

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

Annual report for the  
year ended 31 March 2023

Registered No: 566738

**Annual report**

	<b>Page (s)</b>
Directors and advisers	2
Directors' report	3 – 11
Report of the independent auditors	12 – 14
Statement of financial activities	15
Balance sheet	16
Cash flow statement	17
Notes to the accounts	18 – 26

# Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

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## Directors and advisers

<b>Board of Directors</b>	John Alexander Larry Broderick (deceased 18 June 2023) Karen Charnley (appointed 14 October 2022) Richard Fagan	Deborah Kearney Fiona Keogh Roy McConkey Matt Mohan Fergal Rooney (Chairperson)
<b>Members</b>	Positive Futures: Achieving Dreams. Transforming Lives. (the Northern Ireland Company) John Alexander Miriam Somerville (resigned 14 October 2022) Laurence Taggart (appointed 25 October 2022)	
<b>Chief Executive</b>	Agnes Lunny	
<b>Group Director</b>	Fiona McCabe (appointed 25 July 2022)	
<b>Group Director (Development)</b>	Paul Roberts	
<b>Senior Leadership Team</b>	Joanne Corcoran (Corporate Services Director) Liam Dorrian (Finance Director) Frances Murphy (Operations Director) Christopher Perry (HR Director, appointed 23 June 2022)	
<b>Secretary</b>	Emma Hogg	
<b>Company number</b>	566738	
<b>Registered office</b>	Nesta Business Centre Unit 4-5 Burton Hall Park Burton Hall Road Sandyford Business Park Dublin 18 D18 A094	
<b>Auditors</b>	ASM (B) Ltd Chartered Accountants and Statutory Auditors 4 <sup>th</sup> Floor Glendinning House 6 Murray Street BT1 6DN Northern Ireland	
<b>Bankers</b>	Bank of Ireland 6 O'Connell Street Lower North City Dublin 1	
<b>Solicitors</b>	Leman Solicitors 8-34 Percy Place Dublin 4 D04 P5K3	
<b>Charity numbers</b>	Revenue CHY 21744 Charity Registration number 20106348	

## DIRECTORS' REPORT

The Directors present their report and the audited accounts for the year ended 31 March 2023.

## 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 2023, Positive Futures: Achieving Dreams. Transforming Lives CLG ("Positive Futures (ROI)"), a subsidiary of Positive Futures (NI), supported 92 adults and children through a range of services. This is an increase of 16 on the previous year. The services delivered by Positive Futures (ROI) are 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.

In addition to the 92 people directly supported by Positive Futures (ROI), the families and carers of these individuals also significantly benefitted from the support provided.

### Our Corporate Aims

Our Corporate Aims for 2020-24 in both the Republic of Ireland and Northern Ireland are as follows:

#### Recruitment and Retention

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

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

#### Efficiency and Effectiveness

By 2024 we will free up management time by a minimum of 10% through identifying and improving internal processes and systems and refocusing time on staff / team development.

#### Growth

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

## DIRECTORS' REPORT (continued)

### OBJECTIVES AND ACTIVITIES (continued)

#### Influence and Funding

By 2024 we will have:

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

In addition to these four priority areas, we have confirmed our commitment to playing our part in tackling climate change. In 2023, we will agree an organisational position statement and associated action plan on climate change.

Owing to the continuing challenges linked to the Covid-19 pandemic and workforce pressures, we extended our Corporate Plan and annual business plan to run until March 2024. Progress against our current Corporate Plan is reviewed and reported to Trustees on a quarterly basis (see section on future plans in relation to our next Corporate Plan).

#### Ensuring our work delivers our aims

Our governance framework comprises the values, culture, systems and processes by which Positive Futures is directed and controlled and the activities through which we are answerable to, and engage with, the people we support, funders, the public and other stakeholders. This enables us to monitor the achievement of our corporate objectives and to consider whether those objectives have led to the delivery of value-adding services.

