

Company Registration Number: 381973  
Charities Regulatory Authority Number: 20055080

**EPIC Empowering People in Care CLG**  
**Annual Report and Audited Financial Statements**  
**for the financial year ended 31 December 2024**

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

	<b>Page</b>
Reference and Administrative Information	3
Directors' Annual Report	4 - 8
Directors' Responsibilities Statement	9
Independent Auditor's Report	10 - 12
Statement of Financial Activities	13
Balance Sheet	14
Statement of Cash Flows	15
Notes to the Financial Statements	16 - 27
Supplementary Information relating to the Financial Statements	29 - 31

## **EPIC Empowering People in Care CLG** **REFERENCE AND ADMINISTRATIVE INFORMATION**

### **Directors**

Edel O'Connor  
Jonathan McShane (Appointed 5 June 2025)  
Val Kerr (Resigned 27 November 2024)  
Aidan Stacey  
Mary Emer Larkin (Appointed 9 May 2024)  
Bernard Kennedy  
Fiachra O'Suilleabhadhain (Resigned 24 November 2024)  
Barry O'Sullivan (Resigned 7 August 2025)  
Michelle O'Connell (Resigned 3 May 2024)  
John Feehan (Resigned 26 November 2024)  
Maeve Doyle  
Conor Brophy

### **Chairperson**

Maeve Doyle

### **Company Secretary**

Aidan Stacey

### **Charities Regulatory Authority Number**

20055080

### **Company Registration Number**

381973

### **Registered Office and Principal Address**

7 Red Cow Lane  
Smithfield  
Dublin 7  
D07 KX52  
Ireland

### **Auditors**

Whelan Dowling & Associates  
Chartered Accountants & Statutory Audit Firm  
Unit 1+4, Block 1,  
Northwood Court,  
Santry,  
Dublin 9.

### **Principal Bankers**

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 2024

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 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 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), effective 1 January 2019.

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 2024.

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, 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.

### **Principal Activity**

EPIC (Empowering People In Care) is an organisation that advocates with, and on behalf of all young people with care experience in State Care. EPIC's mission is to empower young people to speak out, be heard and to make a change in their own lives and in the care system. We promote the rights and participation of young people in care and provide them with information, advice and support.

### **Mission, Objectives and Strategy**

#### **Strategy**

A new strategic plan has been prepared in early 2022 and will direct the organisation.

### **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 four formal board meetings in 2024. 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 to 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) must be compliant. A formal annual review of the Charities Governance Code is embedded on our annual governance work programme.

### **Formal Board meetings attendance**

Formal Board meetings attendance

# EPIC Empowering People in Care CLG

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Conor Brophy	4 out of 4 meetings
Maeve Doyle	4 out of 4 meetings
John Feehan	3 out of 4 meetings
Bernard Kennedy	3 out of 4 meetings
Val Kerr	0 out of 1 meetings
Michelle O'Connell	1 out of 1 meetings
Fiachra Ó'Suilleabháin	4 out of 4 meetings
Barry O'Sullivan	2 out of 4 meetings
Aidan Stacey	4 out of 4 meetings
Mary Emer Larkin	2 out of 3 meetings
Edel O'Connor	4 out of 4 meetings

### Review of Activities, Achievements and Performance

#### Review of Activities

EPIC has three pillars to our work, National Advocacy, Youth Engagement and Participation, and Knowledge Transformation, including our Education Project.

#### National Advocacy

EPIC is committed to supporting children and young people to understand their rights, and ensuring that their voice is heard in conversations about their care.

Our National Advocacy Service works directly with children and young people in foster care, relative foster care, residential care, special care, and youth detention. We also work with young people in aftercare services and anyone with care experience, up to the age of 26.

The Advocacy Service conducted 975 advocacy cases in 2024 (869 in 2023). As the demand for the service continues to grow, we note that the cases are becoming more complex in nature.

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

#### Youth Engagement and Participation

EPIC is committed to empowering children and young people to have their views heard and considered, as we believe they have the power to influence change locally and nationally.

