

Carrigtwohill Family Resource Centre Company Limited by Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2024

Cuddy, O'Leary & Rigney
Chartered Accountants and Statutory Audit Firm
3003 Euro Business Park
Little Island
T45 FX94

Charity Number: 22649
Charities Regulatory Authority Number: 20201074

Carrigtwohill Family Resource Centre Company Limited by Guarantee

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Carrigtwohill Family Resource Centre Company Limited by Guarantee TRUSTEES' AND OTHER INFORMATION

Trustees	Concepta Lane Seamus Keniry Margaret Lordan Mary Carey Joseph Murphy Kevin Brosnan (Resigned 29 October 2024) Jacek Jabkiewicz Noelle Twomey (Appointed 28 August 2024) Frank Hannigan Aoife Coughlan
Chairperson	Concepta Lane
Society Secretary	Margaret Lordan (Appointed 29 October 2024) Kevin Brosnan (Resigned 29 October 2024)
Charity Number	22649
Charities Regulatory Authority Number	20201074
Society Number	612033
Registered Office and Principal Address	Main Street Carrigtwohill Cork Ireland
Auditors	Cuddy, O'Leary & Rigney Chartered Accountants and Statutory Audit Firm 3003 Euro Business Park Little Island T45 FX94
Principal Bankers	Permanent TSB 83 Main Street Midleton Co. Cork Ireland
Solicitors	Norman Walsh Solicitors The Castle Offices Main Street Carrigtwohill Co. Cork Ireland

Carrigtwohill Family Resource Centre Company Limited by Guarantee TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2024

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2024.

The trustees present their report and the audited financial statements for the financial year ended 31 December 2024.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the trustees of Carrigtwohill Family Resource Centre Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2024.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is a company limited by guarantee not having a share capital.

Mission, Objectives and Strategy

Mission Statement

The purpose for which the Charity is established (the 'Main Object') is to establish, promote and operate a Family Resource Centre at Main Street Carrigtwohill which will benefit people living in Carrigtwohill, Lisgoold and Leamlara. The Family Resource Centre will promote social inclusion, help families who are disadvantaged and impoverished by providing a variety of family orientated activities in order to promote their social, economic and cultural welfare and improve their quality of life.

Objectives

As objects incidental and ancillary to the attainment of the MISSION, the Charity has the following subsidiary objectives:

- To provide support for families to relieve economic hardship to include early intervention, crisis management and preventative work.
- To operate educational courses, workshops and programmes with the aim of allowing participants to develop coping skills, knowledge and resources to tackle difficulties including, in particular, difficulties arising from mental health issues,
- To operate a breakfast and lunch club for school-going children and after school service which is made available to children irrespective of their financial means, social circumstances, social background, race or religion with a view to facilitating participation by such children in education.
- To operate a community pre-school service which is made available to children irrespective of their financial means, social circumstances, social background, race or religion with a view to facilitating participation by such children in education.
- Through the provision of a Family Support service, operate training and mentoring programmes in conjunction with other bodies such as local schools and, where appropriate other support groups, with a view to responding to the needs and problems of families and the local community.
- To encourage training in community development, leadership, organisational skills and social analysis for the benefit of the entire community and to consolidate and enhance the development of the existing Family Resource Centre.
- To collate and disseminate useful information to the community and to assist in the co-ordination of information, through the family resource centre and community notice board; to promote dialogue and collaboration between local groups and statutory agencies.
- To enter into partnerships or other arrangements with statutory or non-statutory bodies in the community, which partnerships or arrangements shall be solely for the purpose of furthering the Mission.

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Strategy

The strategic plan for 2025-2027 is currently in its final draft stage. The strategic objectives have been largely identified and align with those of the Family Resource Centre National Forum (FRCNF). Our strategy is to provide a range of universal and targeted developmental, recreational, educational, and therapeutic supports across the life course, both in the form of group and one-on-one work that addresses the needs and promotes the strengths of children, families, individuals, and communities.

Our approach to achieving these objectives, subject to obtaining sustainable funding, includes:

- Providing information, advice, and support to targeted groups and families. This includes information on the range of services available locally and advice on accessing rights and entitlements. The Carrigtwohill Family Resource Centre (CFRC) continues to act as a focal point for onward referrals to both statutory and non-statutory service providers.
- Delivering educational courses and training opportunities through partnerships with bodies such as the Education and Training Board (ETB).
- Furthering the development of and establishing new community groups to meet local needs and deliver services at a local level, such as our community childcare facility, after-school clubs, men's groups, and parent support groups.
- Continuing the provision of therapeutic supports to children, young people, adults, and groups, and developing an infant mental health service.
- Developing capacity and leadership within communities, building on individual and community strengths, and enabling collaborative community efforts in building social infrastructure.
- Providing practical assistance to individuals and groups, such as access to information technology and office facilities where barriers to these services exist.
- Offering practical assistance to existing community groups, including help with organisational structures, assistance with accessing funding, and advice on addressing specific social issues through our involvement with local mental health groups such as Carrig Aware.
- Contributing to local and national policy development and working with other community-based organisations in delivering the C2H2040 development plan for Carrigtwohill.
- Working with migrant and new communities and conducting research in local schools to develop a plan that supports integration.
- Providing parenting programmes and supports, and expanding our peer support groups, such as those for parents of children with additional needs.
- Delivering youth work programmes around the use of social media, drugs, etc.
- Supporting older people through the work of our Older Person's Activity Coordinator, our Tea & Talk group and advocacy through our Family Support operation.
- Developing strategic alliances with our eight partners in the Cork Regional FRC forum to make the best use of scarce resources and deliver targeted programmes.
- Collaborating with our strategic partners in state agencies and non-statutory bodies such as Tusla, Pobal, the Health Service Executive (HSE), local authorities, and Education and Training Boards to identify emerging needs and, subject to adequate and sustainable funding, respond to those emerging needs with supports identified through the voices of the children, families, individuals, and communities experiencing those needs.