To direct and guide the organisation's objectives and activities, Positive Futures has an over-arching corporate plan, from which annual business plans are developed. The Corporate Plan is a forward-looking document and the annual business plan links our operational activities to our Corporate Plan (currently extended to March 2024). Work is progressing to plan our next Corporate Plan, which will be implemented from April 2024 onwards.

Positive Futures has continued to develop and deliver our service offer to ensure that we appropriately meet the needs of the people we support. Our success in supporting people with complex needs and behaviours of concern is an area which is achieving ever-more recognition. This success is significantly contributed to by the development of our Positive Behaviour Support Team which not only focuses on providing training and guidance, but also providing hands-on support and coaching to our staff in the understanding and management of particular behaviours.

We review our business 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.

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

### **ACHIEVEMENTS AND PERFORMANCE**

In relation to our corporate and annual business plan, we achieved the following during the reporting period:

#### **Recruitment and Retention**

- Appointed a permanent HR Director and implemented a revised HR structure and model of support
- Progressed a review and update of our recruitment process from start to finish, implementing increased automation to the process (further improvement work is in progress)
- Updated our approach to recruitment marketing and improved approaches to promote job opportunities
- Conducted a staff survey and piloted a staff engagement programme in specific services to inform the development of an organisation-wide Engagement Strategy which is in progress.

#### **Efficiency and Effectiveness**

- Progressed work to introduce iTrent (HR and payroll system) (further work is in progress to support full roll out)
- Updated and relaunched the Leadership Development Programme
- Piloted the Decision Time online risk management system in one service (further piloting and full roll out to be progressed)
- Fully implemented the Decision Time system in terms of reviewing and reporting of corporate and business plan objectives
- Progressed the review and updating of all policies
- Progressed elements of an overall Digital Transformation Strategy to move to 'digital by default', for example, changes to improve communication with staff, replacing manual processes with online processes, improved data reporting systems and introducing a new digital finance system (iplicit)
- Piloted the Outcomes Star, an online system to record and report on the outcomes that people we support want to achieve in their lives
- Completed an Annual Consultation Exercise (ACE). This included focus groups and increased opportunities for people with complex needs to be involved in the consultation
- There were four Health Information and Quality Authority (HIQA) inspections during the reporting period. HIQA's model of regulation always involves identification of areas for improvements. All inspection improvement plans were completed by March 2023.

#### **Growth**

- As detailed above, Positive Futures has, since 2018, been providing governance and management oversight to the National Association of Housing for the Visually Impaired (NAHVI). In response to a request from the NAHVI Board and following the completion of a detailed due diligence exercise, Positive Futures took control of NAHVI by way of a transfer membership agreement on 1 September 2022. The nature of this relationship is explained in Note 12 of the accounts.

#### **Influence and funding**

- Increased social media presence and engagement.

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

### **FINANCIAL REVIEW**

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

Details of the company's results for the year, including our income and related expenditure, balance sheet and the related notes can be found on pages 15 to 26 for Positive Futures (ROI) only, excluding NAHVI. As per note 17, the results of NAHVI have been consolidated into the Positive Futures Group financial statements, and Positive Futures (ROI) has taken advantage of the FRS102 exemption not to prepare consolidated accounts in respect of itself and NAHVI.

Income has increased to €5,926,797 (2022: €5,394,073). The increase has been as a result of increase in support during 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 €378,793 (2022: €350,840).

The total company funds at 31 March 2023 were €2,003,396 (2022: €1,624,603).

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.

#### **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 it operates. 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 sets out roles and responsibilities and details procedures for risk identification, monitoring, reporting and escalation of issues.

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

The Covid-19 pandemic remained a high risk on the Corporate Risk Register for the majority of the reporting period, however, this risk was deescalated to the Operations Department Risk Register in February 2023 following changes in some health and social care restrictions and the ongoing effectiveness of risk control measures.

At the end of March 2023, there were no corporate risks on the ROI Corporate Risk Register and all risks were being managed at a departmental or service level. During the reporting period, challenges regarding ROI staffing increased and a range of measures (including increased salaries and lobbying for Section 39 pay equalisation) were implemented to address these concerns.

