

Company Number: 381973  
Charity Number: 20055080

**EPIC Empowering People in Care CLG**  
**Annual Report and Audited Financial Statements**  
**for the financial year ended 31 December 2019**

# **EPIC Empowering People in Care CLG**

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## **EPIC Empowering People in Care CLG**

### **REFERENCE AND ADMINISTRATIVE INFORMATION**

<b>Directors</b>	Val Kerr (Appointed 12 June 2019) Barry O'Sullivan (Appointed 14 August 2019) Deirdre Mullen Aoife Gilligan Quinn Fiachra O'Suilleabháin John Feehan (Appointed 8 April 2020) Mieke Durville Ryan (Resigned 11 April 2019) Donal Maher (Resigned 14 September 2019) Catriona Moloney (Resigned 11 December 2019) Andrea Martin (Resigned 7 August 2020) Gareth Noble (Resigned 5 October 2020)
<b>Chairperson</b>	Sharon Commins (resigned 11/02/2020) Fiachra O'Suilleabháin (Appointed 11/02/2020)
<b>Company Secretary</b>	Barry O'Sullivan (Appointed 2 October 2019) Donal Maher (Resigned 2 October 2019)
<b>Charity Number</b>	20055080
<b>Company Number</b>	381973
<b>Registered Office and Principal Address</b>	7 Red Cow Lane Smithfield Dublin 7 D07 KX52
<b>Auditors</b>	Whelan Dowling & Associates Chartered Accountants & Statutory Audit Firm Unit 1+4, Block 1, Northwood Court, Santry, Dublin 9.
<b>Bankers</b>	Allied Irish Banks plc 7/12 Dame Street Dublin 2 Ireland

# **EPIC Empowering People in Care CLG DIRECTORS' ANNUAL REPORT**

for the financial year ended 31 December 2019

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2019.

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year 2019.

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 Accounts 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 Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines.

The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of EPIC Empowering People in Care CLG present a summary of its purpose, governance, activities, achievements and finances for the financial year 2019.

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. EPIC Empowering People in Care CLG subscribes to and is compliant with the following:

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

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) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital. The liability of each member, in the event of the company being wound up is €1.

## **Mission, Objectives and Strategy**

### **Strategy**

The strategic plan was approved by the Board of Directors in June 2018 and covers the period 2018 to 2020 inclusive.

There is a formal review of the plan due to occur under the Direction of the Board.

## **Structure, Governance and Management**

### **Governance**

EPIC Empowering People In Care Limited is a company limited by guarantee and governed by its Board of Directors. The Board is responsible for the Vision, Mission and Strategy of EPIC; they approve strategy, structure, annual plans and budgets of the organisation and strive to ensure that it is effective and accountable. There were eight formal board meetings in 2019. The Board delegates day-to-day operations to the Chief Executive. The Board has constituted three sub-committees of the Board to support their ongoing evaluation and monitoring of risks and accountability.

The Board is seeking improve its governance standards through interacting with leading governance practitioners, as well as its peers and funders. It regularly reviews governance structures to ensure suitability for the organisation's size.

In 2018, the Charities Regulatory Authority took on responsibility for establishing the standards for good corporate governance for charities and in November 2018, it published a new Charities Governance Code (the Code) with which all charities(including EPIC) will be expected to start reporting their compliance by 2021. An Initial working group had been established by the Board to review our compliance with and reporting on the Code and this committee will liaise with that working group in ensuring our reporting requirements are fulfilled in 2021

# **EPIC Empowering People in Care CLG DIRECTORS' ANNUAL REPORT**

for the financial year ended 31 December 2019

## **Review of Activities, Achievements and Performance**

### **National Advocacy Service**

One of our core activities continues to be the delivery of our national Advocacy Service. This provides a direct 1:1 advocacy service to children and young people who are currently living in care or who have had an experience of living in care, in Ireland. This includes those in residential care, foster care, hostel, high support, detention and special care. We also work with young people preparing to leave care and in aftercare. The Advocacy Service continues to grow with 854 Advocacy cases in 2019 (653 in 2018). As the service develops the new cases each year are becoming longer and more difficult in the nature of the issues involved.

This service is funded by Tusla, The Child and Family Agency.