Structure, Governance and Management

Structure

Carrigtwohill FRC (CFRC) is formed under the Companies Act 2014 and is structured in accordance with the Company Constitution and Memorandum of Association (the Governing Document), where a Chairperson, Secretary and Treasurer (the Directors) are elected by the members of the Voluntary Board of Trustees (VBOT), together referred to as the 'Charity Trustees'. Trustees are recruited and co-opted onto the Board based on the conduct of a needs analysis/skills audit conducted at least annually by the Board and an external advisor. The Charity trustees are the people who exercise control over, and are legally responsible for, the management of CFRC. They are volunteers who give their time to improve, protect and support the charitable purposes and activities that are carried out on a daily basis

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by CFRC. Although they are volunteers, the role of a charity trustee carries significant responsibility. The Board of trustees of a charity is collectively responsible for the oversight of that charity. In 2024, the Board consisted of 10 trustees, made up of three Directors and seven Ordinary members.

Governance

The Board is supported by several Sub-Committees, each with specific Terms of Reference that enable them to examine significant aspects of the Company's business, such as Finance, Governance & Compliance, Human Resources and Community Development. The work and functions of these Sub-Committees are detailed below. Governance of the Company is conducted in accordance with the Governing Document and the Charities Regulator's 'Guidance for Charity Trustees,' 2017. The Company Governance & Risk Management Sub-Committee meets monthly and submits a monthly report to the Board.

Governance of the Company is carried out in accordance with the Governing Document and the Charities Regulator's 'Guidance for Charity Trustees,' 2017. The Company Governance & Risk Management Sub-Committee meets monthly and submits a monthly report to the Board.

Management of the Company is structured in such a way that the Project Coordinator carries out the function of Company Chief Executive Officer (CEO); the Project Coordinator reports directly to the Board. The Company Administrator (Finance) and two Operations Managers who manage the Childcare and Family Support/Mental Health functions report directly to the Project Coordinator. Management of other employees is effected through the Operations Managers who act as employee Line Managers. All employees have direct access to the Project Coordinator and, if the need arises, to the Board.

Committees of the Board and Terms of Reference

Sub- Committees

- Governance and Risk
- Finance
- Human Resources
- Community Development

Governance and Risk

Governance & Risk Management

Connie Lane

Kevin Brosnan (resigned 23.10.2024)

Catriona Hogan (External Gov & Risk Advisor)

Tony Lee

Greg O'Keeffe

Finance

Finance

Connie Lane

Kevin Brosnan (resigned 23.10.2024)

Mary Carey

Seamus Keniry

Oliver O'Connor

Greg O'Keeffe (Project Coordinator)

Eileen Murphy (CFRC Administrator)

Human Resources

Human Resources

Connie Lane

Kevin Brosnan (resigned 23.10.2024)

Margaret Lordan

Theresa Connolly (External HR Advisor)

Greg O'Keeffe

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Community Development

Community Development

Mary Carey

Frank Hannigan

Seth Lewis (resigned Sept 2024)

Carol O'Hanlon

Greg O'Keeffe

Note: Human Resource Committee meets bi-monthly, all other Sub-Committees meet monthly, with all Sub-Committees submitting a post-meeting report to the Board.

Attendance at Board meetings

Connie Lane 10 and AGM

Kevin Patrick Brosnan- resigned 23.10.2024

Margaret Lordan 9

Mary Carey 11 and AGM

Jacek Jabkiewicz 6 and AGM

Seamus Keniry 10 and AGM

Frank Hannigan 8

Joe Murphy 9 and AGM

Aoife Coughlan 7 and AGM

Noelle Twomey 4 and AGM

Note: No Board meeting held in Dec 2024.

Management

The management structure of the Company designates the Project Coordinator as the Chief Executive Officer (CEO). The Project Coordinator reports directly to the Board. The Company Administrator (Finance) and two Operations Managers, who oversee the Childcare and Family Support/Mental Health functions, report directly to the Project Coordinator. Management of other employees is facilitated through the Operations Managers, who act as employee Line Managers. All employees have direct access to the Project Coordinator and, if necessary, to the Board

Review of Activities, Achievements and Performance

Carrigtwohill FRC through its community childcare operation, family support and adult and adolescent counselling services provides a range of universal and targeted developmental, recreational, educational, and therapeutic supports across the life course (cradle to grave) both in the form of group and 1: 1 work that addresses the needs and promotes the strengths of children, families, individuals, and our community. It does this on its own merits through collaboration with a number of funding partners such as Tusla, Community Foundation for Ireland, National Lottery, Pobal, etc. In order to make the best use of scarce resources, CFRC collaborates with, and makes/takes referrals to/from other agencies.

The Company has three main areas of operation: a community childcare operation, a family support service and a counselling service offering various therapies to the community, tailored to the needs of young children to seniors.

Principal Activities

The childcare operation has gone from strength to strength, with 60 preschool children attending the service spread over two sessions, morning and afternoon. The service's Breakfast Club had 40 children availing themselves of a meal prior to school commencement, with 15 (full day care) children accessing a hot meal in our Lunch Club. Our Afterschools service saw an average of 60 children attending; this initiative is a tremendous asset to working parents and adds value to the Centre as a vital piece of social infrastructure in our community. Overall, the service received €613,562.98 in funding in 2024 (€490,299 in 2023) which was expended on the delivery of all childcare services. The National Childcare Scheme, which provides funding to subsidise childcare costs for qualifying parents/carers, provided the bulk of this figure, €331,680.59. Building on the reinstatement of a Summer Scheme in 2023 after a hiatus for a number of years, the 2024 Scheme saw 158 children participate (135 in 2023), ranging in ages from 3-13 years at a cost of €28,424.99. The Scheme was a resounding success and received widespread appreciation from the community. Our Parent & Toddler Group, which operates four days a week Mon-Thu is hugely popular with an average of 15-18 parents/carers and their children attending each session on a drop-in basis.

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Our Family Support service, despite the challenges presented by having a relatively small team of two full time and one part time staff, saw a 33% increase in client service. The core business of Family Support is the provision of services in a one-to-one session, whether that be at our premises or in a client's home (where this is warranted). This can involve a single family member, a lone parent family or a family unit. The range of issues presenting are wide-ranging, with clients seeking support around housing, domestic and sexual violence, school refusals as well as seeking support during court hearings and interactions with statutory services such as Social Work or An Garda Síochána. CFRC also runs parenting courses such as Circle of Security in a group setting and also facilitates a peer support group for parents of children with additional needs.

