

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

Annual report for the  
year ended 31 March 2025

Registered No: 566738

**Annual report**

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# Positive Futures: Achieving Dreams. Transforming Lives.

*Annual report for the year ended 31 March 2025*

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## Directors and advisers

### Board of Directors

John Alexander	Matt Mohan
Karen Charnley	James O'Brien (from 14 June 2024)
Richard Fagan	Fergal Rooney (Chairperson)
Fiona Keogh	Mark Scully (from 13 September 2024)
Roy McConkey	

### Members

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

### Chief Executive

Agnes Lunny

### Executive Director

Paul Roberts

### Senior Leadership Team

John Carew (Finance Director) (until 30 April 2025)  
Ian Todd (Finance Director) (from 27 June 2025)  
Joanne Corcoran (Corporate Services Director) (until 31 May 2025)  
Kerry Mallon (Operations Director)  
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<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 2025.

### **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' ('Positive Futures') was established in the Republic of Ireland and incorporated on 19 August 2015. On 17 June 2016, the Constitution of Positive Futures 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.

Positive Futures is a subsidiary of the NI company. 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 Directors and detailed in the Delegated Authorities Policy. The governing body is the Board of Directors 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 Directors with skills in Psychology, Education and Research, Social Work and Intellectual Disability, Business, Legal, Tax Advisory, Accounting, Housing, experience in the Public Sector and lived experience. Directors are appointed by the Board of Directors and are then formally approved at the next Annual General Meeting by the Members.

The Board is comprised of not less than four Directors. The term of office of a Director is three years and Directors may be reappointed for two further successive terms of three years. The Chairperson of the Board of Directors is appointed by the Northern Ireland Company. The Members meet annually to receive the annual report and the audited financial statements of the Company. Other meetings may take place as required.

The Board meets at least four times a year. The quorum for meetings is three. The Chief Executive, and Senior Leadership Team report to, and attend, 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 2024-25.

<b>Name</b>	<b>Number of meetings attended</b>	<b>13 September 2024</b>
John Alexander	1/1	✓
Corporate Representative of Positive Futures: Achieving Dreams. Transforming Lives (NI29849)	1/1 (Mary Bryce)	✓

The table below shows attendance of Directors at the Directors meetings which took place during 2024-25.

<b>Name</b>	<b>Number of meetings attended</b>	<b>14 June 2024</b>	<b>13 September 2024</b>	<b>13 December 2024</b>	<b>27 February 2025</b>
John Alexander	3/4	✓	✓	Apologies received	✓
Karen Charnley	3/4	✓	Apologies received	✓	✓
Richard Fagan	3/4	Apologies received	✓	✓	✓
Fiona Keogh	4/4	✓	✓	✓	✓
Roy McConkey	4/4	✓	✓	✓	✓
Matt Mohan	4/4	✓	✓	✓	✓

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

<b>Name</b>	<b>Number of meetings attended</b>	<b>14 June 2024</b>	<b>13 September 2024</b>	<b>13 December 2024</b>	<b>27 February 2025</b>
James P O'Brien	3/3		✓	✓	✓
Fergal Rooney (Chairperson)	4/4	✓	✓	✓	✓
Mark Scully	3/3		✓	✓	✓

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

New Directors are invited to meet with the Chair and the Chief Executive and are provided with an induction which includes clarification of roles, responsibilities and expectations of Directors. The charity has a "Trustees Contact with Services Policy" which details the relationship between Directors/Trustees and the wider organisation and the expectation that Directors will meet and spend time with staff and the people we support.

The arrangements for setting the pay and remuneration for the charity's Chief Executive and Executive Director are the responsibility of the Northern Ireland company. Responsibility for agreeing the pay and remuneration of all other roles is delegated to the Chief Executive in line with the Delegated Authorities Policy.

### **Subsidiaries**

Positive Futures (IRL) is the immediate controlling party of National Association of Housing for Visually Impaired (NAHVI). The NI company is the ultimate controlling party, by virtue of its control over Positive Futures.

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**

Positive Futures is committed to upholding the highest standards of governance. The Charities Governance Code sets out the principles and practices that guide the Board's oversight and decision-making. Positive Futures is fully compliant with this Code.

### **Reference and Administrative Details**

The details of the charity, the Members, Board of Directors and Senior Leadership Team 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

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

year ended 31 March 2025. 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.

