274	-
CHO 7 – Dublin South West	Service Provision – intellectual disability	Annual	S39	329,353	403,313
CHO 7 – Dublin South West	Inflationary Payment	One-Off	S39	15,445	-
CHO 8 – Midlands	Service Provision – intellectual disability	Annual	S39	3,097,944	2,916,533
CHO 8 – Midlands	Inflationary Payment	Annual	S39	97,778	-
CHO 9 – North Dublin	Service Provision – intellectual disability	Annual	S39	-	31,570
HSE	Pandemic Special Recognition Payment	One-Off	S39	-	67,600
				6,175,001	5,802,694

	Grants due or deferred 31 Mar 23 €	Grant recognised as income €	Cash received in the year €	Grants due or deferred 31 Mar 24 €
CHO 1 – Sligo and Leitrim Learning Disability Services	46,114	843,854	(825,506)	64,462
CHO 6 – Community Healthcare East	133,968	1,790,627	(1,750,969)	173,626
CHO 7 – Dublin South West	20,133	344,798	(410,376)	(45,445)
CHO 8 – Midlands	68,804	3,195,722	(3,180,793)	83,733
CHO 9 – North Dublin	(725)	-	-	(725)
HSE – Pandemic Special Recognition Payment	67,600	-	(67,600)	-
	<u>335,894</u>	<u>6,175,001</u>	<u>(6,235,244)</u>	<u>275,651</u>

Notes to the accounts (continued)

3. Incoming resources from other Income

	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	€	€	€	€	€	€
Profit from disposal of Fixed Asset	-	3,000	3,000	-	2,975	2,975
	<u>-</u>	<u>3,000</u>	<u>3,000</u>	<u>-</u>	<u>2,975</u>	<u>2,975</u>

4. Expenditure on charitable activities

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

	Restricted	Unrestricted	2024	Restricted	Unrestricted	2023
	€	€	€	€	€	€
Direct care staff costs	3,831,659	129,617	3,961,276	3,398,112	94,280	3,492,392
Head Office and administration staff costs	258,614	105,383	363,997	430,464	-	430,464
Other staff costs	453,159	-	453,159	419,470	2,966	422,436
ICT costs	33,186	-	33,186	35,382	-	35,382
Travel, subsistence and volunteers' expenses	250,720	810	251,530	243,420	1,638	245,058
Training costs	95,400	-	95,400	28,365	5,759	34,124
Premises and insurance costs	288,116	789	288,905	196,791	607	197,398
Depreciation	76,931	-	76,931	52,966	-	52,966
Other support costs	739,645	919	740,564	637,784	-	637,784
	<u>6,027,430</u>	<u>237,518</u>	<u>6,264,948</u>	<u>5,442,754</u>	<u>105,250</u>	<u>5,548,004</u>

In 2024, insurance costs have been included in Premises and insurance costs. Insurance costs of €47,687 were included as other support costs in 2023.

5. Employee information

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

	2024	2023
	Number	Number
By activity:		
Direct care activities	71	72
Administration and training	15	16
	<u>86</u>	<u>88</u>

Notes to the accounts (continued)

5. Employee information (continued)

	2024	2023
	€	€
Staff costs (for the above persons)		
Wages and salaries	3,677,116	3,512,294
Social security costs	396,802	368,189
Pension costs	27,717	42,373
	<u>4,101,635</u>	<u>3,922,856</u>

Pension contributions in the year, for the provision of a defined contribution scheme, amounted to €27,717 (2023: €42,373) and contributions due at the year end amounted to €0 (2023: €nil).

During the year, no employees (2023: one) of the company received remuneration between €80,000 and €90,000.

During the year, two employees (2023: none) of the company received remuneration between €70,000 and €80,000.

Nine other employees (2023: three) of the company received remuneration between €60,000 and €70,000 during the year.

Redundancy costs of €7,104 were incurred during the year.

None of the Directors received any remuneration during the year.

During the year, no employees (2023: four) were recharged from another Group Company.

6. Net incoming resources

	2024	2023
	€	€
Net income is stated after charging:		
Depreciation on tangible owned fixed assets	76,931	52,966
Auditors' remuneration – audit	9,350	9,050
Auditors' remuneration – other	6,662	4,223

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 €162,869 (2023: €378,793).

