

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

(A Company limited by Guarantee)

Annual report for the
year ended 31 March 2021

Registered No: 566738

Annual report

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

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2021

Directors and advisers

Board of Directors	John Alexander Larry Broderick Desmond Coppins (resigned 5 August 2021)	Deborah Kearney Fiona Keogh Fergal Rooney (Chairperson)
Members	Positive Futures: Achieving Dreams. Transforming Lives. (the Northern Ireland Company) John Alexander Miriam Somerville	
Chief Executive	Agnes Lunny	
Executive Director	Paul Roberts	
Senior Leadership Team	Leigh Brown (Corporate Services Director) (left 31 December 2020) Liam Dorrian (Finance Director) Frances Murphy (Operations Director) Joanne Corcoran (Corporate Service Director, appointed 1 May 2021) (Interim HR Director, appointed 11 September 2020)	
Secretary	Emma Hogg	
Company number	566738	
Registered office	Nesta Business Centre Glencullen House Kylemore Road Ballyfermot, Dublin 10, D10 K729	
Auditors	ASM (B) Ltd 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 DX 93	
Charity numbers	Revenue CHY 21744 Charity Registration number 20106348	

DIRECTORS' REPORT

The Directors present their report and the audited accounts for the year ended 31 March 2021.

OBJECTIVES AND ACTIVITIES

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

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

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

Who used and benefitted from our services?

At the end of March 2021, we supported 58 people (2020: 51) including adults and children through a range of services as follows:

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

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

Our Corporate Aims

Our Corporate Aims for 2020-23 are as follows:

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

Ensuring our work delivers our aims

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

DIRECTORS' REPORT (continued)

The outbreak of the coronavirus pandemic affected our ability to achieve the objectives in our 2020-21 business plan. In July 2020, the Senior Leadership Team reviewed what the organisation originally set out to achieve during the year and agreed revised business plan priorities.

Changes in personnel in the Human Resources Director and Corporate Services Director roles in the latter part of 2020 further impacted our ability to achieve these revised objectives before the end of March 2021. These delayed activities have, however, been prioritised in our business plan for 2021-22.

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

ACHIEVEMENTS AND PERFORMANCE

Corporate Objective: Recruitment and Retention – By 2023, we will be the “preferred employer” in the sector as demonstrated by attracting the best staff; increasing staffing levels (with minimum staffing); and improving retention and staff engagement

Work took place around staff recruitment in the first few months of the year which resulted in improved staffing levels, with the already limited use of agency staff in some services reducing even further. As a result, and in light of the impact of Covid-19 on the workforce, the focus of our work for the remainder of the year was on improving staff retention, support and engagement.

Key retention and engagement activities included developing a range of internal resources and running resilience workshops to support staff to discuss their concerns, primarily arising from the coronavirus pandemic, and to create positive coping strategies. In addition, we ran a new “First Steps to Management” training programme for Senior Support Workers. The programme aimed to develop the confidence and skills of these staff to lead high performing teams. Once we have evaluated this, we will use any learning to inform our plans for reviewing our induction and development training programmes for all staff. Finally, we revised the Code of Conduct and Practice which makes it clear how staff should provide support at all times. Implementation of this document will be prioritised in early 2021-22.

The Senior Leadership Team used the opportunity of the departure of the HR Director to conduct a review of the HR structure and people related services. This resulted in the introduction of a revised model of HR support to the organisation and will ultimately support the achievement of the recruitment and retention objectives for the remainder of the three year Corporate Plan.

Corporate Objective: Efficiency and Effectiveness – By 2023, we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development. By 2023, we will evidence and inform service and organisational quality and improvement through streamlining data gathering and analysis.

A key improvement project this year was moving all staff in the charity on to the same Microsoft 365 ICT systems as staff in the Northern Ireland charity. This work has already resulted in improvements in internal communication and information storage which had significant benefits for staff working remotely as a result of the pandemic.

Another important improvement project this year was the roll out of staff support planning software to all services. Using this system significantly reduces the time it takes to develop support planners (rotas) and also supports our staff engagement efforts by ensuring that staff have a good work life balance, with advance notice of the dates and times they will work.

The outbreak of the coronavirus pandemic affected our ability to achieve a number of other planned activities in this area. These included the implementation of an electronic risk, performance and meetings management system; the harmonisation of operational policies between the Republic of Ireland and Northern Ireland charities; completing the transition of staff payroll in-house; conducting a comprehensive review of our internal

DIRECTORS' REPORT (continued)

recruitment processes; and streamlining data gathering and analysis. These activities will be prioritised in our 2021-22 business plan.