The Gambling Awareness Trust, facilitated by the Family Resource Centre National Forum continued its 3-year pilot programme to support the FRC's problem gambling service in 2024, providing €24,277.00 towards the salary of a specially trained problem gambling counsellor. Problem gambling is a notoriously difficult addiction to treat and the service has grown slowly; however, we have had some success, with clients going on to aftercare following the counselling received in the FRC.

Through our partnership with Cork Education & Training Board CETB, we facilitated the delivery of classes in flower arranging, effective communication, menopause workshops and mosaic making. These classes are designed to meet the needs of community members who may feel isolated or for whom engagement with formal education was a negative experience.

The provision of language classes to those for whom English is not their first language continues to service our new communities, with 10-15 people attending weekly over the course of the reporting period.

The counselling service has continued to grow with the addition of Family Therapy alongside the existing Adult and Adolescent Counselling services. This was enabled through funding from the Recovery & Resilience Fund and also through obtaining the services of a student Family Therapy student on placement. Two contracted counsellors continue to service the 12-18 year old clients and our collaboration with Munster Technological University continues to bear fruit, with some 14 student counsellors studying for a degree in Counselling & Psychotherapy delivering services as part of their placement hours. CFRC also supports initiatives which promote community mental health through our engagement with Carrig Aware, a community mental health group which promotes mental health through education and also through the delivery of programmes such as SafeTALK, an internationally recognised half-day training programme that prepares participants to recognise and engage with people who may be having thoughts of suicide and to connect them to suicide first aid resources. In 2024, support groups across a range of interests held 110 sessions overall.

In funding the two operational strands of Family Support and Counselling in 2024, Tusla provided €272,767.79. This contributed to the payment of five employee salaries and the funding of two contracted counsellors to deliver the adolescent counselling service. Tusla provided a further €15,000.00 in Dormant Account funding which funded a Family Therapy programme and the services of a Mental Health Occupational Therapist

Based on Census 2022 data (which indicates Carrigtwohill is the third largest youngest town in Ireland with populations of between 1,500-10,000, with an average age of 32.4 years) and the phenomenon where the company is experiencing increasing demand across the three operational strands of the business, the Board took the strategic decision to acquire the neighbouring building to our existing childcare facility in November 2024. Critical to the survival of the FRC and the vital services it provides is its ability to reinvent itself, changing faster than a rapidly changing community. The purchase of the adjoining building allows the FRC to achieve an appropriate scale, a space for innovation and most importantly, momentum.

It is envisaged that the acquisition will enable the provision of additional childcare spaces and increase capacity in both the Mental Health and Family Support operations. The cost of €350,000 is to be met through the drawdown of a €245,000 mortgage with the balance to come from retained surplus funding.

Achievements

Older Person's Activity Coordinator

In late 2024, CFRC, in partnership with Carrigtwohill Community Council, lodged a successful business case with the HSE to obtain the services of an Older Person's Activity Coordinator with a view to developing services for members of our community aged 50+ who may be experiencing loneliness and isolation. With programme and salary funding of €23,660.00, it is hoped to develop several peer-support groups as well as craft workshops into 2025. Whilst the role is a 12 month contract, it is hoped that funding can be secured to enable the extension of the contract for at least three years.

Minibus

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At a cost of €6,300.00, the company acquired a 16-seater minibus from Togher Family Centre which is used to transport children from local schools to our childcare facility during inclement weather. Whilst the acquisition of a volunteer driver with a D1 category license is proving problematic, it is nonetheless a valuable addition to the company assets.

Operational Improvements

Remodelling works to Taylor Centre were completed in August 2024, providing for the first time a waiting area for clients, a secure space for the receptionist, and a larger, more suitable space for the Administrator and confidential financial files

Engagement with C2H2040 Forum.

The Carrigtwohill Family Resource Centre (CFRC) played a significant role in contributing to the Social Protection and Inclusion strand of the C2H2040 Strategic Plan. The C2H 2040 document sets out a wide range of aims, goals, and strategies for areas such as planning, transport and development, industry, retail and business development, social integration, inclusion and social infrastructure, parks and green spaces, the environment, culture, tourism, and folklore. The FRC's contribution to the C2H2040 agenda were multifaceted, addressing community self-sufficiency, social justice, extensive support to families, and the need for expanded facilities to meet growing demand. CFRC's initiatives align with the C2H2040 agenda by providing essential services, advocating for increased funding, and planning for future trends and challenges.

Performance

The small Family Support team (3 members), together with the Mental Health service, saw a pronounced increase in service users in 2024. The Family Support team delivered 720 individual sessions with clients/families, each varying from one to four hours in length. The Mental Health operation saw 1,695 individual sessions delivered across Adult, Adolescent, Family Therapy, Parental Therapy and Problem Gambling services. These services are largely funded by the FRC's primary funder Tusla. Tusla funds five posts, including the Mental Health & Family Support Team Lead, the entire Family Support team, the CEO and Financial Administrator positions.

• Administration, Mental Health & Family Support (Tusla)

There are four Service Level Agreements (SLA) in place between Carrigtwohill FRC and Tusla, the statutory Child & Family Agency. One is agreed at national level, the other three are with Tusla (Cork) Commissioning. The SLAs outline the agreed level of service which Carrigtwohill FRC provides in return for funding over a twelve-month period, 01 Jan – 31 Dec annually. We have operated throughout 2024 without a signed SLA due to Tusla's ongoing difficulties in calculating pay rates vis-à-vis the 8% WRC-awarded pay rise from October 2023. The funding is once-off in nature and is therefore not guaranteed. The four SLAs cover the following areas:

- National SLA – part payment of salaries of Coordinator and one Administrator, one Family Support Worker (full time) and one Family Support Worker (part time) - €178,924.67
- Tusla (Cork) Commissioning – funds the Mental Health Team Lead, a part-time Parental Counsellor and the Adolescent Counselling Service - €93,793.12