### **Participation**

The next core activity is our Participation Programme which aims to create a number of different platforms for young people with care experience to participate in EPIC. During 2019 we engaged with more than 300?? young people through the EPIC Youth Council (national and regional), and other projects. These included the 5 Nations 1 Voice which is an alliance of organisations in Ireland, England, Scotland, Wales and Northern Ireland. Young people were involved in attending events, participated in conferences such as the Irish Foster Care Conference, the 5 Nations 1 Voice Summer Camp, Eurochild conference in Switzerland. A number of young people also participated in work experience placements within EPIC, attended training, worked as volunteers to make presentations, speak to social workers and other professionals about their experiences, and took part in interviews with the media. Other work included making videos to support our programmes and awareness raising work and address issues such as stigma and homelessness.

### **Fora (Foster Care Action Groups) Project – Dissemination**

EPIC, in partnership with Tusla, have developed a Children's and Young People's Participation project. This project was funded by Atlantic Philanthropies. The purpose of this is to build on and further develop the participation of young people in care nationally, to hear their views on issues of relevance and concern to them, to consult them on policy and practice development within Tusla and to contribute to positive changes and quality assurance of the care system.

This programme was completed in 2018 and the outputs disseminated in early 2019.

EPIC are exploring a new round of Fora through a new project.

### **Knowledge Transformation**

The next core activity of the organisation is the policy and knowledge transformation work. This work is informed by the issues raised through our direct advocacy and participation work. The main focus of the work is to influence and impact on policy and decision makers to bring about positive change to the care system, to inform new legislation to raise awareness of the issues raised by young people in care. We do this by:

- Preparing submissions and policy briefings
- Hosting seminars, conferences and similar events to share the knowledge and experiences gained through delivery of our services
- Attending relevant policy events, seminars, conferences
- Monitoring media and parliamentary questions
- Using media as a means of awareness-raising and engagement with the general public.

### **Research**

EPIC conducts a detailed analysis of its programmes each year. In addition, we facilitate other organisations access to young people who are interested in participating in research work. We do not have the resources to do any in depth research in-house.

### **Future Developments**

The directors are not expecting to make any significant changes in the nature of the activities in the near future.

# **EPIC Empowering People in Care CLG DIRECTORS' ANNUAL REPORT**

for the financial year ended 31 December 2019

## **Financial Review**

The results for the financial year are set out on page 13 and additional notes are provided showing income and expenditure in greater detail.

## **Financial Results**

At the end of the year the charity has assets of €837,868 (2018 - €772,680) and liabilities of €316,414 (2018: €341,112). The net assets of the charity have increased by €35,461.

The directors are satisfied with the level of retained reserves at the year end. The directors are continuing to work towards having a level of reserves to support the organisation in a time of reduced funding including but not limited to the payment of redundancies should this be required.

Funding received was spent for the purposes for which it had been granted.

## **Financial Results**

At the end of the financial year the charity has assets of €843,339 (2018 - €772,680) and liabilities of €373,360 (2018 - €341,112). The net assets of the charity have increased by €38,411.

## **Principal Risks and Uncertainties**

EPIC Empowering People In Care is aware of the dual nature of risk: the likelihood of an adverse event and the consequences if such an event were to happen. EPIC is also aware of its dual nature as a company limited by guarantee and that of a body founded for charitable purposes.

EPIC's policy on risk has a number of components. Firstly, EPIC seeks to avoid entering any risky liabilities; and where a proposal necessarily involving some risk is considered appropriate EPIC seeks to minimize the risk. Secondly, where it has been determined to enter a project involving some risk, EPIC seeks to ensure, so far as is practicable and appropriate, that it is covered against the risk, whether by insurance or otherwise. The degree of risk is monitored as the project proceeds and where necessary adjustments are made considering changes in the degree of risk or the consequences.

Brexit is a direct risk to the 5 Nations 1 Voice programme from the point of view of funding and activities.

## **Financial Risk**

The Board carries responsibility for the financial viability of the company.

The core funding continues to come from the Child and Family Agency, Tusla and this commitment is a key element of the financial sustainability of the company.

In common with all companies operating in Ireland in this sector, the company faces increasing pressures to source ongoing philanthropic or other funding to continue the activities which support our core work. The company is continuing to exercise caution in its commitments until each element of funding is sourced and confirmed. The Board is duly cognisant of the huge financial risks and difficulties presented by the COVID 19 pandemic which commenced in March 2020. This matter is referred to further later in this report.

The current philanthropic funding for our knowledge transformation, core back office functions and the Limerick Advocacy Service has been exhausted and new sources of income are being sought.

The organisation is actively working on increasing reserves to cover potential loss of funding and costs associated with such an occurrence. We have made some progress in this regard, but it remains a focus for the Board of Directors.