Despite the delay with progressing these activities, there were several positive changes in how the organisation worked during the pandemic, including streamlined decision making and improved communication with staff. Work continues to build on these areas and, as far as possible, stop doing the things which were not working so well. This should ensure that the organisation operates in a more efficient way after the pandemic. The Board of Directors will be joining a workshop with Trustees of the Northern Ireland charity later in 2021 to agree any changes to governance arrangements in the “new normal”.

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

Over the year, we saw continued growth in our existing Mo Shaol HomeShare service which operates in Counties Louth and Meath (CHO 8). At the end of March 2021, the service supported 42 individuals, both adults and children (2020: 37).

Funding was secured from CHO 7 to establish a new service to support an individual to live in his family home in Co Waterford following discharge from a mental health facility. While our Tuath Glas service was established in July 2019, support in Waterford could not commence due to a deterioration in the individual’s mental health condition. This year, the service has provided an in-reach programme for the individual while he was in hospital via both direct and remote contact. His transition to his home is planned for early April 2021.

In addition to direct service provision, Positive Futures has been continuing to provide management and governance oversight to the National Association of Housing for the Visually Impaired (NAHVI) throughout 2020-21. NAHVI was established in 1999 and provides supported living services to 16 people with both an intellectual disability and a visual impairment in Donabate, Co Dublin. This arrangement commenced in response to a request from the HSE. The nature and terms of support are detailed in a Memorandum of Understanding between Positive Futures and NAHVI. This year, we have commenced a thorough due diligence exercise with a view to formalising the relationship between the two organisations by 31 December 2021.

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

Corporate Objective: Influence and Funding – By 2023, we will have raised our profile by 10% as a leader in our field with our unique service offers. By 2023, we will have a voice in all relevant forums influencing the sector.

In October 2020, we commenced a year of celebrations to mark the Northern Ireland charity’s 25th anniversary. Staff and the people we support took part in the various events, which, to date, have included a virtual tea party; selling a Christmas 2020 bauble; and designing an anniversary banner. Anniversary celebrations will continue until the end of September 2021.

Plans to finalise and implement a marketing strategy, which encompasses a digital strategy, including upgrading our website, were delayed by the pandemic, but will be progressed in 2021-22.

FINANCIAL REVIEW

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

Details of the company’s results for the year including our income and related expenditure, balance sheet and the related notes can be found on pages 14 to 24.

DIRECTORS' REPORT (continued)

Income has reduced slightly to €5,171,580 (2020: €5,231,477). The decrease has been as a result of some support ceasing in the year.

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

Overall, therefore the Directors are pleased to report the company made a surplus of €316,620 (2020: €406,888).

The total company funds at 31 March 2021 were €1,273,763 (2020: €957,143).

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

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

Key Risks and Uncertainties

The principal risks that the Directors have identified in relation to Positive Futures are:

- Continuing to ensure the safety and wellbeing of the people we support and our staff during the pandemic.
- Ensuring service continuity in the context a global pandemic and the impact of this on achieving our Corporate Aims and annual Business Plan.
- Determining the future relationship between NAHVI and Positive Futures. Having considered a range of options to formalise the relationship between Positive Futures and NAHVI, in January 2021, the Board of Positive Futures in the Republic of Ireland unanimously approved to progress towards a membership transfer agreement. This effectively means that the existing Board members of NAHVI will retire and new members will be appointed by Positive Futures, who will assume control of NAHVI. A due diligence exercise will be completed as part of this transfer.

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

Reserves

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

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

The total funds at 31 March 2021 were €1,273,763 (2020: €957,143).

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.

PLANS FOR FUTURE PERIODS

The annual business plan for 2021-22 has been developed and details the key activities we intend to focus on to secure progress towards achievement of our corporate objectives. This has been produced with several factors in mind. Firstly, the organisation continues to operate within, and is required to manage the impact of, a pandemic. Secondly, we need to ensure that our Corporate Plan activities align to a changed world, reflecting on and learning from our experiences and agreeing new ways of working, as necessary. Thirdly, as and when restrictions ease, there will be a need to manage a post-Covid "recovery" period and continue our resilience-building activities for our staff and management teams. Finally, another serious matter affecting us all at this time is the climate crisis and Positive Futures recognises its responsibility in taking action within available resources to reduce the impact of its activities on this, and to raise awareness of the people we support, our staff and volunteers regarding actions that they can also take.