Carrigtwohill FRC availed of a number of funding opportunities in 2024; the following paragraphs detail the performance of the programmes which were funded through these opportunities:

- Community Foundation for Ireland

Together with 5,000 voluntary, the Community Foundation for Ireland are a philanthropic hub for Ireland, which is a source of knowledge, expertise and information to ensure effective and strategic giving. Its main function is to connect donors with community partners to deliver programmes and initiatives which benefit the communities in which they are situated

- Ireland for Ukraine Fund

Having experienced some difficulties in obtaining the services of facilitators (especially in the area of mental health) to deliver the programmes outlined in the original 2022 funding application for €10,000, we delivered two six-week sewing courses to Ukrainian refugees, each with eight participants at a total cost of €900. A programme costing €2,720 delivering Counselling and Art Psychotherapy to both children and adults who had suffered wartime trauma in Ukraine was delivered to participants to Saleens National School in East Cork. The remaining €1,993.77 will be spent on a similar initiative in 2025.

- Family Resource Centre National Forum (FRCNF)/Dept of Health/HSE

FRCNF facilitates a number of statutory and non-statutory bodies' funding through various programmes that have

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community health as a primary driver.

- Period Poverty Initiative

The Department of Health, through the FRCNF, provided CFRC with an initial €2,356 with which to deliver a programme which aimed to provide period products to the FRC and its associated youth services and to raise awareness of period poverty in 2022. A total of €121.32 designated for period education remains to be spent and will carry forward into 2025.

- National Lottery

CFRC was unsuccessful in obtaining National Lottery funding in 2024 due to an oversubscription in applications nationwide.

- Dormant Accounts Funding (Tusla)

A total of €15,000 was allocated to CFRC by Tusla who are administering the Government Dormant Accounts initiative. This fund was expended in 2024 as follows:

1. Somatic therapy through play – 6 x children x 15 sessions @ €50 per person + €75 materials
2. Occupational Therapy (Mental Health) - ADHD - Workshop x 3 @ €700
3. Group Work - Emotional Regulation 5-8yrs and 13-16yrs - 2 groups @ €975
4. Family therapy 3 x Families x 15 sessions @ €75 ea.
5. Overheads - 20% of overall cost

- CETB Reach Fund 2024

Cork ETB, through the Reach Fund 2024, provided €4,000 to deliver programmes which included innovative green projects and projects to support pre-development supports for marginalised/disadvantaged groups. Through our projects – Art through Recycling and personal effectiveness through the Just For You (JFY) programmes, our aim was to tackle inequalities and support access to community educations and also to address issues where people felt they had to accept things the way they were. We wanted to equip them with the tools to make change. The art aspect was designed to enhance people's creativity and to give them options to explore further education opportunities.

Childcare Funding

- Pobal, the body appointed by DCEDIY to deliver funding to childcare services such as the community childcare service in Carrigtwohill FRC, delivered a total of €599,378.66 in funding over the school year 2023/24. A number of different schemes which address the needs of different cohorts of children make up the total funding received; these are as follows:

- o Core Funding - €124,453.07
- o National Childcare Scheme (NCS) Preschool - €331,680.59
- o Early Childhood Care & Education Scheme (ECCE) Pr4eschool - €97,412.00
- o AIM (Additional Needs Support) - €45,834.00

- Department of Social Protection (DSP) - Food Grant

DSP provided a total of €10,530 in 2024 which goes towards offsetting the cost of providing meals to preschool and school aged children in the service. CFRC were informed of an overpayment of €8182.72 over some years; the company has entered an agreement with DSP to repay this amount over four years at €2,045.68 per annum.

Financial Review

Childcare continues to grow, with the operation receiving €599,378.66 through Core Funding and subsidiary programmes from the National Childcare Scheme (NCS), Early Childhood Care & Education Scheme (ECCE) and Access & Inclusion Model (AIM). With 51 children registered for ECCE in 2024 (45 in 2023) following infrastructure improvements carried out in August 2023, the increase in available places does not meet demand and the company has taken the strategic decision to purchase an adjoining building to the childcare facility to enable expansion in 2025/26.

Tusla, the State Child & Family Agency, remains our primary funder for Family Support and Mental Health services, supporting over 80% of our mental health and family support services through the funding of salaries and mental health programmes costing €272,717.79.

The results for the financial year are set out on page 18, and additional notes are provided showing income and expenditure in greater detail.

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Financial Results

At the end of the financial year the charity had gross assets of €704,519 (2023 - €485,777) and gross liabilities of €103,735 (2023 - €60,893). The net assets of the charity have increased by €175,900.

Reserves Position and Policy

During the financial year, the company took a decision to open a number of interest-bearing fixed-term deposit accounts with funds earned by the childcare operation over a number of years. The decision was based on the need to hold an operational reserve and earn funds to aid the development of the expansion of the business in the coming years. Reserve funds in 2024 stand at €237,090.63. The company continues to add €1000.00 per month to a reserve fund held in AIB. Following a full review of the company's Internal Financial controls policy in 2024, the company Reserves Policy will be reviewed and updated in 2025.

Principal Risks and Uncertainties

The Governance and Risk Sub-Committee of the Board finalised a detailed Risk Register which was approved by the Board in 2024. The noted existing principal risks and uncertainties are the possibility of the withdrawal of all or part of any funding by either of our major funders, Pobal or Tusla. Funding is only provided on a year to year basis and some Service Level Agreements and funding payments are not received until the middle of the operating year, which puts the Company at a financial risk. Multiannual funding is considered the principal way of addressing this threat to our operation and is the subject of pre-Budget submissions annually. Also, the cost of living crisis is a risk in that we have seen an exponential rise in demand for our family support and counselling services as inflation rises and more and more people are drawn into poverty in 2024.

The crisis is one of the driving factors in the company having a waiting list across all of our mental health and family support services for the first time since its inception.

In order to continue its present level of service across the Mental Health, Family Support and Childcare operations, the company is actively seeking to expand to meet current and future demand through the acquisition of suitable premises. An offer of €350,000 to purchase the adjoining premises to the existing childcare facility has been accepted, a mortgage of €245,000 has been approved in principle and it is hoped that the purchase will be completed in the first half of 2025. The purchase will allow the expansion of all three core operations which will address current waiting lists and increase capability and capacity to meet future demand.