We do this through a number of programmes, including:

- The EPIC Care Community, a space for children and young people in care, aftercare, or with care experience to connect for fun, and growth, as well as opportunities for action by working on projects and campaigns.
- EPIC Youth Councils, representative groups of young people with care experience who advise EPIC and national stakeholders on issues and themes of concern to children and young people in care.
- Training and empowerment for children and young people involved in EPIC programmes including the Leadership for Life programme.

Members of the Care Community and EPIC Youth Council participated, presented or spoke at some key events last year including: Care Day, Pride, presentations to senior management in Tusla, DCEDIY (Department of Children, Equality, Disability, Integration and Youth) and the Tusla Care Experiences Project.

#### Knowledge Transfer

Our research and national policy advocacy work form key elements of our Knowledge Transfer programme. This work is informed directly by our National Advocacy Service and Youth Engagement programme as well as our engagement with the wider care experienced population and the people and organisations who work with them.

Research: During the year we conducted two key research projects, both of which will be launched in 2025. The first, funded by IHREC (Irish Human Rights and Equality Commission) is in respect of experiences of state care amongst children and young people who have sought international protection. The second, funded by TU Dublin is in respect of an exploratory study on Care-Experienced Students' Educational Journeys.

In addition, a number of the EPIC Council members participated in other research projects or sat on advisory panels.

Policy: EPIC continues to raise awareness of the issues raised by children and young people with care experience. We harness the experience of our services, to honour the issues raised, by seeking to support positive change in the care system to inform new legislation and to highlight the need for services and institutions to be more care-aware. We do this by:

- Preparing submissions and policy briefings
- Hosting seminars, conferences and events to share the knowledge and experiences gained through delivery of our services
- Attending relevant policy events, seminars and conferences,

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

for the financial year ended 31 December 2024

- Monitoring media and parliamentary questions
- Using media as a means of awareness-raising and engagement with the general public.

**Education Project:** In 2024, EPIC developed a toolkit for teachers in schools across the country, to raise awareness of the challenges for children in the care system while attending school and to provide guidance on supporting them. The toolkit, comprising a youth-led resource and a practical guide, will be launched in 2025.

### **Financial Review**

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

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 had gross assets of €1,847,787 (2023 - €1,535,954) and gross liabilities of €1,218,716 (2023 - €920,911). The net assets of the charity have increased by €14,028.

### **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.

### **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 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.

### **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 2024

### **Directors and Secretary**

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

Edel O'Connor

Jonathan McShane (Appointed 5 June 2025)

Val Kerr (Resigned 27 November 2024)

Aidan Stacey

Mary Emer Larkin (Appointed 9 May 2024)

Bernard Kennedy

Fiachra O'Suilleabhaín (Resigned 24 November 2024)

Barry O'Sullivan (Resigned 7 August 2025)

Michelle O'Connell (Resigned 3 May 2024)

John Feehan (Resigned 26 November 2024)

Maeve Doyle

Conor Brophy

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 secretary who served throughout the financial year was Aidan Stacey.

### **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)
- Charities Governance Code

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

Post year end there are no events or activities which would have a significant impact on the activities or finances of the company.

### **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.

### **The Auditors**

The auditors, Whelan Dowling & Associates, (Chartered Accountants & Statutory Audit Firm) have indicated 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

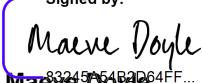
## DIRECTORS' ANNUAL REPORT

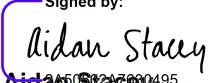
for the financial year ended 31 December 2024

### 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 10 September 2025 and signed on its behalf by:**

**Signed by:**  
  
**Maeve Doyle**  
832450548BD64FF...  
**Chairperson**

**Signed by:**  
  
**Aidan Stacey**  
832450548BD64FF...  
**Director**

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

### **DIRECTORS' RESPONSIBILITIES STATEMENT**

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable 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" 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;
- 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 directors confirm that they have complied with the above requirements in preparing the financial statements.