Social investment does not form a material part of the Group's charitable and investment activities.

### **Who used and benefitted from our services?**

In 2024-25, Positive Futures 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 2024-25, Positive Futures provided direct support to 105 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. 15 people were supported through our supported living services. 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 105 people directly supported, the families and carers of these individuals also significantly benefitted from the support provided.

NAHVI, a direct subsidiary of Positive Futures, provides accommodation and support to 16 adults with both a visual impairment and an intellectual disability, autism or acquired brain injury. Positive Futures provides governance and operational oversight 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 adheres to the Group's governance framework. 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, the Group has an over-arching Corporate Plan, from which annual business plans are developed. The Corporate Plan outlines the long-term strategic aims for the Group and the annual business plan links our operational activities to our Corporate Plan. The annual business plan includes objectives specific to the work of each company within the Group.

## DIRECTORS' REPORT (continued)

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 Positive Plan 2024-28 outlines that we want to provide even better support to even more people across the island of Ireland. To do this, we will continue to:

- Provide excellent support to help people to live the life they want;
- Get and keep the best staff;
- Build strong and resilient staff teams;
- Be the provider of choice;
- Grow and diversify our services;
- Improve our internal systems to help us work smarter;
- Build on our positive reputation and extend our influence;
- Continue to innovate and build on our 'can do' approach;
- Ensure our continued financial sustainability.

Our four Corporate Aims and Corporate Objectives in our Positive Plan 2024-28 are summarised in Figure 1.

**Figure 1: Our Plan on a Page – Our Corporate Aims and Objectives**

Corporate Aims	Our Corporate objectives
Provide even better support	<ol style="list-style-type: none"> <li>1. Implement a new person centred (PC) framework.</li> <li>2. Enhance our PBS through the development of new research partnerships and accreditation to position ourselves as a market leader and to generate a PBS income stream.</li> </ol>
Ensure we get, keep and develop the best staff	<ol style="list-style-type: none"> <li>3. Deliver our Employer of Choice Strategy to improve how we find, keep, develop, recognise and reward staff.</li> </ol>
Improve, innovate, influence and grow	<ol style="list-style-type: none"> <li>4. Implement a new system to support Operations, integrated with HR &amp; Payroll and introduce a dashboard-based reporting system for managers on key organisational metrics.</li> <li>5. Deliver a PR, Marketing and Communications strategy to increase awareness of Positive Futures.</li> <li>6. Streamline and further strengthen governance.</li> <li>7. Deliver a Positive Green Strategy to achieve measurable positive impacts for our stakeholders, our organisation and our planet.</li> </ol>
Maintain and enhance funding levels to deliver even better and even more support	<ol style="list-style-type: none"> <li>8. Increase our financial viability, maximising income and implementing plans for long term and sustainable growth.</li> </ol>

Each of our corporate aims is supported by a set of targeted objectives that translate our strategic vision into focused, actionable priorities.

### Corporate Aim 1: Provide even better support

1. By March 2028, we will have implemented a new Person Centred (PC) Framework including outcome reporting for 100% of people we support.
2. By March 2028, we will have enhanced our Positive Behaviour Support (PBS) through the development of new research partnerships and accreditation of PBS training programmes in order to improve people's lives, to position ourselves as market leader within the field and to generate a PBS income stream.

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

### **Corporate Aim 2: Ensure we get, keep and develop the best staff**

3. By March 2028, we will have improved how we find, keep, develop, recognise and reward staff through delivery of an Employer of Choice Strategy.

### **Corporate Aim 3: Improve, innovate, influence and grow**

4. By March 2028, we will have implemented a new system to support the delivery of operations, integrated with HR & Payroll and introduced a dashboard based reporting system for managers on key organisational metrics.
5. By March 2028, we will have increased awareness of Positive Futures through delivery of a PR, Marketing and Communications strategy.
6. By March 2028, we will have streamlined our governance structure and arrangements across all 3 Boards and delivered our 2024-28 Corporate Plan, achieving minimum 90% of planned success measures across all corporate objectives.
7. By March 2028, we will have achieved positive and sustainable changes for our stakeholders, our organisation and our planet through delivery of our Positive Green Strategy, including achieving annual carbon reduction targets.

