

Financial Statements

Northside Partnership Company Limited by Guarantee

For the financial year ended 31 December 2020

Registered company number: 189288
Charity number: 20029524

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Reference and administrative details of the Company, its Directors and advisors

For the financial year ended 31 December 2020

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|------------------------------------|---|
| Directors | Laurence O'Toole Nessan Vaughan, Chairperson Deirdre Smyth Rose Wall, Vice Chairperson Alison Gilliland Maria Jackson Patrick Bolger Deborah Morgans Christina Santamaria Louise McGuirk Farrel Jason Keegan (appointed 30 January 2020) Darren Boyd (appointed 30 January 2020) Alison Regan (appointed 10 September 2020) Aine Daly (appointed 10 September 2020) Derek Farrell (appointed 5 November 2020) |
| Company registered number | 189288 |
| Charity registered number | 20029524 |
| Tax clearance access number | 881419 |
| Registered office | Coolock Development Centre Bunratty Drive Coolock Dublin 17 |
| Company secretary | Pamela Meates |
| Chief executive officer | Paul Rogers |
| Independent auditor | Grant Thornton Chartered Accountants Statutory Audit Firm Mill House Henry Street Limerick |
| Bankers | Bank of Ireland 60 Malahide Road Coolock Dublin 5 |
| Solicitors | Martina Ryan & Co. Solicitors 145 Navin Road Dublin 7 |

Directors' report

For the financial year ended 31 December 2020

The Directors (who are also trustees of the company for the purposes of the Charity Law) present their annual report together with the audited financial statements of Northside Partnership Company Limited by Guarantee (the company) for the financial year 1 January 2020 to 31 December 2020.

The Directors confirm that the annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the financial reporting standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2019).

Objectives and activities

Principal Activities

Northside Partnership Company Limited by Guarantee is a local development company working with local people, representatives from communities, the state, employers, trade unions and elected representatives. It is a company limited by guarantee (CLG), with charitable status and is governed by a multi-sectoral voluntary Board of Directors comprising representatives of local community groups, statutory organisations, union and employer bodies such as the Irish Congress of Trade Unions and the Irish Business and Employers Confederation (IBEC) and key strategic stakeholders such as local educational institutions. Dublin City Council is also represented on the Board.

Northside Partnership Company Limited by Guarantee works with an ethos of partnership and collaboration with key stakeholders at local, regional and national level to address social exclusion and poverty across the Northside Partnership Company Limited by Guarantee catchment.

The principal activity of the company is to work to improve the opportunities for people and communities in North East Dublin to bring about positive changes in their own lives and in their community focusing on the areas of Dublin 3, 5, 13 and 17.

Northside Partnership Company Limited by Guarantee offer a range of programmes and services to support individuals, local organisations, groups and communities in the areas where we work.

Northside Partnership Company Limited by Guarantee support all people and groups in our community, particularly those at risk of poverty and social exclusion, including people looking for work, students, people starting their own business, children and families, young people, older people, parents and guardians, and childcare providers.

The main object of the Company is to promote, support, assist and engage in (a) social development, (b) enterprise development (c) urban regeneration or (d) community development, designed to benefit and promote the welfare of local communities or to deal with the causes and consequences of social and economic disadvantage or poverty.

Directors' report (continued)

For the financial year ended 31 December 2020

Vision, Mission & Values

Northside Partnership Vision

Northside Partnership Company Limited by Guarantee's vision is to contribute to the building of a more equitable society in which individuals have opportunities to express their skills, talents and abilities through social, cultural and economic life.

Northside Partnership Company Limited by Guarantee Mission

Working in partnership with individuals, communities, the state and private sector, Northside Partnership Company Limited by Guarantee's mission is to research, design, develop and implement innovative and high quality programmes to drive positive change.

Northside Partnership Company Limited by Guarantee Values

Northside Partnership Company Limited by Guarantee provides integrated supports that are guided by the following values:

- We lead by example in promoting a culture of dignity and respect with a generosity of spirit
- Working in partnership, we deliver and advocate for quality services
- We are accountable to the individuals and communities we serve and our funders

Strategy Statement 2019-2023

In developing the company strategy, Northside Partnership Company Limited by Guarantee consulted with a broad range of stakeholders to develop a community led local development strategy to identify a number of key principles deemed critical to ensure Northside Partnership can continue to grow, develop and deliver effective supports to the individuals and communities with whom we work.

The Goals and Objectives set out in the strategy reflect the company's ambition for Northside Partnership Company Limited by Guarantee, the current breadth of work conducted by the organisation and the needs of the organisation to ensure its continued effectiveness and capacity to respond to emerging needs.

Overall responsibility for the strategic development of Northside Partnership lies with the Board of Directors. Responsibility for managing implementation and meeting the Company objectives is delegated to an executive team and implemented through teams working across focused development programmes, projects and initiatives.