The key priorities are as follows:

- The Company's Strategic Plan is at final draft stage and is expected to be adopted in early 2025. The Plan will encapsulate future development plans. At the heart of planning, and driven by an identified need, is the necessity of expanding into a larger premises to accommodate the increased in demand for Family Support and Mental Health services. 2023 saw for the first time the development of a waiting list for services; whilst the company has been able to maintain waiting lists at 2023 levels, the growth trend will continue unless there is a commensurate growth in capacity.

The childcare operation continues to grow but is also reaching capacity. Ranked by total population and average age, Carrigtwohill is third youngest population in the whole of Ireland of towns of between 1,500-10,000, with an average age of 32.4 (Census 2022). This indicates the demand for childcare places amongst this demographic will continue to grow in the short to medium term and CFRC must strive to meet that demand.

In order to continue its present level of service across the mental health, family support and childcare operations, the company is actively seeking to expand to meet current and future demand through the acquisition of suitable premises.

The key priorities are as follows:

- The Company is currently developing its Strategic Plan which will encapsulate future development plans. At the heart of planning, and driven by an identified need, is the necessity of expanding into a larger premises to accommodate the increased in demand for Family Support and Mental Health services. 2023 saw for the first time the development of a waiting list for services and whilst the wait is no longer than 2-4 weeks, the trend will continue unless there is a commensurate growth in capacity.

The childcare operation continues to grow, but is also reaching capacity. Ranked by total population and average age, Carrigtwohill is third youngest population in the whole of Ireland of towns of between 1,500-10,000, with an average age of 32.4 (Census 2022). This indicates the demand for childcare places amongst this demographic will continue to grow in the short to medium term and CFRC must strive to meet that demand.

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Trustees and Secretary

The trustees who served throughout the financial year, except as noted, were as follows:

Concepta Lane
Seamus Keniry
Margaret Lordan
Mary Carey
Joseph Murphy
Kevin Brosnan (Resigned 29 October 2024)
Jacek Jabkiewicz
Noelle Twomey (Appointed 28 August 2024)
Frank Hannigan
Aoife Coughlan

In accordance with the Constitution, the trustees retire by rotation and, being eligible, offer themselves for re-election.

The secretaries who served during the financial year were:

Margaret Lordan (Appointed 29 October 2024)
Kevin Brosnan (Resigned 29 October 2024)

Health and Safety

No incidents or accidents took place in the period Jan-Dec 2024. A Health & Safety audit took place in 2022 the results of which the Company has continued to address during the audit period. The Company's fire suppression systems were fully certified in 2024, along with a full service and safety check of the passenger lift in the childcare facility.

Staff Training and Development

Encouraging staff to engage with Continuous Professional Development (CPD) opportunities lies at the heart of the FRC's Human Resource policy. This has a positive impact on staff retention and also guarantees an excellent level of service provision, with great awareness from staff of new developments within the professional fields. Collective training in the form of First Aid and Food Hygiene was undertaken by all childcare staff in August 2024 in advance of commencement of the school year with new childcare members (as with all members of staff) completing Tusla 'Children First' online child safety training on joining the service.

The CEO, Finance Administrator, Family Support and Mental Health teams continue to upskill and undertake development as opportunities that benefit the individual and the company arise.

Overall, 32 days training took place in 2024, with subjects as diverse as Enhanced Reporting Requirements for Revenue, Self-harm training, training in Non-violent Resistance, Pensions Auto-enrolment, seminars on "What is ADHD", a Digital Abuse Workshop amongst many others.

Pay Policy for Senior Staff

When adjusted to include Employers PRSI, etc., the 8% WRC-awarded pay increase in 2024 brought the pay of one senior staff member (CEO) to a salary in excess of €60K annually (€60,021.00). No other staff member is paid in excess of €60K annually. Salaries of senior staff are funded by the Company's major funder, Tusla with the exception of the Childcare Manager, whose position is funded by DCEDIY. Following the hiring of a Financial Administrator in March 2023, the Voluntary Board of Directors, following an assessment of the role responsibilities, decided to make the Financial Administrator's role a fulltime 37.5 hour per week position; Tusla funds 21 hours of this, with the balance of pay coming from childcare income. This decision is based on the apportionment of the Administrator's working time.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Carrigtwohill Family Resource Centre Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

The Auditors

The auditors, Cuddy, O'Leary & Rigney, (Chartered Accountants) have indicated their willingness to continue in office. The auditors, Cuddy, O'Leary & Rigney, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Carrigtwohill Family Resource Centre Company Limited by Guarantee TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2024

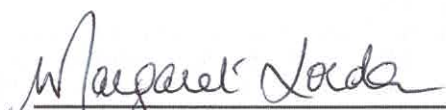
Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Main Street, Carrigtwohill, Cork.

Approved by the Board of Trustees on 30th July 2025 and signed on its behalf by:


Margaret Lordan
Trustee

30. 7. 2025


Seamus Keniry
Trustee

30/7/2025

Carrigtwohill Family Resource Centre Company Limited by Guarantee

TRUSTEES' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The trustees, who are also directors of Carrigtwohill Family Resource Centre Company Limited by Guarantee for the purposes of company law, are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the trustees as the directors to prepare financial statements for each financial year. Under the law the trustees have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees confirm that they have complied with the above requirements in preparing the financial statements.

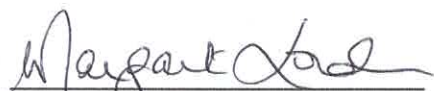
The trustees are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustees' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Trustees on 30th July 2025 and signed on its behalf by:



Margaret Lordan
Trustee

30.7.2025



Seamus Kehiry
Trustee

30/7/2025

Carrigtwohill Family Resource Centre Company Limited by Guarantee

TRUSTEES' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The Industrial and Provident Societies Acts, 1893 to 2021 requires the Committee of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the society and of the surplus or deficit of the society for that period. The Committee of Management is responsible for preparing the financial statements in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

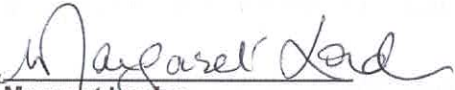
In preparing those financial statements, the Committee of Management is required to:

- select suitable accounting policies and apply them consistently,
- make judgements and estimates that are reasonable and prudent, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the society will continue in business.