As explained in note 4, state whether the applicable in the UK and Republic of Ireland FRS 102 has been followed:

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 10 September 2025 and signed on its behalf by:**

Signed by:

  
Maeve Doyle

33245A54B2D64FF...  
Chairperson

Signed by:

  
Aidan Stacey

34F059A7620495...  
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 ('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" 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 we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

#### Conclusions relating to going concern

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

Based on the work 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 directors with respect to going concern are described in the relevant sections of this report.

#### Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our 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.

#### 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:

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and

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.

## **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 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 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 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.

##### **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 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.

**10 September 2025**

**EPIC Empowering People in Care CLG**  
**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
		€	€	€	€	€	€
<b>Income</b>							
Charitable activities							
- Grants & contracts	5.1	115	1,797,776	1,797,891	3,847	1,568,032	1,571,879
Other trading activities	5.2	200	-	200	-	-	-
Other income	5.3	7,346	5,000	12,346	6,716	5,000	11,716
<b>Total income</b>		<b>7,661</b>	<b>1,802,776</b>	<b>1,810,437</b>	<b>10,563</b>	<b>1,573,032</b>	<b>1,583,595</b>
<b>Expenditure</b>							
Charitable activities	6.1	-	1,796,409	1,796,409	-	1,561,760	1,561,760
<b>Net income/(expenditure)</b>		<b>7,661</b>	<b>6,367</b>	<b>14,028</b>	<b>10,563</b>	<b>11,272</b>	<b>21,835</b>
Transfers between funds		-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>7,661</b>	<b>6,367</b>	<b>14,028</b>	<b>10,563</b>	<b>11,272</b>	<b>21,835</b>
<b>Reconciliation of funds:</b>							
Total funds beginning of the year	19	208,032	407,011	615,043	197,469	395,739	593,208
<b>Total funds at the end of the year</b>		<b>215,693</b>	<b>413,378</b>	<b>629,071</b>	<b>208,032</b>	<b>407,011</b>	<b>615,043</b>

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

**EPIC Empowering People in Care CLG**  
**BALANCE SHEET**

as at 31 December 2024

	Notes	2024 €	2023 €
<b>Fixed Assets</b>			
Tangible assets	12	<b>304,827</b>	<b>304,646</b>
<b>Current Assets</b>			
Debtors	13	<b>13,836</b>	<b>12,599</b>
Cash at bank and in hand	14	<b>1,529,124</b>	<b>1,218,709</b>
		<b>1,542,960</b>	<b>1,231,308</b>
<b>Creditors: Amounts falling due within one year</b>	15	<b>(1,203,821)</b>	<b>(901,016)</b>
<b>Net Current Assets</b>		<b>339,139</b>	<b>330,292</b>
<b>Total Assets less Current Liabilities</b>		<b>643,966</b>	<b>634,938</b>
<b>Grants</b>	16	<b>(14,895)</b>	<b>(19,895)</b>
<b>Total Net Assets</b>		<b>629,071</b>	<b>615,043</b>
<b>Funds</b>			
Restricted funds		<b>413,378</b>	<b>407,011</b>
General fund (unrestricted)		<b>215,693</b>	<b>208,032</b>
<b>Total funds</b>	19	<b>629,071</b>	<b>615,043</b>

Approved by the Board of Directors and authorised for issue on 10 September 2025 and signed on its behalf  
 by

Signed by:  
  
 Maeve Doyle  
 83245A54B2D64FF...  
 Chairperson

Signed by:  
  
 Aidan Stacey  
 2A50502A7630495...  
 Director

**EPIC Empowering People in Care CLG**  
**STATEMENT OF CASH FLOWS**

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
<b>Cash flows from operating activities</b>			
Net movement in funds		14,028	21,835
Adjustments for:			
Depreciation		16,840	17,025
Interest receivable and similar income		(846)	(216)
Gains and losses on disposal of fixed assets		-	(50)
Amortisation of capital grants received		(5,000)	(5,000)
		<hr/>	<hr/>
		25,022	33,594
Movements in working capital:			
Movement in debtors		(1,237)	8,946
Movement in creditors		302,805	206,264
		<hr/>	<hr/>
Cash generated from operations		326,590	248,804
		<hr/>	<hr/>
<b>Cash flows from investing activities</b>			
Interest received		846	216
Payments to acquire tangible assets		(17,021)	(12,050)
Receipts from disposal of tangible assets		-	50
		<hr/>	<hr/>
Net cash used in investment activities		(16,175)	(11,784)
		<hr/>	<hr/>
<b>Net increase in cash and cash equivalents</b>		310,415	237,020
<b>Cash and cash equivalents at the beginning of the year</b>		1,218,709	981,689
		<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	14	<b>1,529,124</b>	<b>1,218,709</b>
		<hr/>	<hr/>