Practice Principles

In reviewing Northside Partnership Company Limited by Guarantee's values, a comprehensive set of practice principles that guide and inform our work and help us in living our values was developed.

- **Advantaged Thinking**
Northside Partnership believe that all individuals have abilities in the form of talents, gifts and strengths; and that by identifying and investing in them we can promote personal growth and development and lever their potential for individual and societal good. Northside Partnership Company Limited by Guarantee commit to making a positive investment in people to develop their strengths and assets and to invest in creating opportunities in the areas of personal development, lifelong learning, employment, health and wellbeing, family and community.
- **Community**
Northside Partnership Company Limited by Guarantee believe that community, both in terms of place and interest, is a natural forum for human development. Northside Partnership Company Limited by Guarantee value strong communities that support and nurture human development. Northside Partnership Company Limited by Guarantee believe that community is a key component of civil society and has a central role in a healthy democracy.

Directors' report (continued)

For the financial year ended 31 December 2020

- **Equality & Equity**
Northside Partnership Company Limited by Guarantee believe in a just and equitable society where each individual has the opportunity to reach their full potential. Northside Partnership Company Limited by Guarantee believe that all individuals have rights and responsibilities.
- **Empowerment and Wellbeing**
Northside Partnership Company Limited by Guarantee believe that empowerment of both individuals and communities is key to building a just and equitable society. Northside Partnership Company Limited by Guarantee recognise the importance of both individual and community wellbeing as a key component of quality of life.
- **Education (Education First)**
Northside Partnership Company Limited by Guarantee believe that education and lifelong learning are critical to one's life chances and opportunities. We believe that families and communities play a key role in the education and nurturing of individuals in their development. Northside Partnership Company Limited by Guarantee believe that everyone has something positive that they can contribute to society and the learning environment.
- **Diversity**
Northside Partnership Company Limited by Guarantee believe that diversity, in all its forms, makes a significant contribution to Irish society and the communities with whom we work.
- **Participation and Engagement**
Northside Partnership Company Limited by Guarantee believe that employment or participation in meaningful activity is necessary for wellbeing and for an individual to reach their full potential and contribute to society.
- **Ethics and Accountability**
Northside Partnership Company Limited by Guarantee acknowledge our responsibility to be effective in our work and to be accountable to the individuals and communities with whom we work and wider society.
- **Communication**
Northside Partnership Company Limited by Guarantee believe that honest, effective communication is critical to our work and in understanding key issues affecting local communities. Northside Partnership Company Limited by Guarantee believe that individuals and communities need accurate and relevant information to make good decisions.
- **Collaboration & Partnership**
Northside Partnership Company Limited by Guarantee believe that by working in partnership we can maximise the benefits to the individuals, families and communities with whom we work. Northside Partnership Company Limited by Guarantee believe that co-ordination of service delivery at local level is critical to bring about improved life chances for individuals, families and communities.
- **Environment and Sustainability**
Northside Partnership Company Limited by Guarantee believe that the environmental resources essential to the well-being and future of those we serve are scarce, valuable and under significant stress. Northside Partnership Company Limited by Guarantee believe that we have a responsibility to promote the conservation of those resources in all our activities and to maximise the capacity and resilience of the communities with whom we work. Northside Partnership Company Limited by Guarantee believe that solutions to the challenges faced in our communities must be sustainable from both a human and natural resource perspective.

Directors' report (continued)