An overarching activity planned for 2021-22 is to update our "Good to Great" strategy which we will use to provide a coordinated person centred framework for everything we are planning to do for the next two years of our Corporate Plan. With this in mind, the focus of our work in 2021-22 is as follows:

- **Recruitment and Retention:** this includes embedding the new HR structure and revised model of expert and project-based HR support; introducing a streamlined and fully automated recruitment process; implementing our action plan to promote staff engagement, health, wellbeing and productivity, as well as to maintain positive organisational changes post-Covid. This includes making some of the changes highlighted in feedback from staff (from the 2019 staff and health and wellbeing surveys) and from the people we support and their families and carers (from the 2019 and 2020 Annual Consultation Exercises).
- **Efficiency and Effectiveness:** this includes streamlining internal processes by improving how staff can make the best use of our ICT systems; introducing electronic risk and performance management software; running payroll in-house; improving how we keep track of staff training; as well as improving how we collect and produce information about our work.
- **Growth:** this includes expanding our existing services and developing new models of service; as well as formalising our relationship with the National Association of Housing for the Visually Impaired.
- **Influence and Funding:** this includes continuing to promote issues affecting the sector; and finalising and implementing a marketing strategy, which encompasses a digital strategy, including developing a new website. We will also continue to celebrate the charity's achievements as part of its 25th anniversary, including publishing a collection of personal stories and holding a celebratory event for staff and the people we support.

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

The charity has three members: the Northern Ireland Company, Miriam Somerville and John Alexander and is managed by a team, headed by an Executive Director, which operates within the authorities as delegated by the Board of Directors and detailed in the Delegated Authorities Policy. The charity governing body is the Board of

Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2021

DIRECTORS' REPORT (continued)

Directors and is responsible for ensuring that the charity is performing well, is solvent and complies with all its obligations.

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

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

The table below shows attendance of members at the meetings which took place during 2020-21.

Name	Number of meetings attended	18.09.20
John Alexander	1/1	✓
Corporate Representative of Positive Futures: Achieving Dreams. Transforming Lives (NI29849)	1/1	✓
Miriam Somerville	0/1	Apologies received

The table below shows attendance of Directors at the meetings which took place during 2020-21.

Name	Number of meetings attended	19.06.20	18.09.20	11.12.20	15.01.21	22.03.21
John Alexander	5/5	✓	✓	✓	✓	✓
Larry Broderick	5/5	✓	✓	✓	✓	✓
Desmond Coppins	3/5	✓	Apologies received	Apologies received	✓	✓
Deborah Kearney	4/5	✓	✓	Apologies received	✓	✓
Fiona Keogh	5/5	✓	✓	✓	✓	✓
Fergal Rooney (Chairperson)	5/5	✓	✓	✓	✓	✓

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

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

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

Governance Review

Having completed a review of governance in 2019, this year we further enhanced our governance arrangements to ensure these reflect best practice as outlined in the Charities Governance Code. Deborah Kearney joined the Board of Trustees in June 2020. Board performance was reviewed in the summer, which included an audit of the skills, knowledge and experience of the Board as a whole, the Chair and individual Board members. We will seek to recruit to identified skills gaps in the Board this year. Following Trustee attendance at a "Governance in

DIRECTORS' REPORT (continued)

the new normal" webinar in November 2020, a governance and risk workshop is planned for this year for Trustees of the RoI and NI charities to ensure that the activities of the respective organisations align to a changed world, reflecting on and learning from our experiences and agreeing new ways of working, as necessary. Finally, a Procurement Policy was introduced.

REFERENCE AND ADMINISTRATIVE DETAILS

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

Statement of recommended practice

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

Directors' responsibilities

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

The Directors confirm that suitable accounting policies have been used, and these have been applied consistently, and reasonable and prudent judgements and estimates have been made in the preparation of the accounts for the year ended 31 March 2021. The Directors also confirm that applicable accounting standards have been followed and that the accounts have been prepared on the going concern basis.

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

Internal financial controls

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

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

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

Statement of disclosure to auditors

The Directors confirm that:

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

DIRECTORS' REPORT (continued)

Employee involvement, equal opportunities and disabled employees

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

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

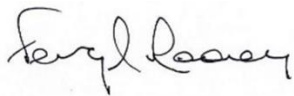
Positive Futures has a Joint Consultative Committee (JCC) which comprises representatives from all service locations in the Republic of Ireland. The purpose of this is to help staff to shape and inform the organisation's development and decision making through a process of consultation, discussion and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

Auditors

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

The Directors' Report was approved by the Board of Directors on 17 September 2021.