# **EPIC Empowering People in Care CLG**

## **NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

### **1. GENERAL INFORMATION**

EPIC Empowering People in Care CLG is a company limited by guarantee incorporated in Ireland. The registered office of the company is 7 Red Cow Lane, Smithfield, Dublin 7, D07 KX52, Ireland 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.

#### **Statement of compliance**

The financial statements of the charity for the financial year ended 31 December 2024 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".

#### **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.

#### **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.

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### **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	- 12.5% Straight line

### **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. Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

### **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**

Grants are accounted under the accruals model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the Statement of income and retained earnings at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the Statement of income and retained earnings in the same period as the related expenditure.

### **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.

### **Financial Instruments**

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in the case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of comprehensive income.

continued

## EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the Balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

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

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. The judgements, estimates and assumptions used in the financial statements are based upon management's evaluation of the relevant facts and circumstances as of the date of the financial statements. Actual results could differ from these estimates, and the effect of any change in estimates will be adjusted in the financial statements when they become reasonably determinable.

Judgements, estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under these circumstances.

#### Estimation uncertainty

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different.

#### Estimating useful lives of tangible assets

The company estimates the useful lives of its tangible assets based on the period over which the assets are expected to be available for use. The company reviews annually the estimated useful live of tangible assets based on factors that include asset utilisation, internal technical evaluation, technological changes, environmental and anticipated use of the assets tempered by related industry benchmark information. It is possible that future results of operations could be materially affected by changes in the company's estimates brought about by changes in the factors mentioned.

#### Recoverability of debtors

The company has made judgements when assessing the impairment of its debtors. Outstanding balances have been grouped on the basis of similar risk characteristics such as past-due status, and impairment has been reviewed with reference to historical loss experience updated for current conditions.

### 4. GOING CONCERN

The company made a surplus of €11,346 in the year ended 31 December 2024 and had net assets in the sum of €626,389.

The directors are monitoring their bank position carefully. To date, there is no indication that there will be funding cuts imposed on the charity. The directors have continued to monitor projects closely to ensure there is no deficit in funding.

The directors have assessed a period of 12 months form the date of approving the financial statements with regard the appropriateness of the going concern assumption in preparing the financial statements. The directors are confident that they will have the necessary funds to meet its current and future obligations to third parties and consequently the financial statements are prepared on the going concern basis of accounting.