The Committee of Management confirms that they have complied with the above requirements in preparing the financial statements. The Committee of Management are responsible for ensuring that the society keeps or causes to be kept proper books of account which disclose with reasonable accuracy at any time the financial position of the society and enable them to ensure the financial statements are prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and comply with the Industrial and Provident Societies Acts, 1893 to 2021.

They are also responsible for safeguarding the assets of the society and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Committee of Management


Margaret Lordan
Trustee

30/7/2025


Seamus Keniry
Trustee

30/7/2025

INDEPENDENT AUDITOR'S REPORT

to the Members of Carrigtwohill Family Resource Centre Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Carrigtwohill Family Resource Centre Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2024 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2024 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 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 below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 3 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditor's 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.

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 course of 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 AUDITOR'S REPORT

to the Members of Carrigtwohill Family Resource Centre Company Limited by Guarantee

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

Opinions on other matters prescribed by the Industrial and Provident Societies Acts, 1893 to 2021

As required by section 13(2) of the Industrial and Provident Societies Acts, 1893 to 2021 we examined the society balance sheet showing the receipts and expenditure, funds and effects of the society, and verified the same with the books, deeds, documents, accounts and vouchers relating thereto, and found them to be correct, duly vouched, and in accordance with law.

- the information given in the Trustees' Annual Report is consistent with the financial statements;
- the Trustees' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

Respective responsibilities

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement set out on page 14 15, the trustees are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 trustees are responsible for assessing the charity'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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 Auditor's 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.

INDEPENDENT AUDITOR'S REPORT

to the Members of Carrigtwohill Family Resource Centre Company Limited by Guarantee

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

Our report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditor's 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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.

William Cuddy

for and on behalf of

CUDDY, O'LEARY & RIGNEY

Chartered Accountants and Statutory Audit Firm

3003 Euro Business Park

Little Island

T45 FX94

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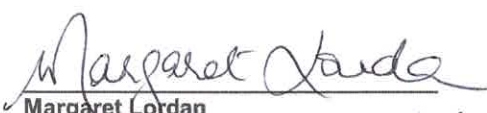
Carrigtwohill Family Resource Centre Company Limited by Guarantee
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)

for the financial year ended 31 December 2024

	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
Income							
Donations and legacies	4.1	7,490	6,850	14,340	7,747	-	7,747
Charitable activities							
- Grants from governments	4.2	-	923,607	923,607	13,760	837,118	850,878
and other co-funders							
Other trading activities	4.3	81,803	9,670	91,473	80,726	-	80,726
Investments	4.4	61	-	61	33	-	33
Other income	4.5	-	3,548	3,548	600	1,723	2,323
Total income		89,354	943,675	1,033,029	102,866	838,841	941,707
Expenditure							
Charitable activities	5.1	49,444	807,685	857,129	42,044	838,003	880,047
Net income/(expenditure)		39,910	135,990	175,900	60,822	838	61,660
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		39,910	135,990	175,900	60,822	838	61,660
Reconciliation of funds:							
Total funds beginning of the year	13	424,046	838	424,884	363,224	-	363,224
Total funds at the end of the year		463,956	136,828	600,784	424,046	838	424,884

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Trustees on 30th July 2025 and signed on its behalf by:


Margaret Lordan
Trustee
30/7/2025

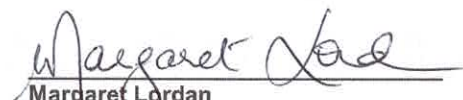

Seamus Keniry
Trustee
30/7/2025

Carrigtwohill Family Resource Centre Company Limited by Guarantee
BALANCE SHEET
as at 31 December 2024

	Notes	2024 €	2023 €
Current Assets			
Debtors	9	3,957	5,447
Cash at bank and in hand	10	700,562	480,330
		<u>704,519</u>	<u>485,777</u>
Creditors: Amounts falling due within one year	11	<u>(103,735)</u>	<u>(60,893)</u>
Net Current Assets		<u>600,784</u>	<u>424,884</u>
Total Assets less Current Liabilities		<u>600,784</u>	<u>424,884</u>
Funds			
Restricted trust funds		136,828	838
General fund (unrestricted)		463,956	424,046
Total funds	13	<u>600,784</u>	<u>424,884</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the Board of Trustees on 30th July 2025 and signed on its behalf by:


Margaret Lordan
Trustee
30.7.2025


Seamus Keniry
Trustee
31/7/2025

Carrigtwohill Family Resource Centre Company Limited by Guarantee
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		175,900	61,660
Adjustments for:			
Interest receivable and similar income		(61)	(33)
		<u>175,839</u>	<u>61,627</u>
Movements in working capital:			
Movement in debtors		1,490	(3,192)
Movement in creditors		42,842	702
		<u>220,171</u>	<u>59,137</u>
Cash flows from investing activities			
Interest received		61	33
		<u>61</u>	<u>33</u>
Net increase in cash and cash equivalents		220,232	59,170
Cash and cash equivalents at the beginning of the year		480,330	421,160
Cash and cash equivalents at the end of the year	10	<u>700,562</u>	<u>480,330</u>

Carrigtwohill Family Resource Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Carrigtwohill Family Resource Centre Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Main Street, Carrigtwohill, Cork, Ireland which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

the Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2017 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102", applying Section 1A of that Standard.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that

Carrigtwohill Family Resource Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

3. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charity of our size and nature, we use our auditors to assist with the preparation of the financial statements.