For the financial year ended 31 December 2020

Strategic Goals and Objectives

| Goal 1 | Goal 2 | Goal 3 | Goal 4 |
|--|---|---|---|
| Investing in People, Investing in Communities Northside Partnership Company Limited by Guarantee ensure the individuals and communities we work with, and in particular those most at risk of poverty and disadvantage, have enhanced opportunities to achieve their potential in the areas of social, economic, and cultural life and can contribute to building a better society by developing: | Investing in Our People Northside Partnership Company Limited by Guarantee ensure our Staff have the behaviours, skills, capabilities and resources to deliver Northside Partnership Company Limited by Guarantee's Vision, Mission, Values and Goals by: | Governance & Finance In acknowledging the trust placed in us by our funders, donors and the communities we serve, we will work to ensure excellence in the areas of Governance, transparency and accountability and the management of the resources entrusted to us by: | Quality Assurance In acknowledging the changing landscape within which Northside Partnership Company Limited by Guarantee operates and in valuing the importance of quality service and programme delivery, we are committed to enhancing organisational effectiveness and reducing duplication of effort by: |
| Objective 1.1 An Advantaged Thinking (AT) Program Framework - Embed Advantaged Thinking across all Northside Partnership Company Limited by Guarantee programmes and activities by implementing the AT Framework. <i>Linked to LCEP Goals 1 and 2. Linked to UN Sustainable Development Goals 16 and 17.</i> | Objective 2.1 Implement the Advantaged Thinking practice framework across all Northside Partnership Company Limited by Guarantee HR practices, policies and procedures and embed in the organisational culture. | Objective 3.1 Ensuring a knowledgeable, informed and committed Board is in place to oversee the Vision, Mission and Values of Northside Partnership Company Limited by Guarantee. | Objective 4.1 Establishing a culture focused on quality and continuous improvement. |
| Objective 1.2 A Community Development Offer - Implementing quality programmes to support Local Community Groups in achieving their social purpose and in creating opportunities for individuals to participate in the economic, social and cultural life of the community. <i>Linked to LCEP Goals 1, 2, 4, 5, 8 and 11. Linked to UN Sustainable Development Goals 3, 4, 5, 10, 11, 16 and 17.</i> | Objective 2.2 Attract and retain Staff that are committed to Northside Partnership Company Limited by Guarantee's Vision, Mission, Values and Goals. | Objective 3.2 Ensuring compliance with Charities Regulator and Companies Registration Office (CRO) regulatory requirements and completing the Governance Code journey. | Objective 4.2 Benchmarking our practices against recognised standards and achieving an independent quality assurance mark (Q-Mark). |

Directors' report (continued)

For the financial year ended 31 December 2020

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| <p>Objective 1.3 A Personal and Family Centred Offer - Implementing programmes that provide opportunities for personal development and initiatives that focus on building the strength of families. <i>Linked to LCEP Goals 1, 2, 8 and 11. Linked to UN Sustainable Development Goals 1, 3, 4, 5, 10, 16 and 17.</i></p> | <p>Objective 2.3 Ensuring employee participation in the planning, design and implementation of quality programmes.</p> | <p>Objective 3.3 Maintaining excellence in the management of public and philanthropic funding and resources.</p> | <p>Objective 4.3 Investing in systems, processes and procedures to enhance organisational effectiveness and reduce duplication of effort. <i>Linked to LCEP Goals 2 and 12. Linked to UN Sustainable Development Goals 9, 10, 12, 13, 16 & 17.</i></p> |
| <p>Objective 1.4 An Education and Training Offer - Implementing quality programmes to ensure individuals have enhanced opportunities for lifelong learning. <i>Linked to LCEP Goals 2, 7, and 8. Linked to UN Sustainable Development Goals 4, 5 and 8.</i></p> | <p>Objective 2.4 Ensuring all Staff have clear key performance indicators and can connect their work to Northside Partnership Company Limited by Guarantee's Vision, Mission and Goals.</p> | <p>Objective 3.4 Implementing best practice in financial management and oversight.</p> | |
| <p>Objective 1.5 An Employment and Enterprise Offer - Implementing quality programmes to assist individuals in achieving sustainable economic independence through employment and self-employment options. <i>Linked to LCEP Goals 2, 7, and 9. Linked to UN Sustainable Development Goals 1, 2, 8 and 10.</i></p> | <p>Objective 2.5 Developing a Community of Practice (COP) to support the implementation of Advantaged Thinking and the sharing of best practice and collaborative learning amongst Staff.</p> | <p>Objective 3.5 Ensuring compliance with programme criteria and financial guidelines. <i>Linked to LCEP Goals 2 and 12. Linked to UN Sustainable Development Goals 10, 16 and 17.</i></p> | |
| <p>Objective 1.6 A Social Enterprise Development Offer- Building up expertise to support existing social enterprises and exploring the scope for other groups to move to this space. <i>Linked to LCEP Goals 2, 5, 7, and 9. Linked to UN Sustainable Development Goals 8, 9, 11</i></p> | <p>Objective 2.6 Providing training and development opportunities for Staff that are aligned with Northside Partnership Company Limited by Guarantee's Vision, Mission and Values and Advantaged Thinking practice framework. <i>Linked to LCEP Goals 2 and 12. Linked to UN Sustainable Development Goals 5, 8, 9, 16</i></p> | | |

Directors' report (continued)

For the financial year ended 31 December 2020

| <i>and 12.</i> | <i>and 17.</i> | | |
|---|----------------|--|--|
| Objective 1.7 A Health and Wellbeing Offer - Implementing accessible programmes for individuals to action their health and wellbeing goals. <i>Linked to LCEP Goals 1, 2, 5, and 10.</i> <i>Linked to UN Sustainable Development Goals 1, 2, 3 and 4.</i> | | | |
| Objective 1.8 A Connections Offer - Implementing quality programmes to promote/support participation in the economic, social and cultural life of the community. <i>Linked to LCEP Goals 1, 2, and 8. Linked to UN Sustainable Development Goals 3, 5, 8, and 10.</i> | | | |
| Objective 1.9 An Advocacy and Campaign strategy - In recognising structural barriers to economic, social and cultural participation, we will work with others through advocacy and campaigns to help build a more equal society in which all citizens can achieve their full potential. <i>Linked to LCEP Goals 1 and 2. Linked to UN Sustainable Development Goals 16 and 17.</i> | | | |