continued

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

5. INCOME		Unrestricted Funds €	Restricted Funds €	2024	2023
5.1	CHARITABLE ACTIVITIES			€	€
<b>Grants from governments and other co-funders:</b>					
	Tusla, Child & Family Agency Core Funding	-	1,532,903	1,532,903	1,411,525
	TESS (Tusla Education Support Service)	-	91,297	91,297	76,478
	TUSLA - DML SEA	-	74,242	74,242	-
	TUSLA - DNE SEA	-	9,125	9,125	-
	Oberstown Campus	-	24,390	24,390	24,390
	Legal clinics	-	14,800	14,800	14,800
	National Care Day (DCEDIY)	-	12,976	12,976	9,708
	Technological University Dublin	-	12,000	12,000	-
	IHREC Research Grant	-	7,803	7,803	8,697
	Childrens Rights Alliance	-	6,280	6,280	1,920
	Corporate Donations	10	5,268	5,278	13,409
	Refunded Employer Pension Contributions	-	4,302	4,302	-
	Know Your Rights to Care (DCEDIY)	-	1,472	1,472	4,997
	5 Nations 1 Voice Alliance	-	496	496	207
	Donations	105	260	365	1,808
	SCSIP & West YEN	-	162	162	-
	Pobal - CVESS	-	-	-	1,308
	LGBTI+ Project (DCEDIY)	-	-	-	2,632
		<b>115</b>	<b>1,797,776</b>	<b>1,797,891</b>	<b>1,571,879</b>
<hr/>					
5.2 OTHER TRADING ACTIVITIES		Unrestricted Funds €	Restricted Funds €	2024	2023
	Training and consultations income	<b>200</b>	-	<b>200</b>	-
<hr/>					
5.3 OTHER INCOME		Unrestricted Funds €	Restricted Funds €	2024	2023
	Rent	<b>6,500</b>	-	<b>6,500</b>	6,500
	Amortisation of Capital Reserve	-	5,000	5,000	5,000
	Bank Interest	<b>846</b>	-	<b>846</b>	216
		<b>7,346</b>	<b>5,000</b>	<b>12,346</b>	<b>11,716</b>
<hr/>					
6. EXPENDITURE					
6.1 CHARITABLE ACTIVITIES		Direct Costs €	Other Costs €	Support Costs €	2024
	Expenditure on charitable activities	-	-	<b>1,757,540</b>	<b>1,757,540</b>
	Governance Costs (Note 6.2)	-	-	<b>38,869</b>	<b>38,869</b>
		<b>-</b>	<b>-</b>	<b>1,796,409</b>	<b>1,796,409</b>
		<b><hr/></b>	<b><hr/></b>	<b><hr/></b>	<b><hr/></b>
6.2 GOVERNANCE COSTS		Direct Costs €	Other Costs €	Support Costs €	2023
	Governance Costs	-	-	<b>38,869</b>	<b>38,869</b>
		<b><hr/></b>	<b><hr/></b>	<b><hr/></b>	<b><hr/></b>

continued

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

6.3 SUPPORT COSTS	Charitable Activities	Governance Costs	2024	2023
	€	€	€	€
Direct Support	270,680	-	270,680	128,181
Governance	-	38,869	38,869	43,171
Staff	1,486,860	-	1,486,860	1,245,286
	<b>1,757,540</b>	<b>38,869</b>	<b>1,796,409</b>	<b>1,416,638</b>
	<b><u>1,757,540</u></b>	<b><u>38,869</u></b>	<b><u>1,796,409</u></b>	<b><u>1,416,638</u></b>

## 7. ANALYSIS OF SUPPORT COSTS

	2024	2023
	€	€
Direct Support	270,680	128,181
Governance	38,869	43,171
Staff	1,486,860	1,245,286
	<b>1,796,409</b>	<b>1,416,638</b>
	<b><u>1,796,409</u></b>	<b><u>1,416,638</u></b>

## 8. INCOME

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

9. NET INCOME	2024	2023
	€	€
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	16,840	17,025
(Surplus) on disposal of tangible fixed assets	-	(50)
Deficit/(surplus) on foreign currencies	94	-
Auditor's remuneration:		
- audit services	4,920	4,785
Amortisation of grants	(5,000)	(5,000)
	<b><u>16,840</u></b>	<b><u>17,025</u></b>
	<b><u>(5,000)</u></b>	<b><u>(5,000)</u></b>

continued

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

### 10. EMPLOYEES AND REMUNERATION

#### Number of employees

S56 implementation: Following the agreement at the Work Relations Commission between the representatives of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), Department of Health and the Irish Congress of Trade Unions regarding pay increases for workers in Section 56's organisations (of which EPIC Empowering People in Care is one of these organisations), Tusla provided additional funding to implement the agreement. EPIC implemented this agreement in full in April 2024.