The directors are not expecting to make any significant changes in the nature of the activities in the near future.

# **EPIC Empowering People in Care CLG DIRECTORS' ANNUAL REPORT**

for the financial year ended 31 December 2019

## **Directors and Secretary**

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

Val Kerr (Appointed 12 June 2019)  
Barry O'Sullivan (Appointed 14 August 2019)  
Deirdre Mullen  
Aoife Gilligan Quinn  
Fiachra O'Suilleabháin  
John Feehan (Appointed 8 April 2020)  
Mieke Durville Ryan (Resigned 11 April 2019)  
Donal Maher (Resigned 14 September 2019)  
Catriona Moloney (Resigned 11 December 2019)  
Andrea Martin (Resigned 7 August 2020)  
Gareth Noble (Resigned 5 October 2020)

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

The members of EPIC Empowering People In Care Limited are the current Board of Directors.

The secretaries who served during the financial year were;

Barry O'Sullivan (Appointed 2 October 2019)  
Donal Maher (Resigned 2 October 2019)

## **Compliance with Sector-Wide Legislation and Standards**

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. EPIC Empowering People in Care CLG subscribes to and is compliant with the following:

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

## **Events after the Balance Sheet date**

The Board of EPIC Empowering People In Care have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the Covid-19 pandemic which it considered to be a non-adjusting event. The Board state that following their review, EPIC Empowering People In Care have no current going concern issues and expect the Charity to remain viable and solvent for the foreseeable future.

## **Taxation Status**

The company, as a charity, is not liable to corporation tax. The company is registered with the Charities Regulatory Authority (reference number 20055080) and with the Revenue Commissioners (reference number CHY15742).

## **Political donations**

The company does not take a position on political parties or their manifestos. No political donations are made by the company.

## **Payment of Creditors**

The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

## **Auditors**

Whelan Dowling & Associates, (Chartered Accountants & Statutory Audit Firm), were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

## **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 directors 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.

# **EPIC Empowering People in Care CLG DIRECTORS' ANNUAL REPORT**

for the financial year ended 31 December 2019

## **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 7 Red Cow Lane, Smithfield, Dublin 7, D07 KX52.

Approved by the Board of Directors on 28 October 2020 and signed on its behalf by:



Fiachra O'Suilleabhain  
Director



Aoife Gilligan Quinn  
Director

# **EPIC Empowering People in Care CLG**

## **DIRECTORS' RESPONSIBILITIES STATEMENT**

for the financial year ended 31 December 2019

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors 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 directors 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 directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015);
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, 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 directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors 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 Directors' 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 directors 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 directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Directors on 28 October 2020 and signed on its behalf by:

  
Fiachra O'Suilleabhain  
Director

  
Aoife Gilligan Quinn  
Director

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of EPIC Empowering People in Care CLG**

### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the charity financial statements of EPIC Empowering People in Care CLG for the financial year ended 31 December 2019 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a 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 2019 and of its net incoming resources 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", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with 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 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 ISAs (Ireland) require 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 charity'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 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.

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.

#### **Opinions 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' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Directors' Annual Report has been prepared in accordance with the Companies Act 2014.

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 charity were sufficient to permit the financial statements to be readily and properly audited. 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 charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual 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.

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of EPIC Empowering People in Care CLG**

### **Respective responsibilities**

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

As explained more fully in the Directors' Responsibilities Statement set out on page 9 the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as 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 directors 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 management either intends to liquidate the charity or to cease operations, or has 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

#### **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 directors.
- Conclude on the appropriateness of the directors' 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 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.

## **INDEPENDENT AUDITOR'S REPORT**

### **to the Members of EPIC Empowering People in Care CLG**

#### **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 any 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.



**Darren Carrick ACA**

**for and on behalf of**

**WHELAN DOWLING & ASSOCIATES**

Chartered Accountants & Statutory Audit Firm

Unit 1+4, Block 1,

Northwood Court,

Santry,

Dublin 9.