Directors' report (continued)

For the financial year ended 31 December 2020

Programmes Managed and Delivered by Northside Partnership Company Limited by Guarantee

Northside Partnership Company Limited by Guarantee has responsibility for the implementation and delivery of the following programmes and projects that contribute to the achievement of our Goals and Objectives:

| Programme/Project | Funding Authority |
|--|--|
| Social Inclusion Community Activation programme (SICAP) | Dept. Rural & Community Development (DRCD) |
| Local Employment Services | Department of Social Protection (DSP) |
| Northside Partnership Job Club | Department of Social Protection |
| Tús (Community Work Placement Initiative) | Department of Social Protection |
| Healthy Food Made Easy – Section 39 Grant | Dept of Health |
| Smoking Cessation Project – Section 39 Grant | Dept of Health |
| DTF Childcare Places – Section 39 Grant | Dept of Health |
| Area Based Childhood – Midlands GBG | Tusla |
| Area Based Childhood | Tusla |
| Labour Inclusion Programme | Dept. of Health (CDYSB) |
| Challenger Programme | Dept. of Education/DRCD |
| Healthy Ireland Fund – Phase 3 | Dept. of Health |
| We Can Quit | Irish Cancer Society |
| Website Development Grant | Googlers Give Fund |
| Prevention & Early Intervention Network (PEIN) | Leargas |
| PEIN Website & Showcase Event | Dept. of Children & Youth Affairs (DCYA) |
| Community Outreach Lifelong Learning Hubs | DCU/Higher Education Authority |
| Arts Grant | Dublin City Council |
| Ability Programme | Department of Social Protection |
| Quality and Capacity Building Initiative - Innovation Fund | Tusla |
| Listen Project | Tusla |
| Training & Mentoring Supports for Social Enterprises | Dormant Accounts Fund |
| Small Capital Grants Scheme | Dormant Accounts Fund |
| Building Financial Capability in Ireland – Money Made Sense | JP Morgan Chase Foundation |
| Young Community Leaders | ESB Energy for Generations |
| Education Scholarship | ESB Energy for Generations |
| Healthcare Opportunities for Women – Careers in Mind | Department of Children, Equality, Disability, Integration and Youth (DCEDIY) |
| National Traveller & Roma Inclusion Strategy – STAR Programme | Department of Children, Equality, Disability, Integration and Youth |
| Comic Relief Fund 1 – IT | The Community Foundation of Ireland (CFI) |
| Comic Relief Fund 2 - Play Therapy | The Community Foundation of Ireland |
| Pathways to Crime | Dublin City Council (DCC) |
| Family Hubs Initiative | The Ireland Funds America |
| Covid-19 Emergency Fund | Dublin City Council |
| QQI Aftercare Project | Tusla |
| Participation Initiatives Scheme | Tusla |
| MAED Fund | The Department of Further and Higher Education, Research, Innovation and Science |
| NTRIS General Fund | Ferns Diocesan Youth Service (FDYS) |

Directors' report (continued)

For the financial year ended 31 December 2020

Achievements and Performance

Key Performance Indicators

Under each objective, specific operational plans, with key performance indicators, are set out on an annual basis. These plans highlight how each programme area and staff member contributes to the specific goal and overall work of Northside Partnership Company Limited by Guarantee in achieving its social purpose. This enables follow through to delivery and monitoring.

Northside Partnership Company Limited by Guarantee demonstrates, through the Board, management and employee teams, its commitment to achieving results against set targets and benchmarks with a focus on prioritising resources to progressing the identified Strategic Objectives.

Key to this commitment is the level of quality engagement with participants, funding bodies and stakeholder organisations in the design, development, communication, management and monitoring of programmes, projects and initiatives.

In 2020, Northside Partnership Company Limited by Guarantee managed and implemented a variety of different programmes, projects and initiatives in line with the company Vision and Mission, which were supported through funding from a range of different local, national and EU sources. More detail is available on the Grant Information note of the Financial Statements.

The programmes and projects delivered supported progress toward the Goals and Objectives of Northside Partnership Company Limited by Guarantee.

Integrated Services Approach

In delivering its services and supports, Northside Partnership Company Limited by Guarantee operates an integrated, holistic service model in which the full suite of supports is available to each person subject to their needs thus enabling greater synergies across programmes, enhanced outcomes for our beneficiaries and value for money for our funders.