The details of the agreement were as follows:

- i. An increase of 3% from 1st April-Oct 2023
- ii. An increase of 2% from 1st November 2023
- iii. An increase of 3% from 1st March 2024

The average number of persons employed during the financial year was as follows:

	2024 Number	2023 Number
Advocacy Administrator	1	1
Advocacy Officers	9	8
CEO	1	1
Communications Manager	1	1
COO	1	1
Digital Media Officer	1	1
Education Project Manager	1	1
Finance Officer	1	1
Operations Assistant (temp contract)	1	1
Regional Advocacy Manager	2	2
Research & Policy Manager	1	1
Research & Policy Officers (part time)	1	1
Research Assistant (temp contract)	-	1
Youth Engagement and Participation Lead	2	2
Youth Engagement and Participation Senior Coordinator	1	1
	<hr/> 24	<hr/> 24
	<hr/> <hr/>	<hr/> <hr/>

The staff costs comprise:

	2024 €	2023 €
Wages and salaries	1,223,850	1,037,974
Social security costs	135,024	114,144
Pension costs	51,137	39,414
	<hr/> 1,410,011	<hr/> 1,191,532
	<hr/> <hr/>	<hr/> <hr/>

### 11. EMPLOYEE BENEFITS

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

	2024 Number of Employees	2023 Number of Employees
€60,000 to €70,000	4	3
€70,000 to €80,000	2	1
€80,000 to €90,000	-	1
	<hr/>	<hr/>

The above pay bands reflect that the CEO post was vacated in July and the new CEO only started in the role in November 2024. See Note 25 for further details on the CEO appointment and remuneration.

continued

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

**12. TANGIBLE FIXED ASSETS**

	Land and buildings freehold	Fixtures, fittings and equipment	Total
	€	€	€
<b>Cost</b>			
At 1 January 2024	312,794	87,951	400,745
Additions	11,401	5,620	17,021
Disposals	-	(732)	(732)
At 31 December 2024	324,195	92,839	417,034
<b>Depreciation</b>			
At 1 January 2024	56,296	39,803	96,099
Charge for the financial year	6,256	10,584	16,840
On disposals	-	(732)	(732)
At 31 December 2024	62,552	49,655	112,207
<b>Net book value</b>			
At 31 December 2024	<b>261,643</b>	<b>43,184</b>	<b>304,827</b>
At 31 December 2023	<b>256,498</b>	<b>48,148</b>	<b>304,646</b>

**13. DEBTORS**

	2024	2023
	€	€
Trade debtors	<b>8,026</b>	6,856
Prepayments	<b>5,810</b>	5,743
	<b>13,836</b>	12,599

**14. CASH AND CASH EQUIVALENTS**

	2024	2023
	€	€
Cash and bank balances	<b>1,529,124</b>	1,218,709
	<b>1,529,124</b>	1,218,709

**15. CREDITORS**

	2024	2023
	€	€
Amounts falling due within one year		
Payments received on account	<b>3,133</b>	3,535
Trade creditors	<b>21,387</b>	21,926
Taxation and social security costs	<b>31,870</b>	39,708
Other creditors	<b>43,122</b>	44,735
Accruals	<b>149,501</b>	183,321
Deferred Income	<b>954,808</b>	607,791
	<b>1,203,821</b>	901,016
	<b>1,203,821</b>	901,016

continued

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

16. GRANTS RECEIVABLE	2024 €	2023 €
<b>Capital grants received and receivable</b>		
At 1 January 2024	<b>19,895</b>	24,895
<b>Amortisation</b>		
Amortised in financial year	<b>(5,000)</b>	(5,000)
<b>Net book value</b>		
At 31 December 2024	<b>14,895</b>	19,895

## 17. INFORMATION RELATING TO GRANTS

<b>Agency</b>	<b>TUSLA</b>
Government Department	Department of Children, Equality, Disability, Integration and Youth (DCEDIY)
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 - €1,681,575 The cash received in the period - €1,764,288
Expenditure	€1,537,230
Fund deferred or due at financial year end	€282,473
Capital Grant	€47,011 (deferred from 2021)
Restriction on use	Programme delivery; Salaries, Programme Costs & Direct Overheads. Grants received for Section 56 payments (€76,419) are restricted to relevant payments.
<b>Agency</b>	<b>DCEDIY</b>
Government Department	Department of Children, Equality, Disability, Integration and Youth (DCEDIY)
Grant Programme	Support of National Care Day events
Purpose of the Grant	To support the activities and events of National Care Day
Term	Once off
Total Fund	€12,976
Expenditure	€12,976
Fund deferred or due at financial year end	€Nil
Capital Grant	€Nil
Restriction on use	Yes - National Care Day programme delivery