As part of our approach to risk management, we have introduced an electronic risk, performance and meeting management system (Decision Time). Roll out of this tool has been delayed (linked to challenges within Operations to free managers up to work on the roll out), however, a successful pilot has been completed and in 2023, training (including a session for Trustees) and roll out work to other services will be progressed.

**DIRECTORS' REPORT (continued)**

**FINANCIAL REVIEW (continued)**

**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 2023 were €2,003,396 (2022: €1,624,603).

**Funds**

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

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

***Designated funds***

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



# Positive Futures: Achieving Dreams. Transforming Lives.

Annual report for the year ended 31 March 2023

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## DIRECTORS' REPORT (continued)

### PLANS FOR FUTURE PERIODS

Our Corporate Plan 2020-24 sets out our corporate objectives for the Republic of Ireland which inform each of our annual business plans (see earlier section for the detail of the four current priority areas of our current Corporate Plan until March 2024).

We are starting to plan the development of our next Corporate Plan which will run from April 2024.

### 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, John Alexander and Laurence Taggart and is managed by a senior leadership team, headed by the Chief Executive, which operates within the authorities as delegated by the Board of Trustees and detailed in the Delegated Authorities Policy. The charity governing body is the Board of Trustees 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 Trustees with skills in Psychology, Education and Research, Law, Social Work and Intellectual Disability, Business, Housing and experience in the Public Sector. Trustees are appointed by the Board of Trustees who are then formally approved at the next Annual General Meeting by the Members.

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

The table below shows attendance of members at the meetings which took place during 2022-23.

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

Name	Number of meetings attended	14.10.22
John Alexander	1/1	✓
Corporate Representative of Positive Futures: Achieving Dreams. Transforming Lives (NI29849)	1/1	✓
Miriam Somerville	0/1	Apologies received

**DIRECTORS' REPORT (continued)****STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

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 are in attendance at, Board Meetings. The Members, the Senior Leadership Team and the Board of Trustees are listed on page 2.

The table below shows attendance of Directors at the Directors meetings which took place during 2022-23.

<b>Name</b>	<b>Number of meetings attended</b>	<b>17.06.22</b>	<b>31.08.22</b>	<b>14.10.22</b>	<b>09.12.22</b>	<b>24.03.23</b>
John Alexander	4/5	✓	✓	✓	✓	Apologies received
Larry Broderick	4/5	✓	✓	Apologies received	✓	✓
Karen Charnley (Appointed Oct 22)	2/2	N/A	N/A	N/A	✓	✓
Richard Fagan	4/5	✓	Apologies received	✓	✓	✓
Deborah Kearney	3/5	✓	Apologies received	✓	✓	Apologies received
Fiona Keogh	4/5	✓	✓	✓	✓	Apologies received
Matt Mohan	4/5	✓	Apologies received	✓	✓	✓
Roy McConkey	5/5	✓	✓	✓	✓	✓
Fergal Rooney (Chairperson)	4/5	✓	✓	✓	Apologies received	✓

**Subsidiaries**

Positive Futures (NI/ROI) is the parent company of NAHVI. The details of this subsidiary are provided in note 16 in the accounts.

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

**Governance Review**

Board performance was reviewed in the summer 2022. This included an audit of the skills, knowledge and experience of the Board as a whole, the Chair and individual Board members, as well as the performance of the Chief Executive. In terms of the composition of the Board of Trustees, Karen Charnley joined the Board in October 2022, bringing skills and knowledge to the Board in the field of Housing. We will continue to recruit to the Board as skill gaps are identified.

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

### **REFERENCE AND ADMINISTRATIVE DETAILS**

The details of the charity, the Members, Board of Trustees and Senior Leadership Team to whom the Trustees delegate day to day management of the charity, together with other relevant professional organisations who provide services and advice to the charity, are listed on page 2.

#### **Statement of recommended practice**

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

#### **Directors' 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 2023. 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.