Directors' report (continued)

For the financial year ended 31 December 2020

Programme Performance and contribution to Goals and Objectives

| Programme | Activity | Target | Output | Goal/Objective | Outcome |
|-----------|--|-----------------------|----------------------|----------------|--|
| SICAP | Social Enterprise Supports – supporting the development of social enterprises within the NSP catchment | 10 Social Enterprises | 9 Social Enterprises | 1.1, 1.6, 1.8 | <p>During 2020, 9 Social Enterprises engaged in our Social Enterprise supports under SICAP. Supports were provided in the areas of HR management, financial planning, governance, marketing, recruitment, procurement and business planning supporting each Social Enterprise in managing their business needs, therefore meeting their key objectives.</p> <p>In addition to SICAP supports, each social enterprise could avail of additional mentoring via the Dormant Account funded, Social Enterprise Community of Practice (SE-COP) project. This project was implemented by a consortium of the five Dublin Local Development Companies and the Dublin Inner City Co-operative with NSP undertaking the administrative role in managing the programme budget.</p> |
| SICAP | Work with Local Community Groups (LCGs) | 50 LCGs | 50 LCGs | 1.1, 1.2, 1.8 | <p>The NSP Local Development team assisted 50 LCGs in completing annual workplans for 2020. These plans directed and informed the work of NSP's Local Development team and training provided to LCGs across the year. In December 2020, to close off on the year, the Local Development team sent these plans back to groups to review progress against agreed actions. This review is documented on a specifically designed template that reviews both NSP's and the LCG's actions that we both committed to at the time of planning.</p> <ul style="list-style-type: none"> • 21 LCGs took part in the Northside Community Forum, which took place on 4 occasions during 2020 (all over zoom). • 33 LCGs availed of training and mentoring supports in 2020. This is above our 2020 annual target of 25. Community groups across the NSP catchment found themselves working in an unprecedented context due to the Covid-19 pandemic and many groups welcomed the additional supports NSP had to offer in assisting them deal with the pandemic. • 9 LCGs were also supported with grant applications by the SICAP funded |

Directors' report (continued)

For the financial year ended 31 December 2020

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| | | | | | <p>Community Grant Writer. Grant opportunities are also circulated regularly via the NSP Grant Writer.</p> <ul style="list-style-type: none"> Throughout 2020 10 Managers from 10 LCGs were supported through our CEO/Managers Community of Practice. During 2020 NSP also engaged with 10 LCGs in the “Get the Message Out” group, which focused on developing a campaign to develop a tangible community response to the issue of drugs and related violent crime in the area. |
| SICAP | Support to Individuals – one to one supports offered to those at risk of poverty and social exclusion under the Social Inclusion and Community Activation Programme | 842 individuals | 847 individuals | 1.1, 1.4, 1.8 | <p>During 2020 NSP assisted 847 individuals progress in terms of training, education, self-employment, employment.</p> <p>Of the 847; our Enterprise team assisted 221 individuals and Education team assisted 196 individuals (see below for more information).</p> <p>The remainder of the individuals supports were achieved through the delivery of personal development, educational programmes and work readiness programmes within NSP, and through our delivery partners Doras Buí and Speedpak.</p> |
| SICAP | Enterprise supports – provision of start-up enterprise supports for unemployed individuals seeking to start their own | 240 individuals | 221 individuals | 1.1, 1.5, 1.8 | <p>Our enterprise supports include group and one to one mentoring for individuals seeking to start their own business. Topics covered included financial planning, and information workshops on Marketing your business. Two additional workshops in Marketing and Research were introduced with a stronger focus on product research. In coping with the Covid-19 pandemic a significant amount of work was undertaken to ensure that NSP Enterprise supports were available online. During 2020 NSP assisted 47 individuals establish a new enterprise.</p> |

Directors' report (continued)