continued

# EPIC Empowering People in Care CLG

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

<b>Agency</b>	<b>TESS (Tusla Education Support Service)</b>
Government Department	Department of Children, Equality, Disability, Integration and Youth (DCEDIY)
Grant Programme	Education Project
Purpose of the Grant	To develop supports for teachers in dealing with children and young people in care and with care experience
Term	1 year
Total Fund	Total fund - €100,000 Grants taken to income in the year - €98,297
Expenditure	€98,297
Fund deferred or due at financial year end	€137,625
Capital Grant	€Nil
Restriction on use	Programme delivery: Programme Costs
<b>Agency</b>	<b>IHREC</b>
Public Body	Irish Human Rights and Equality Commission
Grant Programme	Research: Progressing the Rights of children and youth with disabilities in the care system and aftercare
Purpose of the Grant	To support the research into rights of children and young people with disabilities in the care system and aftercare
Term	2024
Total Fund	€7,803
Expenditure	€7,803
Fund deferred or due at financial year end	€Nil
Restriction on use	Programme delivery: Programme Costs
<b>Agency</b>	<b>TUSLA</b>
Government Department	Department of Children, Equality, Disability, Integration and Youth (DCEDIY)
Grant Programme	Legal Clinics with Community Law & Mediation
Purpose of the Grant	To Support the provision of legal clinics to children and young people in care and with care experience
Term	Annual
Total Fund	Grants taken to income in the period - €14,800
Expenditure	€14,800
Fund deferred or due at financial year end	€Nil
Capital Grant	€Nil
Restriction on use	Programme delivery: Programme Costs

continued

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

<b>Agency</b>	<b>TUSLA</b>
Government Department	Dublin Mid Leinster TUSLA CFA
Grant Programme	Special Emergency Arrangements
Purpose of the Grant	Children and young people in Special Emergency Arrangements in this area are aware of and have access to an independent advocacy service
Term	Annual
Total Fund	€65,346 annually
Taken to income in the year	€74,242
Fund deferred or due at financial year end	€80,237
Capital Grant	No
Restriction on use	Programme delivery: Programme Costs
<b>Agency</b>	<b>TUSLA</b>
Government Department	Dublin North East TUSLA CFA
Grant Programme	Special Emergency Arrangements
Purpose of the Grant	Children and young people in Special Emergency Arrangements in this area are aware of and have access to an independent advocacy service
Term	Annual
Total Fund	€32,434
Fund deferred or due at financial year end	€32,673
Taken to income in the year	€9,125
Capital Grant	No
Restriction on use	Yes - programme costs

**18. RESERVES**

	<b>Funds</b>	<b>Capital Reserve</b>	<b>Total</b>
	€	€	€
At the beginning of the year			
Surplus for the financial year	405,043 14,028	210,000 -	615,043 14,028
At the end of the year	<b>419,071</b>	<b>210,000</b>	<b>629,071</b>

continued

**EPIC Empowering People in Care CLG**  
**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

**19. FUNDS****19.1 RECONCILIATION OF MOVEMENT IN FUNDS**

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2023	197,469	395,739	593,208
Movement during the financial year	10,563	11,272	21,835
At 31 December 2023	208,032	407,011	615,043
Movement during the financial year	7,661	6,367	14,028
At 31 December 2024	<b>215,693</b>	<b>413,378</b>	<b>629,071</b>

**19.2 ANALYSIS OF MOVEMENTS ON FUNDS**

	Balance 1 January 2024 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2024 €
<b>Restricted funds</b>					
Restricted	407,011	1,802,776	1,796,409	-	413,378
<b>Unrestricted funds</b>					
Unrestricted General	208,032	7,661	-	-	215,693
<b>Total funds</b>	<b>615,043</b>	<b>1,810,437</b>	<b>1,796,409</b>	<b>-</b>	<b>629,071</b>

**19.3 ANALYSIS OF NET ASSETS BY FUND**

	Fixed assets - charity use €	Current assets €	Current liabilities €	Long-term deferred income €	Total €
Restricted funds	304,827	1,327,267	(1,203,821)	(14,895)	413,378
Unrestricted general funds	-	215,693	-	-	215,693
	<b>304,827</b>	<b>1,542,960</b>	<b>(1,203,821)</b>	<b>(14,895)</b>	<b>629,071</b>

**20. 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.

**21. CAPITAL COMMITMENTS**

The charity had no material capital commitments at the financial year-ended 31 December 2024.