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 2021 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 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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

Opinion on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities and restrictions on use

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement on page 9, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

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

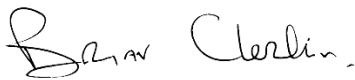
- We considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: timing of recognition of income; and posting of unusual journals along with complex transactions. We discussed these risks with client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

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

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

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

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



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

17 September 2021

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

	Notes	Restricted €	Unrestricted €	2021 €	2020 €
Income and endowments from:					
Charitable activities	2	4,972,198	199,382	5,171,580	5,231,477
Total income and endowments		<u>4,972,198</u>	<u>199,382</u>	<u>5,171,580</u>	<u>5,231,477</u>
Expenditure on:					
Charitable activities	3	<u>(4,655,777)</u>	<u>(199,183)</u>	<u>(4,854,960)</u>	<u>(4,824,589)</u>
Total expenditure		<u>(4,655,777)</u>	<u>(199,183)</u>	<u>(4,854,960)</u>	<u>(4,824,589)</u>
Net income		316,421	199	316,620	406,888
Transfers					
Transfers between funds	11	-	-	-	-
Net movement in funds		<u>316,421</u>	<u>199</u>	<u>316,620</u>	<u>406,888</u>
Reconciliation of funds:					
Total funds brought forward	11	<u>901,591</u>	<u>55,552</u>	<u>957,143</u>	<u>550,255</u>
Total funds carried forward	11	<u><u>1,218,012</u></u>	<u><u>55,751</u></u>	<u><u>1,273,763</u></u>	<u><u>957,143</u></u>

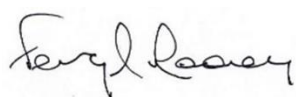
All amounts above relate to continuing operations of the company.

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

Balance sheet

	Notes	2021 €	2020 €
Fixed assets			
Tangible assets	8	<u>67,005</u>	<u>72,025</u>
		<u>67,005</u>	<u>72,025</u>
Current assets			
Debtors	9	218,064	411,970
Cash at bank and in hand		<u>1,559,260</u>	<u>1,195,322</u>
		<u>1,777,324</u>	<u>1,607,292</u>
Liabilities			
Creditors: amounts falling due within one year	10	<u>(570,566)</u>	<u>(722,174)</u>
Net current assets		<u>1,206,758</u>	<u>885,118</u>
Total assets less current liabilities		<u>1,273,763</u>	<u>957,143</u>
Net assets		<u>1,273,763</u>	<u>957,143</u>
The funds of the charity			
Unrestricted funds	11	55,751	55,552
Restricted funds	11	<u>1,218,012</u>	<u>901,591</u>
Total funds		<u>1,273,763</u>	<u>957,143</u>

The accounts on pages 14 to 24 were approved by the Board of Directors and authorised for issue on 17 September 2021.



Fergal Rooney
Chair



John Alexander
Director

Co. Registration No. 566738

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

Statement of Cash Flows

	2021	2020
	€	€
Cash flows from operating activities:		
Net cash provided by operating activities (see below)	397,013	1,076,618
Cash flows from investing activities		
Proceeds from the sale of property, plant and equipment	592	35,271
Purchase of property, plant and equipment	(33,667)	(85,306)
Net cash (used in) investment activities	(33,075)	(50,035)
Change in cash in the reporting period	363,938	1,026,583
Cash at the beginning of the reporting period	1,195,322	168,739
Cash at the end of the reporting period	1,559,260	1,195,322

Reconciliation of net income to net cash inflow from operating activities

	2021	2020
	€	€
Net income for the reporting period (as per the Statement of financial activities)	316,620	406,888
Adjusted for:		
Depreciation charges	37,687	36,619
Loss/(profit) on the sale of fixed assets	408	(8,920)
Increase/(decrease) in creditors	(151,608)	(12,501)
(Increase)/decrease in debtors	193,906	654,532
Net cash provided by operating activities	397,013	1,076,618

Analysis of cash and cash equivalents

	31 March 2020	Cash Flow	31 March 2021
	€	€	€
Cash at bank and in hand	<u>1,195,322</u>	<u>363,938</u>	<u>1,559,260</u>
Total cash and cash equivalents	<u>1,195,322</u>	<u>363,938</u>	<u>1,559,260</u>

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

Notes to the accounts

1. Accounting policies

Basis of accounting

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

Public Benefit

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

Funds

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

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

Designated funds

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

Incoming resources

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

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

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

Resources expended

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

Going Concern

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

Notes to the accounts (continued)

Operating leases

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

Tangible fixed assets

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

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

	%
Motor vehicles	25
Computer equipment	25
Fixtures and Fittings	25

Debtors

Debtors are measured at their recoverable amounts.