#### **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.

**DIRECTORS' REPORT (continued)**

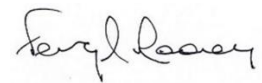
**REFERENCE AND ADMINISTRATIVE DETAILS**

**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 22 September 2023.

**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 2023 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 2023 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

### **Basis for opinion**

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

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

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

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

### **Other information**

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

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

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

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

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

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

As explained more fully in the Directors' Responsibilities Statement on page 10, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

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

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

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

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

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

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

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



**Christine Hagan**  
22 September 2023

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

	Notes	Restricted €	Unrestricted €	2023 €	2022 €
<b>Income and endowments from:</b>					
Charitable activities	2	5,818,134	105,688	<b>5,923,822</b>	5,385,510
Other Income	3	-	2,975	<b>2,975</b>	8,563
<b>Total income and endowments</b>		<u>5,818,134</u>	<u>108,663</u>	<u><b>5,926,797</b></u>	<u>5,394,073</u>
<b>Expenditure on:</b>					
Charitable activities	4	<u>(5,442,754)</u>	<u>(105,250)</u>	<u><b>(5,548,004)</b></u>	<u>(5,043,233)</u>
<b>Total expenditure</b>		<u>(5,442,754)</u>	<u>(105,250)</u>	<u><b>(5,548,004)</b></u>	<u>(5,043,233)</u>
<b>Net income</b>		375,380	3,413	<b>378,793</b>	350,840
<b>Transfers</b>					
Transfers between funds	13	-	-	-	-
<b>Net movement in funds</b>		<u>375,380</u>	<u>3,413</u>	<u><b>378,793</b></u>	<u>350,840</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward	13	<u>1,565,203</u>	<u>59,400</u>	<u><b>1,624,603</b></u>	<u>1,273,763</u>
<b>Total funds carried forward</b>	13	<u><u>1,940,583</u></u>	<u><u>62,813</u></u>	<u><u><b>2,003,396</b></u></u>	<u><u>1,624,603</u></u>

All amounts above relate to continuing operations of the company.

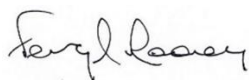
The notes on pages 18 to 26 form part of these accounts.



**Balance sheet**

	Notes	2023 €	2022 €
<b>Fixed assets</b>			
Tangible assets	9	<u>194,047</u>	<u>121,772</u>
		<b>194,047</b>	<b>121,772</b>
<b>Current assets</b>			
Debtors	10	756,653	438,310
Cash at bank and in hand		<u>1,912,911</u>	<u>1,857,766</u>
		<b>2,669,564</b>	<b>2,296,076</b>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	11	<u>(860,215)</u>	<u>(793,245)</u>
		<b>1,809,349</b>	<b>1,502,831</b>
<b>Net current assets</b>		<u>1,809,349</u>	<u>1,502,831</u>
<b>Total assets less current liabilities</b>		<b>2,003,396</b>	<b>1,624,603</b>
<b>Net assets</b>		<u>2,003,396</u>	<u>1,624,603</u>
<b>The funds of the charity</b>			
Unrestricted funds	13	62,813	59,400
Restricted funds	13	<u>1,940,583</u>	<u>1,565,203</u>
<b>Total funds</b>		<u>2,003,396</u>	<u>1,624,603</u>

The accounts on pages 15 to 26 were approved by the Board of Directors and authorised for issue on 22 September 2023.




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**Fergal Rooney**  
Chair




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**John Alexander**  
Director

**Co. Registration No. 566738**

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

## Statement of Cash Flows

	2023	2022
	€	€
<b>Cash flows from operating activities:</b>		
Net cash provided by operating activities (see below)	<b>177,411</b>	380,964
<b>Cash flows from investing activities</b>		
Proceeds from the sale of property, plant and equipment	<b>11,100</b>	12,000
Purchase of property, plant and equipment	<b>(133,366)</b>	(94,458)
<b>Net cash (used in) investment activities</b>	<u><b>(122,266)</b></u>	<u>(82,458)</u>
<b>Change in cash in the reporting period</b>	<u><b>55,145</b></u>	<u>298,506</u>
<b>Cash at the beginning of the reporting period</b>	<u><b>1,857,766</b></u>	1,559,260
<b>Cash at the end of the reporting period</b>	<u><b>1,912,911</b></u>	<u>1,857,766</u>