**28 October 2020**

# EPIC Empowering People in Care CLG


## STATEMENT OF FINANCIAL ACTIVITIES

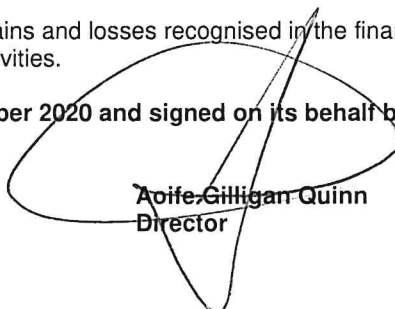
(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 December 2019

	Notes	Unrestricted Funds 2019 €	Restricted Funds 2019 €	Total 2019 €	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Total 2018 €
<b>Income</b>							
Charitable activities							
- Grants & contracts	4.1	8,242	1,205,592	1,213,834	26,267	1,173,592	1,199,859
Other trading activities	4.2	-	-	-	120	-	120
Other income	4.3	11,893	-	11,893	6,491	58	6,549
<b>Total income</b>		<b>20,135</b>	<b>1,205,592</b>	<b>1,225,727</b>	<b>32,878</b>	<b>1,173,650</b>	<b>1,206,528</b>
<b>Expenditure</b>							
Raising funds	5.1	-	7,000	7,000	-	19	19
Charitable activities	5.2	-	1,180,316	1,180,316	-	1,163,565	1,163,565
<b>Total Expenditure</b>		<b>-</b>	<b>1,187,316</b>	<b>1,187,316</b>	<b>-</b>	<b>1,163,584</b>	<b>1,163,584</b>
<b>Net income/(expenditure)</b>		<b>20,135</b>	<b>18,276</b>	<b>38,411</b>	<b>32,878</b>	<b>10,066</b>	<b>42,944</b>
Transfers between funds		-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>20,135</b>	<b>18,276</b>	<b>38,411</b>	<b>32,878</b>	<b>10,066</b>	<b>42,944</b>
<b>Reconciliation of funds</b>							
Balances brought forward at 1 January 2019	18	129,152	302,416	431,568	91,274	297,350	388,624
<b>Balances carried forward at 31 December 2019</b>		<b>149,287</b>	<b>320,692</b>	<b>469,979</b>	<b>124,152</b>	<b>307,416</b>	<b>431,568</b>

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 Directors on 28 October 2020 and signed on its behalf by:

  
Eilachra O'Suilleabhain  
Director

  
Aoife Gilligan-Quinn  
Director

# EPIC Empowering People in Care CLG

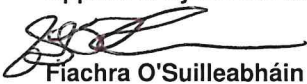
## BALANCE SHEET

as at 31 December 2019

	Notes	2019 €	2018 €
<b>Fixed Assets</b>			
Tangible assets	11	304,336	310,925
<b>Current Assets</b>			
Debtors	12	16,877	49,104
Cash at bank and in hand		522,126	412,651
		539,003	461,755
<b>Creditors: Amounts falling due within one year</b>	13	(332,291)	(294,456)
<b>Net Current Assets</b>		206,712	167,299
<b>Total Assets less Current Liabilities</b>		511,048	478,224
<b>Grants</b>	15	(41,069)	(46,656)
<b>Net Assets</b>		469,979	431,568
<b>Funds</b>			
Restricted trust funds		320,692	307,416
General fund (unrestricted)		149,287	124,152
<b>Total funds</b>	18	469,979	431,568

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 Directors on 28 October 2020 and signed on its behalf by:

  
Fiachra O'Suilleabhain  
Director

  
Aoife Gilligan Quinn  
Director

# EPIC Empowering People in Care CLG

## STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2019

	Notes	2019 €	2018 €
<b>Cash flows from operating activities</b>			
Net movement in funds		38,411	42,944
Adjustments for:			
Depreciation		12,671	12,571
Interest receivable and similar income		(34)	(84)
Gains and losses on disposal of fixed assets		727	1,567
Amortisation of capital grants received		(5,587)	(5,587)
		<u>46,188</u>	<u>51,411</u>
Movements in working capital:			
Movement in debtors		32,227	11,413
Movement in creditors		37,263	(101,140)
		<u>115,678</u>	<u>(38,316)</u>
<b>Cash flows from investing activities</b>			
Interest received		34	84
Payments to acquire tangible assets		(6,546)	(28,356)
Receipts from sales of tangible assets		(384)	-
		<u>(6,896)</u>	<u>(28,272)</u>
Net cash generated from investment activities			
		<u>(6,896)</u>	<u>(28,272)</u>
<b>Cash flows from financing activities</b>			
Grants		-	52,243
		<u>-</u>	<u>52,243</u>
<b>Net increase in cash and cash equivalents</b>		<b>108,782</b>	<b>(14,345)</b>
<b>Cash and cash equivalents at 1 January 2019</b>		<b>412,651</b>	<b>426,996</b>
<b>Cash and cash equivalents at 31 December 2019</b>	<b>26</b>	<b><u>521,433</u></b>	<b><u>412,651</u></b>

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

### 1. GENERAL INFORMATION

EPIC Empowering People in Care CLG is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is 7 Red Cow Lane, Smithfield, Dublin 7, D07 KX52 which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

### 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. 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) (effective 1 January 2015)", Irish statute comprising 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.