4. INCOME

4.1 DONATIONS AND LEGACIES

	Unrestricted Funds €	Restricted Funds €	2024 €	2023 €
Donations and legacies	7,490	6,850	14,340	7,747

4.2 CHARITABLE ACTIVITIES

	Unrestricted Funds €	Restricted Funds €	2024 €	2023 €
Grants from governments and other co-funders:				
POBAL-Childcare Funding	-	599,379	599,379	490,299
TUSLA Core Funding	-	176,021	176,021	166,400
TUSLA and other- Counselling Support	-	25,212	25,212	34,811
TUSLA- Mental Health & Family Support	-	64,004	64,004	62,200
DSP- Food Grant	-	8,484	8,484	8,607
NFFRC Funding	-	22,500	22,500	25,387
Health Service Executive (HSE)	-	8,625	8,625	23,947
Other Grants/Contributions	-	9,332	9,332	26,353
Cork County Council	-	-	-	500
TUSLA- Dormant Accounts Funding	-	6,050	6,050	8,264
Cork ETB-Reach Grant	-	4,000	4,000	4,110

Carrigtwohill Family Resource Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

		-	923,607	923,607	850,878	
4.3	OTHER TRADING ACTIVITIES	Unrestricted Funds	Restricted Funds	2024	2023	
		€	€	€	€	
	Fundraising	1,946	-	1,946	-	
	Parent Fees- Pre/After School	68,787	-	68,787	61,966	
	Summer Camp Fees	-	9,045	9,045	8,343	
	GAT fees	1,900	-	1,900	2,580	
	Adult counselling fees	1,875	-	1,875	2,165	
	Adolescent counselling fees	7,295	625	7,920	5,672	
		81,803	9,670	91,473	80,726	
4.4	INVESTMENTS	Unrestricted Funds	Restricted Funds	2024	2023	
		€	€	€	€	
	Bank interest received	61	-	61	33	
4.5	OTHER INCOME	Unrestricted Funds	Restricted Funds	2024	2023	
		€	€	€	€	
	Other Income	-	3,548	3,548	2,323	
5.	EXPENDITURE					
5.1	CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2024	2023
		€	€	€	€	€
	Staff & related costs	339,336	-	253,918	593,254	537,039
	Administration costs	12,039	-	14,788	26,827	31,781
	Consultancy & professional fees	6,266	-	57,247	63,513	84,693
	Marketing & advertising fees	418	-	525	943	2,116
	Direct program costs	25,815	-	-	25,815	47,386
	IT costs	8,138	-	3,306	11,444	13,896
	Building upkeep/ R&M	60,599	-	20,750	81,349	112,538
	General Costs	30,025	-	8,127	38,152	33,661
	Governance Costs (Note 5.2)	-	-	15,832	15,832	16,937
		482,636	-	374,493	857,129	880,047
5.2	GOVERNANCE COSTS	Direct Costs	Other Costs	Support Costs	2024	2023
		€	€	€	€	€
	External Consultant	-	-	6,157	6,157	7,100
	Auditors remuneration	-	-	9,675	9,675	9,837
		-	-	15,832	15,832	16,937

Carrigtwohill Family Resource Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

5.3	SUPPORT COSTS	Charitable Activities	Governance Costs	2024	2023
		€	€	€	€
	Support	<u>358,661</u>	<u>15,832</u>	<u>374,493</u>	<u>239,775</u>
6.	ANALYSIS OF SUPPORT COSTS			2024	2023
				€	€
	Support			<u>374,493</u>	<u>239,775</u>
7.	EMPLOYEES AND REMUNERATION				
	Number of employees				
	The average number of persons employed (including executive trustees) during the financial year was as follows:				
				2024	2023
				Number	Number
	Direct & Administration			<u>21</u>	<u>20</u>
	The staff costs comprise:			2024	2023
				€	€
	Wages and salaries			512,078	475,458
	Social security costs			56,786	49,213
	Pension costs			14,492	10,399
				<u>583,356</u>	<u>535,070</u>
	No employees received benefits (excluding employer pension costs) of more than €70,000.				
8.	CEO REMUNERATION				
	The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:				
				2024	2023
				Number of Employees	Number of Employees
	€60,000 to €70,000			<u>1</u>	<u>-</u>
9.	DEBTORS			2024	2023
				€	€
	Prepayments			2,932	1,309
	Accrued Income			1,025	4,138
				<u>3,957</u>	<u>5,447</u>

Carrigtwohill Family Resource Centre Company Limited by Guarantee **NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

10.	CASH AND CASH EQUIVALENTS	2024	2023			
		€	€			
	Cash and bank balances	455,465	394,528			
	Cash equivalents	245,097	85,802			
		<u>700,562</u>	<u>480,330</u>			
11.	CREDITORS	2024	2023			
	Amounts falling due within one year	€	€			
	Trade creditors	19,211	19,828			
	Taxation and social security costs	11,954	11,065			
	Accruals	22,452	16,945			
	Deferred Income	50,118	13,055			
		<u>103,735</u>	<u>60,893</u>			
12.	RESERVES	2024	2023			
		€	€			
	At the beginning of the year	424,884	363,224			
	Surplus for the financial year	175,900	61,660			
		<u>600,784</u>	<u>424,884</u>			
13.	FUNDS					
13.1	RECONCILIATION OF MOVEMENT IN FUNDS	Unrestricted Funds	Restricted Funds	Total Funds		
		€	€	€		
	At 1 January 2023	363,224	-	363,224		
	Movement during the financial year	60,822	838	61,660		
		<u>424,046</u>	<u>838</u>	<u>424,884</u>		
	At 31 December 2023	424,046	838	424,884		
	Movement during the financial year	39,910	135,990	175,900		
		<u>463,956</u>	<u>136,828</u>	<u>600,784</u>		
13.2	ANALYSIS OF MOVEMENTS ON FUNDS					
	Balance	Income	Expenditure	Transfers	Balance	
	1 January			between	31 December	
	2024			funds	2024	
	€	€	€	€	€	
	Restricted funds					
	Restricted	838	943,675	807,685	-	136,828
	Unrestricted funds					
	Unrestricted General	424,046	89,354	49,444	-	463,956
		<u>424,884</u>	<u>1,033,029</u>	<u>857,129</u>	<u>-</u>	<u>600,784</u>

Carrigtwohill Family Resource Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

13.3 ANALYSIS OF NET ASSETS BY FUND

	Current assets	Current liabilities	Total
	€	€	€
Restricted trust funds	193,373	(56,545)	136,828
Unrestricted general funds	511,146	(47,190)	463,956
	704,519	(103,735)	600,784

14. STATUS

The charity is a company limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

15. CAPITAL COMMITMENTS

In order to continue its present level of service across the Mental Health, Family Support and Childcare operations, the company is actively seeking to expand to meet current and future demand through the acquisition of suitable premises. An offer of €350,000 to purchase the adjoining premises to the existing childcare facility has been accepted, a mortgage of €245,000 has been approved in principle and it is hoped that the purchase will be completed in the first half of 2025. The purchase will allow the expansion of all three core operations which will address current waiting lists and increase capability and capacity to meet future demand.