For the financial year ended 31 December 2020

| | business | | | | |
|--------------------------|--|-----------------|----------------------|---------------|---|
| SICAP | Education Supports – provision of education guidance supports to those considering their education options | 281 individuals | 448 individuals | 1.1, 1.4, 1.8 | <p>During 2020, 221 individuals were supported under the Partnership Fund. Delivered under SICAP, the Partnership Fund supports students from low-income families with the costs of attending college. The fund provides a small amount of financial support for students together with advice from our Career Guidance Service. With the support of other state agencies (SUSI & Dept of Social Protection) and Charites (St Vincent De Paul) this fund has made third level education a realistic option for students in our communities.</p> <p>Our Communiversities programme engaged 23 individuals however they did not complete the entire programme due to the impact of Covid-19.</p> <p>Our Education and Career Guidance service supported 204 people who were at different stages in their life to explore the education and career choices open to them.</p> |
| Preparing for Life (PFL) | Home Visiting supports – Early childhood development programme providing supports to families | 130 families | 118 families | 1.1, 1.3, 1.8 | <p>Our PFL Home Visiting team supported 118 families during 2020. PFL Home Visiting aims to support and empower families to create a safe, rich in learning and nurturing home environment for young children. Due to the pandemic the PFL Home Visiting team had to put their regular visits on hold and switched to online/remote supports and socially distant visits.</p> |
| Preparing for Life | Ante Natal Education | 108 individuals | 22 Antenatal Classes | 1.1, 1.7, 1.8 | <p>January to December 2020 PFL delivered 22 antenatal classes. In addition, the PFL Ante Natal team also delivered Breastfeeding support sessions</p> |
| Preparing for Life | Baby Massage | 225 individuals | 99 individuals | 1.1, 1.3, 1.8 | <p>During 2020 delivery of Baby Massage was impacted by the Covid-19 pandemic. 99 parents and their babies were assigned to Baby Massage groups of which: 66% participants completed three sessions 52% participants completed four plus sessions and received certificates.</p> |

Directors' report (continued)

For the financial year ended 31 December 2020

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| Preparing for Life | Triple P Parenting Training & Events | 714 individuals | 539 individuals | 1.1, 1.3, 1.8 | <p>From March 2020, all Triple P Parenting Sessions took place via zoom due to the Covid-19 pandemic. A Total of 24 Triple P Discussion Group sessions took place in which 66 parents participated.</p> <p>In addition, 16 Triple P Seminars took place with 60 parents attending.</p> <p>During 2020 5 Triple P Group Programmes took place with each programme lasting 8 weeks. A total of 217 participants took part.</p> <p>Our PFL team also ran 5 Triple P Stepping Stones Programmes. Stepping Stones is designed for parents of children with additional needs and lasts 9 weeks. In total 196 participants took part.</p> |
| Preparing for Life | Strengthening Foundations of Learning. Provision of education and professional development supports for early years educators | 8 Early Years Services | 10 Early Years Services | 1.1, 1.4, 1.8 | <p>The Covid-19 pandemic had a significant impact on many Early Years services in 2020 and it was July before many of the services began to open following the first lockdown.</p> <p>This was a particularly stressful time for early years educators, entering the unknown and adapting to the new normal. A number of services locally had to close pods and rooms due to positive Covid-19 cases and as a result our PLF Early Years team were asked to develop online training which early years educators could engage with during isolation periods.</p> |
| Preparing for Life | Infant Mental Health Network members | 40 individuals | 40 individuals | 1.1, 1.7, 1.8 | <p>Throughout 2020 our PFL team co-ordinated monthly meetings of the infant mental health network group. Currently, this includes 40 active members.</p> <p>Delivery of 'The Growing Brain' training was completed in-house with newer members of the PFL team.</p> |
| Preparing for Life | Circle of Security Training | 30 individuals | 0 individuals | 1.1, 1.3, 1.7, 1.8 | <p>Circle of Security (COS) is an 8-week group parenting programme that focuses on attachment, emotional awareness and connections.</p> <p>It was recommended that Circle of Security not be delivered in an online format due to the subject matter and the potential for this to raise concerns for individuals in the group. Delivery has been paused until we can deliver in a physical setting.</p> |

Directors' report (continued)

For the financial year ended 31 December 2020

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| Preparing for Life | PEEPS Parent & Baby Groups | 24 individuals | 6 individuals | 1.1, 1.3, 1.8 | PEEPS is a manualised approach to providing parent and baby groups using fun, interactive activities that promote cognitive development, socio-emotional development and promote language and literacy. By its nature, the PEEPs programme requires in person, physical activity with a group of parents and children. PFL partnered with OLI Junior School to provide one 5-week programme with 6 parents in 2020 before lockdown. PEEPs is not zoom friendly and current delivery has been suspended until physical groups are possible again. |
| Play Therapy & Family Support | Play Therapy Sessions | 12 families | 5 families | 1.1, 1.7, 1.8 | <p>Prior to March 13th 2020 (Covid-19 lockdown), our Play Therapist had carried out 45, in-person play therapy sessions with the children of five families. In managing the impact of Covid-19 supports switched to phone and online sessions. In responding to the Covid-19 pandemic our Play Therapist developed an online workshop for parents to address issues of anxiety during Covid-19: The Therapeutic Parenting Workshop Series was delivered four times in 2020, reaching a total of 39 families. Eight 1 to 1 parent support sessions were also carried out with families who wanted additional support via zoom.</p> <p>In 2020 we were awarded a grant for €22,353 from Comic Relief to hire a part-time Play Therapist to work alongside our existing Play therapist. This allowed us to expand our remit to include referrals from agencies other than the Dublin North East Drug and Alcohol Task Force (DNEDATF). This means that we can work with a wider variety of local families who may require therapeutic support for their child.</p> |
| Play Therapy & Family Support | Thera-play Programmes | 2 | 0 | 1.1, 1.7, 1.8 | It was not possible to continue Theraplay sessions due to Covid-19 restrictions. The Play Therapist maintained 1:1 phone contact with parents. |
| Play Therapy & Family Support | Summer Camp Places | 40 children | 33 children | 1.1, 1.7, 1.8 | 33 children attended our Summer Camp in 2020 for two full weeks. Each of these families was referred in via the DNEDATF. |