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**

These financial statements have been prepared in compliance with the Statement of Recommended Practice: Accounting and Reporting by Charities and FRS 102.

#### **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**

Voluntary income or capital is included in the Statement of Financial Activities when the charity is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the charity has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

continued

### Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure

is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds comprises the costs associated with attracting voluntary income
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

### Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Land and buildings freehold	- 2% Straight line
Fixtures, fittings and equipment	- 20% Straight line

### Leasing

Rentals payable under operating leases are dealt with in the income and expenditure account as incurred over the period of the rental agreement.

### 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 year end, is included in debtors.

### Creditors

Creditors with no stated interest rate and payable within one year are recorded at transaction price.

### 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.

### Grants

Capital grants received are recognised on the balance sheet and are recognised in the income and expenditure account over the useful economic life of the related asset.

### Foreign currencies

The financial statements are prepared in Euro (€) which is the functional currency of the charity. Foreign currency transactions are recorded in Euro at the rate ruling on the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into Euro at the balance sheet date. The resulting gains and losses are dealt with in the Statement of Financial Activities.

### Pensions

The charity contributes to an Employer PRSA scheme for participating employees. Annual contributions payable to the charity's pension scheme are charged to the income and expenditure account in the period to which they relate

### **Financial Instruments**

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Where investments in non-convertible preference shares and non-puttable ordinary shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in surplus or deficit. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in surplus or deficit, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in surplus or deficit immediately.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised in surplus or deficit immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

### **3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

The preparation of financial statements requires management to make estimates and judgements that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of income and expenditure during the reported period.

Estimates and judgements are based on historical experience and on other factors that are reasonable under current circumstances. Actual results may differ from these estimates if these assumptions prove to be incorrect or if the conditions develop other than as assumed for the purposes of such estimates and judgements by management are those relating to accruals & establishing useful economic lives for depreciation purposes of tangible fixed assets.

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

continued

<b>4. INCOME</b>					
<b>4.1 CHARITABLE ACTIVITIES</b>		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2019</b>	<b>2018</b>
		€	€	€	€
Tusla, Child & Family Agency Core Funding	-	1,136,330	1,136,330	898,646	
Oberstown Campus	-	31,520	31,520	31,520	
Atlantic/ Tusla Participation Project	-	10,810	10,810	79,076	
DCYA - EPIC Council	-	8,390	8,390	-	
Atlantic Philanthropies Funding	-	7,000	7,000	64,134	
Donations	5,968	5,574	11,542	2,396	
Leave Care Live Life Project	-	4,645	4,645	-	
Care HOPE Project (Germany)	-	1,220	1,220	-	
5 Nations	-	103	103	12,253	
National Care Day	-	-	-	5,000	
America Ireland Funds	-	-	-	2,314	
Tony Ryan Trust	-	-	-	93,093	
America Ireland Funds	-	-	-	4,000	
IFCA	-	-	-	5,000	
Community Foundation	-	-	-	2,141	
Ulster Bank / RBS	-	-	-	52	
Training & Consultation fees	1,094	-	1,094	234	
Unrestricted Corporate Donations	1,180	-	1,180	-	
		<u>8,242</u>	<u>1,205,592</u>	<u>1,213,834</u>	<u>1,199,859</u>
<b>4.2 OTHER TRADING ACTIVITIES</b>		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2019</b>	<b>2018</b>
		€	€	€	€
Other trading activities	-	-	-	-	120
<b>4.3 OTHER INCOME</b>		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2019</b>	<b>2018</b>
		€	€	€	€
Other income	-	-	-	-	219
Rent	6,272	-	6,272	6,272	
Amortisation of Capital Reserve	5,587	-	5,587	-	
Bank Interest	34	-	34	58	
		<u>11,893</u>	<u>-</u>	<u>11,893</u>	<u>6,549</u>
<b>5. EXPENDITURE</b>					
<b>5.1 RAISING FUNDS</b>	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2019</b>	<b>2018</b>
	€	€	€	€	€
Fundraising Activities	-	-	7,000	7,000	19
<b>5.2 CHARITABLE ACTIVITIES</b>	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2019</b>	<b>2018</b>
	€	€	€	€	€
Expenditure on charitable activities	129,960	13,295	1,012,402	1,155,657	1,141,139
Governance Costs (Note 5.3)	-	-	24,659	24,659	22,426
	<u>129,960</u>	<u>13,295</u>	<u>1,037,061</u>	<u>1,180,316</u>	<u>1,163,565</u>