8. Auditors Remuneration

The auditor's remuneration of €16,012 (2023: €13,373) is split as follows:

	2024	2023
	€	€
Audit services	9,350	9,050
Payroll and Tax services	6,662	4,223
	<u>16,012</u>	<u>13,273</u>

Notes to the accounts (continued)

9. Tangible Fixed Assets

	Fixtures and fittings €	Motor vehicles €	Computer equipment €	Total €
Cost				
At 31 March 2023	117,496	167,650	48,494	333,640
Additions	46,028	47,925	7,139	101,092
Disposals	-	(7,750)	-	(7,750)
At 31 March 2024	<u>163,524</u>	<u>207,825</u>	<u>55,633</u>	<u>426,982</u>
Depreciation				
At 31 March 2023	22,286	73,545	43,762	139,593
Charge for the year	33,932	39,598	3,401	76,931
Disposals	-	(7,750)	-	(7,750)
At 31 March 2024	<u>56,218</u>	<u>105,393</u>	<u>47,163</u>	<u>208,774</u>
Net book values				
At 31 March 2024	<u>107,306</u>	<u>102,432</u>	<u>8,470</u>	<u>218,208</u>
At 31 March 2023	<u>95,210</u>	<u>94,105</u>	<u>4,732</u>	<u>194,047</u>

10. Debtors

	2024 €	2023 €
Amounts falling due within one year:		
Trade debtors	503,583	621,464
Amounts owed from subsidiary	12,662	17,680
Prepayments and accrued income	70,257	117,509
	<u>586,502</u>	<u>756,653</u>

11. Creditors

	2024 €	2023 €
Trade creditors	82,228	100,166
Other creditors	109,437	37,969
Accruals, deferred income and funding repayable	407,605	490,164
Other taxes and social security	104,061	90,536
Amount owed to parent company	4,520	141,380
	<u>707,851</u>	<u>860,215</u>

Positive Futures: Achieving Dreams. Transforming Lives.

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Notes to the accounts (continued)

12. Investment Note

Positive Futures exercises control over one subsidiary company whose results are detailed below:

Name	Business	Registered Office	Shares held	Period end	Turnover in year (€)	Profit/(loss) after tax (€)	Net assets/(liabilities) (€)
National Association of Housing for Visually Impaired (NAHVI) CLG	Provision of Social Care Services Charity Registration number CHY13759	56 Hazelwood, Beaverstown Rd, Donabate, Co Dublin, K36 XR28	None – guarantee	31 March 2024	1,113,614	(343,771)	2,169,989
Registered Number							
317329							

A Business combination in respect of Positive Futures (IRL) and NAHVI took place with effect from 1 September 2022. Positive Futures (IRL) is the immediate controlling party of NAHVI and Positive Futures (Northern Ireland) is the ultimate controlling party. As the results of NAHVI have been consolidated into the Positive Futures Group financial statements, Positive Futures (IRL) has taken advantage of the FRS 102 exemption not to prepare consolidated accounts in respect of itself and NAHVI. NAHVI year end has now been changed and their new financial year is 31 March 2024.

13. Analysis of net assets between funds

	At 31 March 2023 €	Income €	Expenditure €	Transfers €	At 31 March 2024 €
Unrestricted funds					
General funds	62,813	233,628	(237,518)	-	58,923
Total unrestricted funds	62,813	233,628	(237,518)	-	58,923
Restricted funds					
HSE Grants	1,893,559	6,175,001	(6,025,930)	-	2,042,629
Other Restricted Funds	-	1,500	(1,500)	-	-
Income from Service Users	47,024	17,688	-	-	64,712
Total restricted funds	1,940,583	6,194,189	(6,027,430)	-	2,107,342
Total funds	2,003,396	6,427,817	(6,264,948)	-	2,166,265

Notes to the accounts (continued)

14. Operating Leases

At 31 March 2024, the company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2024	2023
	€	€
Land and buildings expiring:		
In less than one year	40,673	39,299
Between two and five years	2,953	14,761
More than five years	7	-
	<u>43,633</u>	<u>54,060</u>
	2024	2023
	€	€
Motor vehicles expiring:		
In less than one year	-	6,323
Between two and five years	-	-
More than five years	-	-
	<u>-</u>	<u>6,323</u>

Lease payments recognised as expenses in the period were €50,360.

15. 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.

16. 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.

17. 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.

Positive Futures (IRL) is the immediate controlling party of NAHVI and Positive Futures (Northern Ireland) is the ultimate controlling party. As the results of NAHVI have been consolidated into the Positive Futures Group financial statements, Positive Futures (IRL) has taken advantage of the FRS 102 exemption not to prepare consolidated accounts in respect of itself and NAHVI.

Notes to the accounts (continued)

18. Analysis of payments to Directors and Related Parties

	2024	2023
	€	€
Net payments to parent company for services	693,763	691,871
Reimbursement of expenses to Directors	-	-
Services provided to NAHVI (subsidiary company)	(113,675)	(104,150)

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 €693,763 to the parent company (2023: €691,871).

Expenses reimbursed to Directors are for travel and accommodation. No Directors (2023: none) were reimbursed for expenses during the year.

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