Creditors and provisions for liabilities and charges

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

Judgements and estimates

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

Foreign Currency

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

Notes to the accounts (continued)

2. Incoming resources from charitable activities

	Restricted	Unrestricted	2021	Restricted	Unrestricted	2020
	€	€	€	€	€	€
Health Service Executive Grant	4,956,406	55,267	5,011,673	5,035,019	46,642	5,081,661
TUSLA Grant	-	-	-	1,228	-	1,228
Consultancy income	-	143,116	143,116	-	87,801	87,801
Income from service users	15,792	-	15,792	15,942	-	15,942
Other fees and grants	-	999	999	9,260	35,585	44,845
	<u>4,972,198</u>	<u>199,382</u>	<u>5,171,580</u>	<u>5,061,449</u>	<u>170,028</u>	<u>5,231,477</u>

Health Service and Executive Grants

	Purpose of Grant	Grant Term	Grant Source	2021	2020
				€	€
CH01 – Sligo and Leitrim Learning Disability Services	Service Provision – intellectual disability	Annual	S39	735,600	735,442
CH06 – Community Healthcare East	Service Provision – intellectual disability	Annual	S39	1,899,526	1,922,592
CH07 – Dublin South West	Service Provision – intellectual disability	Annual	S39	40,583	46,677
CH08 – Midlands	Service Provision – intellectual disability	Annual	S39	2,075,805	2,059,373
CH09 – North Dublin	Service Provision – intellectual disability	Annual	S39	260,157	317,577
				<u>5,011,673</u>	<u>5,081,661</u>

	Grants due or deferred	Grant recognised as income	Cash received in the year	Grants due or deferred
	31 Mar 20			31 Mar 21
	€	€	€	€
CH01 – Sligo and Leitrim Learning Disability Services	63,292	735,601	796,729	2,164
CH06 – Community Healthcare East	91,550	1,899,526	1,959,309	31,767
CH07 – Dublin South West	66,053	40,584	75,260	31,377
CH08 – Midlands	(118,580)	2,075,805	2,106,874	(149,649)
CH09 – North Dublin	(24,216)	260,157	307,923	(71,982)
	<u>78,099</u>	<u>5,011,673</u>	<u>5,246,095</u>	<u>(156,323)</u>

3. Expenditure on charitable activities

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

	Restricted	Unrestricted	2021	Restricted	Unrestricted	2020
	€	€	€	€	€	€
Direct care staff costs	3,472,223	181,607	3,653,830	3,470,748	122,436	3,593,184
Head Office and administration staff costs	475,830	-	475,830	357,437	-	357,437
Other staff costs	19,226	180	19,406	23,140	1,193	24,333
ICT costs	16,462	1,090	17,552	12,258	2,889	15,147
Travel, subsistence and volunteers' expenses	134,648	2,017	136,665	189,808	9,088	198,896
Training costs	12,729	11,842	24,571	46,580	50	46,630
Premises and insurance costs	130,364	2,387	132,751	187,559	2,045	189,604
Depreciation	37,979	-	37,979	29,869	6,750	36,619
Other support costs	356,316	60	356,376	362,739	-	362,739
	<u>4,655,777</u>	<u>199,183</u>	<u>4,854,960</u>	<u>4,680,138</u>	<u>144,451</u>	<u>4,824,589</u>

4. Employee information

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

	2021	2020
	Number	Number
By activity:		
Direct care activities	71	68
Administration and training	16	11
	<u>87</u>	<u>79</u>

	2021	2020
	€	€
Staff costs (for the above persons)		
Wages and salaries	3,425,673	2,921,454
Social security costs	370,500	328,605
Pension costs	38,558	43,005
	<u>3,834,731</u>	<u>3,293,064</u>

Notes to the accounts (continued)

4. Employee information (continued)

Pension contributions in the year for the provision of a defined contribution scheme amounted to €38,558 (2020: €43,005) and contributions due at the year end amounted to €nil (2020: €2,699).

During the year one employee (2020: one) of the company received remuneration between €80,000 and €90,000.

One other employee (2020: one) of the company received remuneration between €60,000 and €70,000 during the year.

None of the Directors received any remuneration during the year.