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2019

5.3	GOVERNANCE COSTS	Direct Costs €	Other Costs €	Support Costs €	2019 €	2018 €
	Governance Costs	-	-	24,659	24,659	22,426

5.4	SUPPORT COSTS	Cost of Raising Funds €	Charitable Activities €	Governance Costs €	2019 €	2018 €
	Direct Support	-	88,966	-	88,966	108,585
	Staff	-	923,436	-	923,436	914,145
	Fundraising	7,000	-	-	7,000	-
	Governance	-	-	24,659	24,659	22,426
		7,000	1,012,402	24,659	1,044,061	1,045,156

6.	ANALYSIS OF SUPPORT COSTS	2019 €	2018 €
	Direct Support	88,966	108,585
	Staff	923,436	914,145
	Fundraising	7,000	-
	Governance	24,659	22,426
		1,044,061	1,045,156

### 7. INCOME

The whole of the income is attributable to the principal activity of the company wholly undertaken in Ireland.

8.	NET INCOME	2019 €	2018 €
	<b>Net Income is stated after charging/(crediting):</b>		
	Depreciation of tangible assets	12,671	12,571
	Deficit on disposal of tangible fixed assets	727	1,567
	Deficit on foreign currencies	324	217
	Operating lease rentals		
	- Land and buildings	-	248
	Amortisation of grants	(5,587)	(5,587)

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

continued

### 9. EMPLOYEES AND REMUNERATION

#### Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2019 Number	2018 Number
Accountant (Part Time)	1	1
CEO	1	1
National Advocacy Service Manager	2	1
Office Manager	1	1
Advocacy Officers	8	8
Research & Policy Officers and Assistant	1	1
Peer Educators (Part Time)	-	3
Advocacy Service Administrator (Part Time)	1	1
Participation Officers	2	1
	<u>17</u>	<u>18</u>

The staff costs comprise:

	2019 €	2018 €
Wages and salaries	802,161	791,876
Social security costs	85,586	85,484
Pension costs	37,194	38,249
	<u>924,941</u>	<u>915,609</u>

### 10. EMPLOYEE BENEFITS

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	Number of Employees	Number of Employees
€60,000 to €70,000	1	1
€70,000 to €80,000	1	1
	<u>1</u>	<u>1</u>

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

continued

### 11. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Fixtures, fittings and equipment €	Total €
<b>Cost</b>			
At 1 January 2019	312,794	45,637	358,431
Additions	-	6,546	6,546
Disposals	-	(4,125)	(4,125)
At 31 December 2019	312,794	48,058	360,852
<b>Depreciation</b>			
At 1 January 2019	25,020	22,486	47,506
Charge for the financial year	6,252	6,540	12,792
On disposals	-	(3,782)	(3,782)
At 31 December 2019	31,272	25,244	56,516
<b>Net book value</b>			
At 31 December 2019	<b>281,522</b>	<b>22,814</b>	<b>304,336</b>
At 31 December 2018	287,774	23,151	310,925

### 12. DEBTORS

	2019 €	2018 €
Trade debtors	6,643	42,707
Prepayments	10,234	6,397
	<b>16,877</b>	<b>49,104</b>

### 13. CREDITORS

Amounts falling due within one year	2019 €	2018 €
Amounts owed to credit institutions	572	-
Payments received on account	4,973	4,008
Trade creditors	13,463	16,034
Taxation and social security costs	19,247	20,360
Other creditors	57,364	68,741
Accruals	84,245	69,619
Deferred Income	152,427	115,694
	<b>332,291</b>	<b>294,456</b>

### 14. PENSION COSTS - DEFINED CONTRIBUTION

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Pension costs amounted to €37,194 (2018 - €38,249).