Directors' report (continued)

For the financial year ended 31 December 2020

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| Local Employment Service (LES) | Provision of one-to-one employment guidance supports for unemployed individuals. Activation Participant in Employment | 30% of caseload | 16% of caseload | 1.1, 1.5, 1.8 | Throughout 2020 NSP received a number of communications from the Department of Social Employment resulting in a change to our normal operating guidelines. March was the first of three notifications in 2020, follow that all referrals to Local Employment Services were to cease with immediate effect and our one-to-one engagement should continue by phone or electronic means where possible. The LES adapted to phone and online delivery of all services in 2020. |
| Local Employment Service | Walk in Participants in Employment | 30% of caseload | 18% of caseload | 1.1, 1.5, 1.8 | |
| Local Employment Service | New Registrations | 340 | 221 | 1.1, 1.5, 1.8 | |
| Jobs Club | Supporting individuals with CV Preparation | 96 individuals | 11 individuals | 1.1, 1.5, 1.8 | The Pandemic was a challenge with periodic embargos on referrals from DSP. During 2020 NSP trained in two new members on the team and adapted to changes in technology and new software to deliver the Jobs Club online. |
| Jobs Club | Provision of one-to-one supports for job seekers | 96 individuals | 47 individuals | 1.1, 1.5, 1.8 | |
| Jobs Club | Job placements | 40% of referrals | 17% of referrals | 1.1, 1.5, 1.8 | |
| Jobs Club | Jobs Club Training programme for job seekers | 400 individuals | 66 individuals | 1.1, 1.5, 1.8 | |
| Labour Inclusion Programme (LIP) | Provision of education and employment progression | N/A | 83 individuals | 1.1, 1.4, 1.5, 1.8 | LIP continued to support participants in their search for work with CV preparation, cover letters, finding and funding short courses to assist with upskilling. We provided general support when clients were struggling with addiction issues or mental health issues or just struggling generally with life during |

Directors' report (continued)

For the financial year ended 31 December 2020

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|-------------------------------|---|-----------------|---------------------------------|--------------------|---|
| | supports for those in recovery from addiction | | | | lockdown and adapted to provide support for a range of scenarios from the provision of crisis care such as meals to equipping those studying with IT hardware to enable their studies. |
| Labour Inclusion Programme | Progression to Employment or Education | N/A | 37 individuals | 1.1, 1.4, 1.5, 1.8 | |
| Smoking Cessation | Provision of supports to assist those wishing to quit smoking | 120 individuals | 63 individuals | 1.1, 1.7, 1.8 | The Pandemic had a significant impact on our ability to recruit individuals to the service in the usual methods via in person recruitment at various public locations and on site of some local community settings and the DCU Campus. Support from the HSE was provided via updates to our local GPs and Primary Care teams however no referrals were generated. The Smoke Free Home target was achieved and the We Can Quit programme was successfully aligned with this. |
| Smoking Cessation | Smoke Free Home | 60 individuals | 66 individuals | 1.1, 1.7, 1.8 | |
| We Can Quit | Supporting individuals in quitting smoking | 2 | 2 | 1.1, 1.7, 1.8 | The first We Can Quit course was successfully delivered between January and April, with the second half of the 12-week course being supported via phone and email due to impact of the Covid-19 pandemic. In August 2020 significant planning was undertaken to move the course to online delivery. To ensure that this would be successful, we adapted the course and reduced its overall length from 12 weeks to 10. To ensure we maintained some form of one-to-one contact in a safe environment participants met with the pharmacy to complete their CO testing (when restrictions allowed) which was extremely well received by both participants and the Irish Cancer Society. Overall, 17 women registered for this online programme, and we retained 14, receiving very positive feedback and one of our highest retention rates to date. |
| Healthy Food Made Easy (HFME) | Provision of workshops in how to prepare healthy and nutritious meals | 45 courses | 46 (19 completed, 27 commenced) | 1.1, 1.7, 1.8 | In managing the impact of the Covid-19 pandemic HFME courses were adapted for delivery over Zoom. This proved to be a great success and was engaging for participants. NSP received feedback from facilitators, participants and key workers stating how pleased they were with the programme. In supporting the programme, a WhatsApp group was set up for each group and participants posted pictures of what they made. During 2020 NSP also piloted a course over WhatsApp in conjunction with our Supporting Traveller and Roma (STAR) team. This proved very successful and promoted engagement with the Traveller community. |