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

	2023	2022
	€	€
Net income for the reporting period (as per the Statement of financial activities)	<b>378,793</b>	350,840
Adjusted for:		
Depreciation charges	<b>52,996</b>	36,254
Loss/(profit) on the sale of fixed assets	<b>(2,975)</b>	(8,563)
Increase/(decrease) in creditors	<b>66,970</b>	222,679
(Increase)/decrease in debtors	<u><b>(318,343)</b></u>	<u>(220,246)</u>
<b>Net cash provided by operating activities</b>	<u><b>177,411</b></u>	<u>380,964</u>

## Analysis of cash and cash equivalents

	31 March 2022	Cash Flow	31 March 2023
	€	€	
Cash at bank and in hand	1,857,766	55,145	1,912,911
<b>Total cash and cash equivalents</b>	<u>1,857,766</u>	<u>55,145</u>	<u><b>1,912,911</b></u>

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

## **Notes to the accounts**

### **1. Accounting policies**

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

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

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

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

#### ***Funds***

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

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

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

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

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

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

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

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

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

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

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

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

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

### ***Operating leases***

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

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

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

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

	%
Motor vehicles	25
Computer equipment	25
Fixtures and Fittings	25

### ***Debtors***

Debtors are measured at their recoverable amounts.

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

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

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

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

### ***Foreign Currency***

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

## Notes to the accounts (continued)

### 2. Incoming resources from charitable activities

	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	€	€	€	€	€	€
Health Service Executive Grant	5,802,694	-	<b>5,802,694</b>	5,248,812	-	5,248,812
Consultancy income	-	105,373	<b>105,373</b>	-	120,322	120,322
Income from service users	15,440	-	<b>15,440</b>	15,792	-	15,792
Other fees and grants	-	315	<b>315</b>	-	584	584
	<u>5,818,134</u>	<u>105,688</u>	<u><b>5,923,822</b></u>	<u>5,264,604</u>	<u>120,906</u>	<u>5,385,510</u>

### Health Service and Executive Grants

	Purpose of Grant	Grant Term	Grant Source	2023	2022
				€	€
CH01 – Sligo and Leitrim Learning Disability Services	Service Provision – intellectual disability	Annual	S39	<b>774,180</b>	759,580
CH06 – Community Healthcare East	Service Provision – intellectual disability	Annual	S39	<b>1,609,498</b>	1,858,225
CH07 – Dublin South West	Service Provision – intellectual disability	Annual	S39	<b>403,313</b>	393,337
CH08 – Midlands	Service Provision – intellectual disability	Annual	S39	<b>2,916,533</b>	2,220,822
CH09 – North Dublin	Service Provision – intellectual disability	Annual	S39	<b>31,570</b>	16,848
HSE	Pandemic Special Recognition Payment	One-Off	S39	<b>67,600</b>	-
				<u><b>5,802,694</b></u>	<u>5,248,812</u>

	Grants due or deferred	Grant recognised as income	Cash received in the year	Grants due or deferred
	31 Mar 22			31 Mar 23
	€	€	€	€
CH01 – Sligo and Leitrim Learning Disability Services	0	774,180	(728,066)	<b>46,114</b>
CH06 – Community Healthcare East	165,861	1,609,499	(1,641,392)	<b>133,968</b>
CH07 – Dublin South West	36,773	403,313	(419,953)	<b>20,133</b>
CH08 – Midlands	(3,566)	2,916,532	(2,844,162)	<b>68,804</b>
CH09 – North Dublin	(86,192)	31,570	53,897	<b>(725)</b>
HSE – Pandemic Special Recognition Payment	-	67,600	-	<b>67,600</b>
	<u>112,876</u>	<u>5,802,694</u>	<u>(5,579,676)</u>	<u><b>335,894</b></u>