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2019

continued

<b>15. GRANTS RECEIVABLE</b>	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
<b>Capital grants received and receivable</b>		
At 1 January 2019	<b>46,656</b>	-
Increase in financial year	-	52,243
At 31 December 2019	<b>46,656</b>	52,243
<b>Amortisation</b>		
Amortised in financial year	<b>(5,587)</b>	(5,587)
<b>Net book value</b>		
At 31 December 2019	<b>41,069</b>	46,656

**16. Information relating to grants**

<b>Agency</b>	<b>TUSLA</b>
Government Department	Department of Children and Youth Affairs
Grant Programme	Advocacy, Justice and Human Rights
Purpose of the Grant	To deliver a national advocacy service for children and young people with care experience
Term	Annual
Total Fund	Grants taken to income in the period - €1,136,330 The cash received in the period - €1,155,000 Any grant amounts deferred or due at the period end - €55,000 (2018: €36,330)
Expenditure	€1,139,512
Fund deferred or due at financial year end	€55,000
Received in the financial year	Amounts received in the financial year
Capital Grant	Nil
Restriction on use	Programme delivery â€" Salaries, Programme Costs & Direct Overheads

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

continued

<b>Agency</b>	<b>Atlantic Philanthropies through TUSLA</b>
Government Department	Department of Children and Youth Affairs
Grant Programme	Development of a Child and Young Person Participation Programme
Purpose of the Grant	Development of Fora and dissemination of their projects
Term	36 months with extension for 6 months to 42 months
Total Fund	Grants taken to income in the period - €10,810 The cash received in the period - €38,758 Any grant amounts deferred or due at the period end - €nil due (note: 31/12/18: €27,948 due)
Expenditure	€11,494
Fund deferred or due at financial year end	nil
Received in the financial year	
Capital Grant	nil
Restriction on use	To the FORA Participation Project
<b>Agency</b>	<b>Tony Ryan Trust</b>
Grant Programme	To Support the Core work of EPIC
Purpose of the Grant	To support payroll and direct costs for (1) Mid-West Advocacy (2) Research & Policy (3) Communications function
Total Grant	€500,000 (2015 to 2017 incl.) - extended into 2018 Grants taken to income in the period - € 93,093 The cash received in the period - €nil Any grant amounts deferred or due at the period end - €12,500
Expenditure	€Nil
Fund deferred or due at financial year end	€12,500
Restriction on use	To core work
<b>Agency</b>	<b>Atlantic Philanthropies</b>
Grant Programme	To support the core work of EPIC
Purpose of the Grant	To support the salaries for specific posts, direct costs and contribute to the overheads of EPIC. To support the strategic plans of EPIC and evaluation of same.
Total Grant	Grants taken to income in the period - €7,000 The cash received in the period - €nil Any grant amounts deferred or due at the period end - €54,887
Expenditure	€7,000
Fund deferred or due at financial year end	€47,887

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2019

continued

**17. RESERVES**

	<b>Funds</b>	<b>Capital Reserve</b>	<b>Total</b>
	€	€	€
At 1 January 2019	201,568	230,000	431,568
Surplus for the financial year	43,411	(5,000)	38,411
At 31 December 2019	<u>244,979</u>	<u>225,000</u>	<u>469,979</u>

**18. FUNDS**

**18.1 RECONCILIATION OF MOVEMENT IN FUNDS**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	€	€	€
At 1 January 2018	91,274	297,350	388,624
Movement during the financial year	32,878	10,066	42,944
At 31 December 2018	124,152	307,416	431,568
Movement during the financial year	20,135	18,276	38,411
At 31 December 2019	<u>144,287</u>	<u>325,692</u>	<u>469,979</u>

**18.2 ANALYSIS OF MOVEMENTS ON FUNDS**

	<b>Balance 1 January 2019</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers between funds</b>	<b>Balance 31 December 2019</b>
	€	€	€	€	€
<b>Restricted income</b>					
Restricted	72,416	1,205,592	1,182,316	-	95,692
Restricted - Capital Reserve	230,000	-	5,000	-	225,000
	<u>302,416</u>	<u>1,205,592</u>	<u>1,187,316</u>	<u>-</u>	<u>320,692</u>
<b>Unrestricted income</b>					
Unrestricted General	129,152	20,135	-	-	149,287
<b>Total funds</b>	<u>431,568</u>	<u>1,225,727</u>	<u>1,187,316</u>	<u>-</u>	<u>469,979</u>

**18.3 ANALYSIS OF NET ASSETS BY FUND**

	<b>Fixed assets - charity use</b>	<b>Current assets</b>	<b>Current liabilities</b>	<b>Long-term deferred income</b>	<b>Total</b>
	€	€	€	€	€
Unrestricted general funds	304,336	538,431	(331,719)	(41,069)	469,979
	<u>304,336</u>	<u>538,431</u>	<u>(331,719)</u>	<u>(41,069)</u>	<u>469,979</u>

**19. STATUS**

The charity is limited by guarantee not having a share capital. The liability of each member, in the event of the company being wound up is €1.