**22. 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 projects for which funding was received.

**23. RELATED PARTY TRANSACTIONS**

The charities trustees are the directors who served during the year. No trustee received any remuneration during the year. Travel costs amounting to €Nil (2023: €Nil) were reimbursed to trustees.

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 (2023 : Nil).

continued

## **EPIC Empowering People in Care CLG NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

### **24. 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. 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.

### **25. KEY MANAGEMENT**

The key management personnel comprises of the CEO. The total employee benefits of the key management personnel were €65,506 (2023: €85,087), excluding employer pension contributions. There was a vacancy in the CEO post during the year, while recruitment was ongoing. Wayne Stanley took up post in November 2024, replacing Marissa Ryan who departed the organisation in July 2024.

The charity's trustees are the directors who served during the year.

### **26. EMPLOYEE BENEFITS**

The company contributes to an employee pension scheme for participating employees. The amount recognised in the income and expenditure was €51,137 (31 December 2023 - €39,414).

### **27. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved and authorised for issue by the Board of Directors on 10 September 2025.

**EPIC EMPOWERING PEOPLE IN CARE CLG**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024**

**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 2024

	Schedule	2024 €	2023 €
Income		<b>1,798,091</b>	1,571,879
Charitable activities and other expenses	<b>1</b>	<b>(1,796,409)</b>	<b>(1,561,760)</b>
		<b>1,682</b>	<b>10,119</b>
Miscellaneous income	<b>2</b>	<b>12,346</b>	<b>11,716</b>
<b>Net surplus</b>		<b>14,028</b>	<b>21,835</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 2024

	<b>2024</b>	<b>2023</b>
	€	€
<b>Expenses</b>		
Wages and salaries	1,223,850	1,037,974
Social security costs	135,024	114,144
Staff defined contribution pension costs	51,137	39,414
Staff training and supervision	16,071	9,785
Temporary staff costs	60,573	41,582
Programme delivery	77,368	79,511
Recruitment	1,455	1,800
Rent payable	26,358	25,069
Service charges	23,032	17,725
Insurance	9,459	8,345
Software support and development	20,293	18,039
Web development and support	14,414	10,431
Light and heat	10,094	11,709
Health and safety	6,801	3,612
Repairs and maintenance	6,177	5,610
Printing, postage and stationery	4,810	8,828
Promotional material	1,433	1,600
Telephone	12,158	12,451
Computer costs	8,161	11,668
Travelling and subsistence	57,273	65,606
Fundraising	93	30
Consultancy fees	5,924	10,977
Board expenses	-	188
Auditor's/Independent Examiner's remuneration	4,920	4,785
Bank charges	658	1,183
Surplus/deficit on exchange	94	-
Canteen	437	708
Staff welfare	205	587
Security - alarms	324	362
General expenses	(2)	5
Subscriptions	975	850
Exceptional administration items	-	207
Surpluses/deficits on disposal of tangibles	-	(50)
Depreciation	16,840	17,025
	<hr/> <b>1,796,409</b> <hr/>	<hr/> <b>1,561,760</b> <hr/>

**EPIC Empowering People in Care CLG**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**SCHEDULE 2 : MISCELLANEOUS INCOME**  
 for the financial year ended 31 December 2024

	<b>2024</b> €	<b>2023</b> €
<b>Miscellaneous Income</b>		
Rent receivable - other income	6,500	6,500
Amortisation of capital grants received	5,000	5,000
Bank Interest	846	216
	<hr/> <b>12,346</b> <hr/>	<hr/> <b>11,716</b> <hr/>