## Notes to the accounts (continued)

### 3. Incoming resources from other Income

	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	€	€	€	€	€	€
Profit from disposal of Fixed Asset	-	2,975	<b>2,975</b>	-	8,563	8,563
	-	2,975	<b>2,975</b>	-	8,563	8,563

### 4. Expenditure on charitable activities

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

	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	€	€	€	€	€	€
Direct care staff costs	3,398,112	94,280	<b>3,492,392</b>	3,455,077	118,805	3,573,882
Head Office and administration staff costs	430,464	-	<b>430,464</b>	456,144	-	456,144
Other staff costs	419,470	2,966	<b>422,436</b>	15,515	-	15,515
ICT costs	35,382	-	<b>35,382</b>	21,345	-	21,345
Travel, subsistence and volunteers' expenses	243,420	1,638	<b>245,058</b>	167,981	602	168,583
Training costs	28,365	5,759	<b>34,124</b>	39,103	-	39,103
Premises and insurance costs	196,791	607	<b>197,398</b>	171,058	915	171,973
Depreciation	52,966	-	<b>52,966</b>	36,254	-	36,254
Other support costs	637,784	-	<b>637,784</b>	560,434	-	560,434
	<u>5,442,754</u>	<u>105,250</u>	<b><u>5,548,004</u></b>	<u>4,922,911</u>	<u>120,322</u>	<u>5,043,233</u>

### 5. Employee information

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

	2023	2022
	Number	Number
<b>By activity:</b>		
Direct care activities	72	71
Administration and training	16	15
	<u>88</u>	<u>86</u>

	2023	2022
	€	€
<b>Staff costs (for the above persons)</b>		
Wages and salaries	3,512,294	3,422,147
Social security costs	368,189	359,240
Pension costs	42,373	37,800
	<u>3,922,856</u>	<u>3,819,187</u>

## Notes to the accounts (continued)

### 5. Employee information (continued)

Pension contributions in the year for the provision of a defined contribution scheme amounted to €42,373 (2022: €37,800) and contributions due at the year end amounted to €nil (2022: €nil).

During the year one employee (2022: one) of the company received remuneration between €80,000 and €90,000.

Three other employees (2022: two) 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 (2022: four) were recharged from another Group Company.

### 6. Net incoming resources

	2023	2022
	€	€
<b>Net income is stated after charging:</b>		
Depreciation on tangible owned fixed assets	<b>52,966</b>	36,254
Auditors' remuneration – audit	<b>9,050</b>	9,941
Auditors' remuneration – other	<b>4,223</b>	21,050

### 7. Taxation

The company is exempt from taxation due to its charitable status as approved by the Revenue Commissioners. No tax is therefore payable on the surplus for the year €378,793 (2022: €350,840).

### 8. Auditors Remuneration

The auditor's remuneration of €13,373 (2022: €30,991) is split as follows:

	2023	2022
	€	€
Audit services	<b>9,050</b>	9,941
Payroll and Tax services	<b>4,223</b>	21,050
	<b><u>13,273</u></b>	<b><u>30,991</u></b>

## Notes to the accounts (continued)

### 9. Tangible Fixed Assets

	Fixtures and fittings	Motor vehicles €	Computer equipment €	Total €
<b>Cost</b>				
At 31 March 2022	26,873	146,150	46,751	219,774
Additions	90,623	41,000	1,743	133,366
Disposals	-	(19,500)	-	(19,500)
<b>At 31 March 2023</b>	<b>117,496</b>	<b>167,650</b>	<b>48,494</b>	<b>333,640</b>
<b>Depreciation</b>				
At 31 March 2022	15,656	43,841	38,505	98,002
Charge for the year	6,630	41,079	5,257	52,966
Disposals	-	(11,375)	-	(11,375)
<b>At 31 March 2023</b>	<b>22,286</b>	<b>73,545</b>	<b>43,762</b>	<b>139,593</b>
<b>Net book values</b>				
<b>At 31 March 2023</b>	<b>95,210</b>	<b>94,105</b>	<b>4,732</b>	<b>194,047</b>
At 31 March 2022	11,217	102,309	8,246	121,772