**20. CAPITAL COMMITMENTS**

The charity had no material capital commitments at the financial year-ended 31 December 2019.

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

continued

### 21. CONTINGENT LIABILITIES

Funding received from Atlantic Philanthropies and Tony Ryan Trust and other organisations may become repayable if the organisation ceases to operate and does not complete the project for which funding was received.

### 22. DIRECTORS' REMUNERATION

The charities trustees are the directors who served during the year. No trustee received any remuneration during the year. Travel costs amounting to €848 (2018: €184) were reimbursed to one trustee.

No director or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2018 : Nil).

### 23. KEY MANAGEMENT

The key management personnel comprises of the CEO. The total employee benefits of the key management personnel were €80,000 (2018: €78,593), excluding employer pension contributions.

The charities trustees are the directors who served during the year.

### 24. EMPLOYEE BENEFITS

The company contributes to an employee pension scheme for participating employees. The amount recognised in the income and expenditure was €37,194 (31 December 2018 - €38,249).

### 25. RELATED PARTY TRANSACTIONS

There were no identified related party transactions in the period under review.

### 26. CASH AND CASH EQUIVALENTS

	2019 €	2018 €
Cash and bank balances	522,554	412,651
Bank overdrafts	-	-
	<u>521,554</u>	<u>412,651</u>

### 27. POST-BALANCE SHEET EVENTS

The Board of EPIC Empowering People In Care have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the Covid-19 pandemic which it considered to be a non-adjusting event. The Board state that following their review, EPIC Empowering People In Care have no current going concern issues and expect the Charity to remain viable and solvent for the foreseeable future.

### 28. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 28 October 2020.

**EPIC EMPOWERING PEOPLE IN CARE CLG**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019**

**NOT COVERED BY THE REPORT OF THE AUDITORS**

**EPIC Empowering People in Care CLG**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**OPERATING STATEMENT**  
for the financial year ended 31 December 2019

	<b>Schedule</b>	<b>2019 €</b>	<b>2018 €</b>
Income		<b>1,213,834</b>	1,194,585
Charitable activities and other expenses	<b>1</b>	<b>(1,187,316)</b>	<b>(1,163,584)</b>
		<b>26,518</b>	31,001
Miscellaneous income	<b>2</b>	<b>11,893</b>	11,943
<b>Net surplus</b>		<b>38,411</b>	<b>42,944</b>

**EPIC Empowering People in Care CLG**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES**  
for the financial year ended 31 December 2019

	2019 €	2018 €
<b>Expenses</b>		
Wages and salaries	800,656	790,412
Social security costs	85,586	85,484
Staff defined contribution pension costs	37,194	38,249
Staff training	6,744	6,334
Recruitment	1,505	1,464
Temporary staff costs	2,644	-
Programme delivery	36,772	28,842
Operating lease rentals - land and buildings	-	248
Rent payable	16,380	12,692
Service charges	14,515	12,336
Insurance	5,188	4,315
Light and heat	7,506	6,836
Repairs and maintenance	14,171	16,866
Printing, postage and stationery	8,667	10,224
Publications	-	4,320
Telephone	12,524	16,897
Computer costs	11,725	17,499
EPIC Council Costs	6,318	9,291
Travelling and subsistence	76,219	67,238
Fundraising	7,000	-
Legal and professional	991	369
Consultancy fees	10,594	4,397
Board expenses	848	-
Auditor's/Independent Examiner's remuneration	2,607	4,991
Bank charges	1,119	1,016
Surplus/deficit on exchange	324	217
Canteen	4,821	4,968
Staff welfare	421	1,904
Security - alarms	220	213
General expenses	(103)	-
Strategy & evaluation expenses	-	11
Subscriptions	762	1,813
Surpluses/deficits on disposal of tangibles	727	1,567
Depreciation	12,671	12,571
	<b>1,187,316</b>	<b>1,163,584</b>

**EPIC Empowering People in Care CLG**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**SCHEDULE 2 : MISCELLANEOUS INCOME**  
for the financial year ended 31 December 2019

	2019 €	2018 €
<b>Miscellaneous Income</b>		
Rent receivable - other income	6,272	6,272
Amortisation of capital grants received	5,587	5,587
Bank Interest	34	84
	<u>11,893</u>	<u>11,943</u>