### **Corporate Aim 4: Maintain and enhance funding levels to deliver even better and even more support**

8. By March 2028, we will have increased our financial viability in both NI and IRL, maximising income and implementing plans for long-term and sustainable growth so we can provide even better support to even more people.

## **ACHIEVEMENTS AND PERFORMANCE**

We made meaningful progress this year towards achieving our objectives for year one of the Corporate Plan. Progress is detailed below:

### **Objective 1: Person Centred Framework**

A key milestone was the appointment of a Person Centred Lead, who will champion person centred practices across the Group. The individual is due to commence their role in June 2025.

Significant progress was made in implementing the Outcomes Star – a digital tool designed to help individuals identify personal goals and track progress toward achieving them. This year, we met our target for every person supported by Positive Futures and NAHVI to complete a baseline Outcomes Star.

An annual progress report was presented to the Board of Directors in December 2024, outlining achievements to date. Future reporting arrangements were agreed and will be led by the Person Centred Lead.

### **Objective 2: Positive Behaviour Support (PBS)**

A focus for this year was to ensure a full PBS team was in place. As of 31 March 2025, one Senior PBS Specialist role remained unfilled. Recruitment efforts are ongoing to appoint to this key role.

Substantial work was completed to align every individual's Person Centred Portfolio and Positive Behaviour Support Plan with the Crisis Prevention Institute framework.

The CPI Foundation Safety Intervention training was successfully delivered to staff in all services. In addition, CPI compliance metrics have been included in monthly Learning & Development reports to ensure alignment with mandatory training requirements.



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

### **Objective 3: Finding and Keeping Staff**

Strong progress was made this year across key workforce and organisational development priorities:

- A comprehensive benchmarking exercise was completed, covering both Head Office and frontline roles. This will provide a solid foundation for future workforce planning and reward strategies.
- The Employer of Choice Working Group was successfully established, comprising senior managers and Directors. The group will champion initiatives to enhance organisational culture and staff experience.
- A training needs analysis was completed for every department, enabling targeted learning and development planning across the organisation.
- Progress with developing values-based recruitment arrangements was delayed, with implementation of all initiatives, such as a bank of interview questions and revised interview format, to be progressed in the next financial year.
- The success criterion of 95% completion of Person Centred Supervision (PCS) meetings could not be formally assessed due to the absence of central summary data. This will be reviewed as part of future reporting improvements.

### **Objective 4: Systems**

One key success criterion for this year was to ensure all staff have access to IT skills training on core system functionality. Progress towards this has been steady, with IT clinics being conducted for some staff, and system user guides being circulated to all staff to support their understanding of core systems. LinkedIn Learning has been purchased and is scheduled for roll out by September 2025. This platform will provide comprehensive training on Microsoft products and other relevant IT skills.

The second goal for this year was to deliver additional management training to 90% of managers to enhance the implementation of our risk and quality processes. We exceeded our initial target, with all managers receiving training on our risk management system. Feedback was also sought from managers on our current risk management arrangements which will inform our planned update to our policy and procedure in the next financial year.

### **Objective 5: PR, Marketing and Communications**

There was limited progress against this objective as recruitment to the Head of PR, Marketing and Communications was delayed and did not take place during the year. In addition, implementation of a Customer Relationship Management system was put on hold and will proceed once the new postholder is in place.

### **Objective 6: Governance**

A draft Vision statement was developed, and the Group's Mission and Values were updated. These will be presented to the Board of Directors in June 2025 for formal approval prior to issue.

Progress was made to align the Boards of Positive Futures and NAHVI, which included the transfer of NAHVI's care and support function to Positive Futures in September 2025. NAHVI's sole focus is now that of an Approved Housing Body.

The governance structure for the NAHVI Approved Housing Body was reviewed. An action plan was put in place and steady progress was made to ensure full compliance with the Approved Housing Bodies Regulatory Authority's (AHBRA's) standards, including the introduction of a set of housing-related policies. In November 2024, NAHVI successfully achieved registration with AHBRA.

Finally, the focus of the Group's efforts under this objective was to agree an organisational management restructure, with changes to existing staff reporting arrangements commencing in March 2025. Work has also begun to prepare to recruit to several new strategic roles, including the Person Centred Lead, Head of Digital and Analytics, and Head of PR, Marketing and Communications as previously referenced. These appointments are critical to ensuring the organisation is adequately resourced to deliver on our corporate objectives.