### 10. Debtors

	2023 €	2022 €
<b>Amounts falling due within one year:</b>		
Trade debtors	621,464	298,028
Amounts owed from subsidiary	17,680	-
Prepayments and accrued income	117,509	140,282
	<b>756,653</b>	<b>438,310</b>

### 11. Creditors

	2023 €	2022 €
Trade creditors	100,166	113,181
Other creditors	37,969	-
Accruals, deferred income and funding repayable	490,164	364,470
Other taxes and social security	90,536	80,817
Amount owed to parent company	141,380	234,777
	<b>860,215</b>	<b>793,245</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 Registered Number 317329	Provision of Social Care Services Charity Registration number CHY13759	56 Hazelwood, Beaverstown Rd, Donabate, Co Dublin, K36 XR28	None – limited by guarantee	31 December 2022	1,538,130	221,617	2,443,261

A Business combination in respect of Positive Futures (Ireland) and NAHVI took place with effect from 1 September 2022. Positive Futures (Ireland) 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 (Ireland) has taken advantage of the FRS102 exemption not to prepare consolidated accounts in respect of itself and NAHVI.

### 13. Analysis of net assets between funds

	At 31 March 2022	Income	Expenditure	Transfers	At 31 March 2023
	€	€	€	€	€
<b>Unrestricted funds</b>					
General funds	59,400	108,663	(105,250)	-	62,813
<b>Total unrestricted funds</b>	<b>59,400</b>	<b>108,663</b>	<b>(105,250)</b>	<b>-</b>	<b>62,813</b>
<b>Restricted funds</b>					
HSE Grants	1,533,619	5,802,694	(5,442,754)	-	1,893,559
Income from Service Users	31,584	15,440	-	-	47,024
<b>Total restricted funds</b>	<b>1,565,203</b>	<b>5,818,134</b>	<b>(5,442,754)</b>	<b>-</b>	<b>1,940,583</b>
<b>Total funds</b>	<b>1,624,603</b>	<b>5,926,797</b>	<b>(5,548,004)</b>	<b>-</b>	<b>2,003,396</b>

## Notes to the accounts (continued)

### 14. Operating Leases

At 31 March 2023, the company had future minimum lease payment commitments under non-cancellable operating leases as follows:

	2023	2022
	€	€
Land and buildings expiring:		
In less than one year	39,299	8,856
Between two and five years	14,761	26,568
More than five years	-	-
	<u>54,060</u>	<u>35,425</u>
	2023	2022
	€	€
Motor vehicles expiring:		
In less than one year	6,323	15,175
Between two and five years	-	-
More than five years	-	-
	<u>6,323</u>	<u>15,175</u>

Lease payments recognised as expenses in the period were €63,291.

### 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.

## Notes to the accounts (continued)

### 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.

A Business combination in respect of Positive Futures (Ireland) and NAHVI took place with effect from 1 September 2022. Positive Futures (Ireland) 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 (Ireland) has taken advantage of the FRS102 exemption not to prepare consolidated accounts in respect of itself and NAHVI.

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

	2023	2022
	€	€
Net payments to parent company for services	691,871	526,668
Reimbursement of expenses to Directors	-	-
Services provided to NAHVI (subsidiary company)	(104,150)	(118,092)

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 €691,871 to the parent company (2022: €526,668).

Expenses reimbursed to Directors are for travel and accommodation. No Directors (2022: none) were reimbursed for expenses during the year.

Fiona Keogh and John Alexander, Directors of Positive Futures, were also Directors of the National Association of Housing for Visually Impaired (NAHVI). Services provided to NAHVI and received from were done on an arm's length basis until 31 August 2022. As of 1 September 2022, Positive Futures acquired the operations, assets and liabilities of the National Association for Visually Impaired (NAHVI) for nil consideration.

Of the services provided to NAHVI, €42,467 was provided in advance of the acquisition as a related party, the remainder was provided post acquisition. Amounts owed from NAHVI on the balance sheet at 31 March 2023 are set out in Note 10.

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