16. TRUSTEES' REMUNERATION

No remuneration or other benefits have been paid or are payable to any trustees directly or indirectly from the funds of the charity. No expenses were incurred by the directors.

17. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

18. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Trustees on

Carrigtwohill Family Resource Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

19. STATE FUNDING

Agency	Government Department/ Entity	Grant Programme	Purpose of Grant	Deferred Income b/fwd from 2023	Total grant received in the year	Fund (deferred) or due at year end	Total grant taken to income in the year	Term	Received in the financial year	Capital Grant	Restrictions on use
TUSLA Child and Family Agency	Department of Children, Equality, Disability, Integration and Youth	Core Funding-Family Resource Centres	Staffing and Administration costs	3,452	178,925	6,356	176,021	1 year	2024	Nil	Staffing, overhead and other costs of the Family Resource Centre around the area of Family Support
TUSLA Child and Family Agency	Department of Children, Equality, Disability, Integration and Youth	Cork Commissioning-Section 56	Family support and Mental Health Employment of family support workers	622	35,707	4,027	32,302	1 year	2024	Nil	Cost of employment of family support workers
TUSLA Child and Family Agency	Department of Children, Equality, Disability, Integration and Youth	Mental Health Funding-Section 56	Mental Health/Counselling	702	32,272	1,272	31,702	1 year	2024	Nil	Cost of employment of mental health/counselling staff.

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Carraigtwohill Family Resource Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

TUSLA Child and Family Agency	Department of Children, Equality, Disability, Integration and Youth	Adolescent Counselling Programme	Implementation of adolescent counselling programme in Carraigtwohill	71	24,641	-	25,212	1 year	2024	Nil	Programme costs and consumables
TUSLA Child and Family Agency	Department of Children, Equality, Disability, Integration and Youth	Dormant Accounts Funding	Facilitate the development of improved collaborative working, service integration and alignment for specific groups and across FRC and Tusla services. To address disadvantage and enhance the voice of marginalised children, parents and communities. Minor maintenance works and purchase of relevant equipment to assist service delivery.	-	15,000	8,950	6,050	1 year	2024	Nil	As per Agreement
Community Foundation for Ireland	Community Foundation for Ireland	Ukraine Grant		5,614	-	1,982	3,632	None	2022	Nil	As per Agreement

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Carritgtwohill Family Resource Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

POBAL	Department of Children and Youth Services	ECCE- Early Childhood Care and Education Programme	Funding from ECCE programme for the operation of Preschool creche services at Carritgtwohill Family Resource Centre	-	97,412	-	97,412	38 weeks	2024	Nil	AS per Agreement
POBAL	Department of Children and Youth Services	Access and Inclusion model	Funding from AIM programme for the provision of Access and Inclusion services at Carritgtwohill Family Resource Centre	-	45,834	-	45,834	38 weeks	2024	Nil	As per Agreement
POBAL	Department of Children and Youth Services	Childcare Core Funding	Core Funding is a grant to Early Learning and Care (ELC) and/or School Age Childcare (SAC) providers to support them in meeting increased operating costs.	-	124,452	-	124,452	1 year	2024	Nil	Early Learning and/or school age operating costs
POBAL	Department of Children and Youth Services	NCS - National Childcare Scheme	Funding from the NCS programme for the operation of childcare services at the Carritgtwohill Family Resource Centre this replaces CCSP - childcare subsidy for children 6 months - 15 years	-	331,681	-	331,681	1 year	2024	Nil	Operation of Preschool, Afterschool and Summer Camp

Carrigtwohill Family Resource Centre Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

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Social Welfare Services Office	Department of Social Protection	School Meals (Local Projects) Scheme	School meals programme for the operation of Pre-school creche services at Carrigtwohill Family Resource Centre	-	8,484	-	8,484	-	1 year	2024	Nil	Programme costs and consumables
Cork Education and Training Board	Department of Education and Skills	Reach Grant CETB	The Reach fund replaces the Mitigating against Disadvantage fund	-	4,000	-	4,000	-	1 year	2024	Nil	As per Agreement
National Forum of Family Resource Centre	Gambling Awareness Trust	GAT	To continue to develop and deliver a gambling support service for those experiencing harmful gambling and their families	1,973	24,277	3,750	22,500	-	1 year	2024	Nil	As per Agreement
National Forum of Family Resource Centre – HSE	Department of Health	Period Poverty Initiative Grant	Support the implementation of period poverty measures.	121	-	121	-	-	1 year	2023	Nil	As per Agreement
HSE	Department of Health	Community fund	Older persons activity co-ordinator & courses for over 50's	-	23,660	23,660	-	-	1 year	2024	Nil	As per Agreement

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Carrigtwohill Family Resource Centre Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Cork County Childcare	Department of children, Equality, Disability, Integration and Youth (DCEDIY)	Parent & Toddler Grant	To aid the Parent & Toddler Group	-	800	-	800	6 months	2024	Nil	To be use for items to help Parent & Toddler Group
Foroige	Department of children, Equality, disability, Integration and Youth, Department of Education, Department of rural and Development	Summer Scheme	To go against the cost of activities for Summer Camp	-	4,900	-	4,900	4 Weeks	2024	Nil	For Activities for Summer Camp
				13,055	952,045	50,117	914,983				

Unless otherwise stated above, all amounts represent both the cash received and amount of grant taken into income in the current year financial statements from government funders.

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