During the year, the costs for four employees (2020: four) were recharged from another Group Company.

5. Net incoming resources

	2021	2020
	€	€
Net income is stated after charging:		
Depreciation on tangible owned fixed assets	37,979	36,620
Auditors' remuneration – audit	5,181	8,664
Auditors' remuneration – other	7,915	5,338

6. Taxation

The company is exempt from taxation due to its charitable status as approved by the Revenue Commissioners. No tax is therefore payable on the surplus for the year €316,620 (2020: €406,888).

7. Auditors' remuneration

The auditors' remuneration of €13,096 (2020: €14,002) is split as follows:

	2021	2020
	€	€
Audit services	5,181	8,664
Payroll and Tax services	7,915	5,338
	<u>13,096</u>	<u>14,002</u>

Notes to the accounts (continued)

8. Tangible fixed assets

	Fixtures and fittings	Motor vehicles €	Computer equipment €	Total €
Cost				
At 31 March 2020	12,838	66,400	42,738	121,976
Additions	8,726	19,500	5,441	33,667
Disposals	-	(2,000)	-	(2,000)
At 31 March 2021	<u>21,564</u>	<u>83,900</u>	<u>48,179</u>	<u>153,643</u>
Depreciation				
At 31 March 2020	4,167	24,925	20,859	49,951
Charge for the year	5,391	20,975	11,321	37,687
Disposals	-	(1,000)	-	(1,000)
At 31 March 2021	<u>9,558</u>	<u>44,900</u>	<u>32,180</u>	<u>86,638</u>
Net book values				
At 31 March 2021	<u>12,006</u>	<u>39,000</u>	<u>15,999</u>	<u>67,005</u>
At 31 March 2020	<u>8,671</u>	<u>41,475</u>	<u>21,879</u>	<u>72,025</u>

9. Debtors

	2021 €	2020 €
Amounts falling due within one year:		
Trade debtors	171,460	390,671
Prepayments and accrued income	46,604	21,299
	<u>218,064</u>	<u>411,970</u>

10. Creditors: amounts falling due within one year

	2021 €	2020 €
Trade creditors	50,516	85,586
Accruals, deferred income and funding repayable	400,285	270,536
Other taxes and social security	92,162	86,877
Amount owed to parent company	27,603	279,175
	<u>570,566</u>	<u>722,174</u>

Notes to the accounts (continued)

11. Analysis of net assets between funds

	At 31 March 2020	Income	Expenditure	Transfers	At 31 March 2021
	€	€	€	€	€
Unrestricted funds					
General funds	55,552	199,382	(199,183)	-	55,751
Total unrestricted funds	<u>55,552</u>	<u>199,382</u>	<u>(199,183)</u>	<u>-</u>	<u>55,751</u>
Restricted funds					
HSE and TUSLA Grants	901,591	4,972,198	(4,655,777)	-	1,218,012
Total restricted funds	<u>901,591</u>	<u>4,972,198</u>	<u>(4,655,777)</u>	<u>-</u>	<u>1,218,012</u>
Total funds	<u>957,143</u>	<u>5,171,580</u>	<u>(4,854,960)</u>	<u>-</u>	<u>1,273,763</u>

12. Operating leases

At 31 March 2021, the company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2021	2020
	€	€
Land and buildings expiring:		
In less than one year	-	9,840
Between two and five years	-	-
More than five years	-	-
	<u>-</u>	<u>9,840</u>
	2021	2020
	£	£
Motor vehicles expiring:		
In less than one year	13,220	13,220
Between two and five years	13,220	26,440
More than five years	-	-
	<u>26,440</u>	<u>39,660</u>

Lease payments recognised as expenses in the period were €23,082.

13. Contingent liabilities

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

Notes to the accounts (continued)

14. Guarantors

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

15. Control

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

16. Analysis of payments to Directors and Related Parties

	2021	2020
	€	€
Net payments to parent company for services	605,347	606,916
Reimbursement of expenses to Directors	-	63
Services received from NAHVI	35,848	-
Services provided to NAHVI	(143,116)	(87,801)

All transactions with the parent company were done on arm's length basis. The amounts owed to the parent company at the balance sheet date are set out in note 10. During the year, Positive Futures paid €605,347 to the parent company (2020: €606,916).

Expenses reimbursed to Directors are for travel and accommodation. No Directors (2020: one) were reimbursed for expenses during the year.

Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for the Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis. At the balance sheet date, NAHVI owed Positive Futures €9,873 (2020: €66,010).

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