### **Objective 7: Positive Green Strategy**

The first annual review of the Position Statement on climate change was completed, reaffirming our commitment to environmental responsibility.

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

We did not deliver a Positive Green Workshop for the Senior Leadership Team and Directors as planned, but this is being organised for autumn 2025. Following this, a dedicated Positive Green Team will be formally established to oversee the delivery of the organisation's "Positive Green" strategy.

### **Objective 8: Financial Viability and Sustainable Growth**

We made good progress this year in relation to contract reviews, costing, and financial reporting. All existing contracts were assessed to identify any contract which doesn't meet our threshold of "breakeven or better".

New contracts are now costed using an updated template to ensure full cost recovery. The costing process has been streamlined to support faster turnaround times for operational requests, with a tracker being implemented to support oversight of this.

Growth and housing strategies for the organisations within the Group will be developed and progressed in the second year of the 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 15 to 26.

Income has increased to €6,841,957 (2024: €6,427,817). 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, the Directors report the company made a deficit of €201,764 (2024: surplus €162,869).

The total company funds at 31 March 2025 were €1,964,501 (2024: €2,166,265).

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 13 in the accounts.

The total funds at 31 March 2025 were €1,964,501 (2024: €2,166,265).

### **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.

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

### ***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; 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.
- 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.

During the reporting period, the Corporate Risk Register was managed by the Corporate Services Director and owned by the senior leadership team. The Corporate Risk Register is reviewed at every meeting of the Board of Directors. Mitigation measures are in place across all identified risks, including strengthened oversight, targeted action plans, and ongoing engagement with stakeholders to ensure transparency and responsiveness. All other risks, including all risks associated with NAHVI, were being managed at a departmental or service level.

### **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).

In 2019, a staff Joint Consultative Committee was established. In broad terms, this forum has two main purposes. First, 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. Second, to serve as a health and safety committee. This quarterly forum has proven 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.

In NAHVI, one Employee Engagement meeting was held during the year. This forum operates in a manner similar to the Joint Consultative Committee, however, given the size of NAHVI, is open to the whole staff team to attend.

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

### **PLANS FOR FUTURE PERIODS**

Our Positive Plan 2024-28 sets out the Group's eight strategic corporate objectives that will guide our work over this period. We have approved a focused set of activities for year two, designed to build on progress to date and advance our priorities.

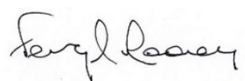
As detailed above, the transfer of NAHVI's care and support function to Positive Futures completed in September 2025. This included the transfer of NAHVI staff and associated HSE Service Arrangements and income relating to the provision of support services. NAHVI will now operate solely as an Approved Housing Body, with its activities fully aligned to the provision of housing.

### **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 18 September 2025.

### **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 2025 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 2025 and of its deficit 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 4, 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

4<sup>th</sup> Floor Glendinning House

6 Murray Street

BT1 6DN

Northern Ireland

**18 September 2025**

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

	Notes	Restricted €	Unrestricted €	2025 €	2024 €
<b>Income and endowments from:</b>					
Charitable activities	2	6,642,280	199,677	<b>6,841,957</b>	6,424,817
Other Income	3	-	-	-	3,000
<b>Total income and endowments</b>		<u>6,642,280</u>	<u>199,677</u>	<u><b>6,841,957</b></u>	<u>6,427,817</u>
<b>Expenditure on:</b>					
Charitable activities	4	<u>6,843,715</u>	<u>200,006</u>	<u><b>7,043,721</b></u>	<u>6,264,948</u>
<b>Total expenditure</b>		<u>6,833,715</u>	<u>200,006</u>	<u><b>7,043,721</b></u>	<u>6,264,948</u>
<b>Net income</b>		(201,435)	(329)	<b>(201,764)</b>	162,869
<b>Transfers</b>					
Transfers between funds	13	-	-	-	-
<b>Net movement in funds</b>		<u>(201,435)</u>	<u>(329)</u>	<u><b>(201,764)</b></u>	<u>162,869</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward	13	<u>2,107,342</u>	<u>58,923</u>	<u><b>2,166,265</b></u>	<u>2,003,396</u>
<b>Total funds carried forward</b>	13	<u><u>1,905,907</u></u>	<u><u>58,594</u></u>	<u><u><b>1,964,501</b></u></u>	<u><u>2,166,265</u></u>

All amounts above relate to continuing operations of the company.

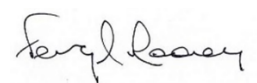
The notes on pages 18 to 26 form part of these accounts.



## Balance sheet

	Notes	2025	2024
		€	€
<b>Fixed assets</b>			
Tangible assets	9	<u>189,250</u>	<u>218,208</u>
		<u>189,250</u>	<u>218,208</u>
<b>Current assets</b>			
Debtors	10	581,050	586,502
Cash at bank and in hand		<u>2,124,303</u>	<u>2,069,405</u>
		2,705,353	2,655,907
<b>Liabilities</b>			
Creditors: amounts falling due within one year	11	<u>(930,102)</u>	<u>(707,851)</u>
<b>Net current assets</b>		<u>1,775,251</u>	<u>1,948,056</u>
<b>Total assets less current liabilities</b>		1,964,501	2,166,265
<b>Net assets</b>		<u>1,964,501</u>	<u>2,166,265</u>
<b>The funds of the charity</b>			
Unrestricted funds	13	58,594	58,923
Restricted funds	13	<u>1,905,907</u>	<u>2,107,342</u>
<b>Total funds</b>		<u>1,964,501</u>	<u>2,166,265</u>

The accounts on pages 15 to 26 were approved by the Board of Directors and authorised for issue on 18 September 2025.



**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

	2025	2024
	€	€
<b>Cash flows from operating activities:</b>		
Net cash provided by operating activities (see below)	<b>112,866</b>	254,586
<b>Cash flows from investing activities</b>		
Proceeds from the sale of property, plant and equipment	-	3,000
Purchase of property, plant and equipment	(57,968)	(101,092)
<b>Net cash (used in) investment activities</b>	<b>(57,968)</b>	<b>(98,092)</b>
<b>Change in cash in the reporting period</b>	<b>54,898</b>	<b>156,494</b>
<b>Cash at the beginning of the reporting period</b>	<b>2,069,405</b>	<b>1,912,911</b>
<b>Cash at the end of the reporting period</b>	<b>2,124,303</b>	<b>2,069,405</b>

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

	2025	2024
	€	€
Net income for the reporting period (as per the Statement of financial activities)	<b>(201,764)</b>	162,868
Adjusted for:		
Depreciation charges	<b>86,926</b>	76,931
Loss/(profit) on the sale of fixed assets	-	(3,000)
Increase/(decrease) in creditors	<b>222,252</b>	(152,364)
(Increase)/decrease in debtors	<b>5,452</b>	170,151
<b>Net cash provided by operating activities</b>	<b>112,866</b>	<b>254,586</b>

## Analysis of cash and cash equivalents

	31 March 2024 €	Cash Flow €	31 March 2025 €
Cash at bank and in hand	2,069,405	54,898	2,124,303
<b>Total cash and cash equivalents</b>	<b>2,069,405</b>	<b>54,898</b>	<b>2,124,303</b>

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.

#### ***Operating leases***

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

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

### ***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 €	2025 €	Restricted €	Unrestricted €	2024 €
Health Service Executive Grant	6,622,566	-	6,622,566	6,175,001	-	6,175,001
Sundry income	-	199,677	199,677	1,500	230,628	232,128
Income from service users	19,714	-	19,714	17,688	-	17,688
	<u>6,642,280</u>	<u>199,677</u>	<u>6,841,957</u>	<u>6,194,189</u>	<u>230,628</u>	<u>6,424,817</u>

### Health Service and Executive Grants

	Purpose of Grant	Grant Term	Grant Source	2025 €	2024 €
CHO 1 – Sligo and Leitrim Learning Disability Services	Service Provision – intellectual disability	Annual	S39	830,926	817,234
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	1,801,419	1,743,353
CHO 6 – Community Healthcare East	Inflationary Payment	One-off	S39	-	47,274
CHO 7 – Dublin South West	Service Provision – intellectual disability	Annual	S39	226,325	329,353
CHO 7 – Dublin South West	Inflationary Payment	One-Off	S39	-	15,445
CHO 8 – Midlands	Service Provision – intellectual disability	Annual	S39	3,763,896	3,097,944
CHO 8 – Midlands	Inflationary Payment	Annual	S39	-	97,778
				<u>6,622,566</u>	<u>6,175,001</u>

	Grants due or (deferred) 31 Mar 24 €	Grant recognised as income €	Cash received in the year €	Grants due or (deferred) 31 Mar 25 €
CHO 1 – Sligo and Leitrim Learning Disability Services	64,462	830,926	(799,481)	95,907
CHO 6 – Community Healthcare East	173,626	1,801,419	(1,839,955)	135,090
CHO 7 – Dublin South West	(45,445)	226,325	(378,958)	(198,078)
CHO 8 – Midlands	83,733	3,763,896	(3,862,571)	(14,942)
CHO 9 – North Dublin	(725)	-	(22,275)	(23,000)
	<u>275,651</u>	<u>6,622,566</u>	<u>(6,903,240)</u>	<u>(5,023)</u>

## Notes to the accounts (continued)

### 3. Incoming resources from other Income

	Restricted €	Unrestricted €	2025 €	Restricted €	Unrestricted €	2024 €
Profit from disposal of Fixed Asset	-	-	-	-	3,000	3,000
	-	-	-	-	3,000	3,000

### 4. Expenditure on charitable activities

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

	Restricted €	Unrestricted €	2025 €	Restricted €	Unrestricted €	2024 €
Direct care staff costs	4,190,708	108,517	4,299,225	3,831,659	129,617	3,961,276
Head Office and administration staff costs	367,553	85,330	452,883	258,614	105,383	363,997
Other staff costs	597,141	-	597,141	453,159	-	453,159
ICT costs	49,057	-	49,057	33,186	-	33,186
Travel, subsistence and volunteers' expenses	242,345	4,200	246,545	250,720	810	251,530
Training costs	115,062	-	115,062	95,400	-	95,400
Premises and insurance costs	286,159	-	286,159	288,116	789	288,905
Depreciation	86,926	-	86,926	76,931	-	76,931
Other support costs	908,763	1,958	910,721	739,645	919	740,564
	<u>6,843,715</u>	<u>200,006</u>	<u>7,043,721</u>	<u>6,027,430</u>	<u>237,518</u>	<u>6,264,948</u>

### 5. Employee information

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

	2025 Number	2024 Number
<b>By activity:</b>		
Direct care activities	77	71
Administration and training	21	15
	<u>98</u>	<u>86</u>

## Notes to the accounts (continued)

### 5. Employee information (continued)

	2025	2024
	€	€
<b>Staff costs (for the above persons)</b>		
Wages and salaries	4,002,045	3,677,116
Social security costs	435,101	396,802
Pension costs	42,018	27,717
	<u>4,479,164</u>	<u>4,101,635</u>

Pension contributions in the year, for the provision of a defined contribution scheme, amounted to €42,018 (2024: €27,717) and contributions due at the year end amounted to €nil (2024: €nil).

During the year, four employees (2024: two) of the company received remuneration between €70,000 and €80,000.

Fifteen other employees (2024: nine) of the company received remuneration between €60,000 and €70,000 during the year.

Redundancy costs of €nil were incurred during the year.

None of the Directors received any remuneration during the year.

During the year, no employees (2024: none) were recharged from another Group Company.

### 6. Net incoming resources

	2025	2024
	€	€
<b>Net income is stated after charging:</b>		
Depreciation on tangible owned fixed assets	86,926	76,931
Auditors' remuneration – audit	10,461	9,350
Auditors' remuneration – other	-	6,662
Payroll and tax services	7,054	-

### 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 deficit for the year of €201,764 (2024: surplus of €162,869).

### 8. Auditor's Remuneration

The auditor's remuneration of €10,461 (2024: €16,012) is split as follows:

	2025	2024
	€	€
Audit services	10,461	9,350
Payroll and Tax services	-	6,662
	<u>10,461</u>	<u>16,012</u>

## Notes to the accounts (continued)

### 9. Tangible Fixed Assets

	<b>Fixtures and fittings €</b>	<b>Motor vehicles €</b>	<b>Computer equipment €</b>	<b>Total €</b>
<b>Cost</b>				
At 31 March 2024	163,524	207,825	55,633	426,982
Additions	15,919	27,423	14,626	57,968
Disposals	-	-	-	-
<b>At 31 March 2025</b>	<b>179,443</b>	<b>235,248</b>	<b>70,259</b>	<b>484,950</b>
<b>Depreciation</b>				
At 31 March 2024	56,218	105,393	47,163	208,774
Charge for the year	36,630	44,264	6,032	86,926
Disposals	-	-	-	-
<b>At 31 March 2025</b>	<b>92,848</b>	<b>149,657</b>	<b>53,195</b>	<b>295,700</b>
<b>Net book values</b>				
<b>At 31 March 2025</b>	<b>86,595</b>	<b>85,591</b>	<b>17,064</b>	<b>189,250</b>
At 31 March 2024	107,306	102,432	8,470	218,208

### 10. Debtors

	<b>2025 €</b>	<b>2024 €</b>
<b>Amounts falling due within one year:</b>		
Trade debtors	394,970	503,583
Amounts owed from subsidiary	39,717	12,662
Prepayments and accrued income	146,363	70,257
	<b>581,050</b>	<b>586,502</b>

### 11. Creditors

	<b>2025 €</b>	<b>2024 €</b>
Trade creditors	81,028	82,228
Other creditors	282,102	109,437
Accruals, deferred income and funding repayable	426,857	407,605
Other taxes and social security	116,045	104,061
Amount owed to parent company	24,070	4,520
	<b>930,102</b>	<b>707,851</b>



## 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	56 Hazelwood, Beaverstown Rd, Donabate, Co Dublin, K36 XR28	None – limited by guarantee	31 March 2025	2,048,821	408,714	2,578,703
Registration Number 317329	Charity Registration number CHY13759						

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's year end has now been changed, and its new financial year is 31 March.

### 13. Analysis of net assets between funds

	At 31 March 2024 €	Income €	Expenditure €	Transfers €	At 31 March 2025 €
<b>Unrestricted funds</b>					
General funds	58,923	199,677	(200,006)	-	58,594
<b>Total unrestricted funds</b>	<u>58,923</u>	<u>199,677</u>	<u>(200,006)</u>	<u>-</u>	<u>58,594</u>
<b>Restricted funds</b>					
HSE Grants	2,042,630	6,622,566	(6,843,715)	-	1,821,481
Income from Service Users	64,712	19,714	-	-	84,426
<b>Total restricted funds</b>	<u>2,107,342</u>	<u>6,642,280</u>	<u>(6,843,715)</u>	<u>-</u>	<u>1,905,907</u>
<b>Total funds</b>	<u>2,166,265</u>	<u>6,841,957</u>	<u>7,043,721</u>	<u>-</u>	<u>1,964,501</u>

## Notes to the accounts (continued)

### 14. Operating Leases

At 31 March 2025, the company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2025	2024
	€	€
Land and buildings expiring:		
In less than one year	32,683	40,673
Between two and five years	4	2,953
More than five years	2	7
	<u>32,690</u>	<u>43,633</u>
	2025	2024
	€	€
Motor vehicles expiring:		
In less than one year	-	-
Between two and five years	-	-
More than five years	-	-
	<u>-</u>	<u>-</u>

Lease payments recognised as expenses in the period were €40,675.

### 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.

Positive Futures (IRL) have ongoing employment disputes where a liability has not yet been established and cannot be quantified.

### 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**

	<b>2025</b>	<b>2024</b>
	<b>€</b>	<b>€</b>
Net payments to parent company for services	755,779	693,763
Reimbursement of expenses to Directors	-	-
Services provided to NAHVI (subsidiary company)	(117,530)	(113,675)

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 €755,779 to the parent company (2024: €693,763).

Expenses reimbursed to Directors are for travel and accommodation. No Directors (2024: none) were reimbursed for expenses during the year.

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

### **19. Post Balance Sheet Events**

The Board has approved, subject to the necessary registrations, that in September 2025 NAHVI's contracts with the HSE for the provision of care and support services are to be transferred to Positive Futures: Achieving Dreams Transforming Lives CLG. The staff associated with the delivery of this service will also transfer to become employees of Positive Futures under TUPE arrangements.

The properties and activities associated with the Approved Housing Body remain within NAHVI.