Directors' report (continued)

For the financial year ended 31 December 2020

| | | | | | |
|-------------------|---|----------------------|---------------------|--------------------|--|
| Tús | Provision of work placement opportunities for long term unemployed individuals in community organisations | 140 individuals | 47 individuals | 1.1, 1.5, 1.8 | <p>The Covid-19 pandemic had a profound impact on the delivery and success of the Tús programme in 2020. One of the key factors that hindered our achievement of targets was a very low volume of referrals from the Department of Social Protection and all three local INTREO offices.</p> <p>In addition to this, a vast number of placement providers had to close their doors during the spring and autumn lockdowns, which resulted in limited placement options. Finally, it should be noted that engagement with new referrals was at times challenging, as a number of those participants were reluctant to participate in the programme during the pandemic, mainly due to health concerns.</p> <p>Not So Different adapted to Covid-19 challenges through new programme development. In light of the Covid-19 pandemic, Not So Different changed its programme offerings to support students to develop skills both remotely and face to face and found innovative ways of demonstrating employment skills by working with industry partners in creative ways and launched the Creative Arts and Media Production programme, Leadership Documentary initiative and the NSD Showcase event to be held in Q1 2021.</p> <p>Current Ability funding secured under this contract runs until 1st July 2021.</p> |
| Ability Programme | Supporting young people with Autistic Spectrum Disorders in progressing to further education and employment | 150 individuals | 74 individuals | 1.1, 1.4, 1.5, 1.8 | |
| Ability Programme | Ability students Participating in accredited/non accredited training | 50 individuals | 54 individuals | 1.1, 1.4, 1.5, 1.8 | |
| Ability Programme | Ability students participating in work preparation initiatives | 50 individuals | 40 individuals | 1.1, 1.4, 1.5, 1.8 | |
| Ability Programme | Work with Employers | 10 organisations | 10 organisations | 1.1, 1.4, 1.5, 1.8 | |
| Ability Programme | Families Supported | 50 families | 40 families | 1.1, 1.4, 1.5, 1.8 | |
| Ability Programme | Service Providers Supported | 10 service providers | 8 service providers | 1.1, 1.4, 1.5, 1.8 | |
| | | | | | |

Directors' report (continued)

For the financial year ended 31 December 2020

| | | | | | |
|----------------------------------|--|----------------|----------------|---------------|---|
| Young Community Leaders | Developing the leadership capacity of young people | 20 individuals | 23 individuals | 1.1, 1.4, 1.8 | Young Community Leaders continued to be delivered remotely via Zoom throughout 2020 due to Covid-19 restrictions. YCL ran well online, and participants were able to complete Module 2 of the Foróige leadership development programme remotely. Foróige issued guidelines on carrying out community action projects within the context of Covid-19 and students were supported successfully. |
| Financial Capabilities Programme | Supporting those on low incomes in managing their finances. | 30 individuals | 20 individuals | 1.1, 1.4 | All activities for cycle one were delivered online due to Covid-19. Participants engaged well, however one course, which consisted mainly of childcare workers, was suspended in December because of the staff workload which was impacting upon attendance. The course resumed in January 2021. Cycle 1 extended into Quarter 1 of 2021. NSP, TASC and MABs have worked well on this cycle and due to Covid-19 and the contribution of MABs to the coaching element of this programme there are some budget underspends- NSP has submitted a budget change request to employ a Service Development Officer in 2021, who will write a Practice Framework for the future delivery of this programme post pilot period. |
| STAR (NTRIS) | Supporting Traveller & Roma (STAR) in Education – Engagement with Businesses | 19 schools | 19 schools | 1.1, 1.4, 1.8 | By the close of 2020, the STAR team had received 120 requests for involvement for individuals, 13 of these were closed within this period, 107 individuals are actively being worked with and 22 were awaiting allocation to a lead practitioner within the team. Tusla/TESS provide case work supervision to the team. The team have developed a number of programmes for working with parents and students. Funding has been extended for this programme until June 2022. |
| Careers in Mind Programme | Delivery of specialised employment supports for women returning to work | 50 individuals | 32 individuals | 1.1, 1.5, 1.8 | Following successful delivery of the CIM programme in 2020: 13 women were successful in gaining employment. Women availed of the full programme on offer which includes QQI accreditation, career coaching and personal development and mentoring. |

Directors' report (continued)

For the financial year ended 31 December 2020

| | | | | | |
|----------------------|---|----------------|----------------|---------------|---|
| Challenger Programme | Retention of students in school and supports in preparing to progress to leaving certificate and 3rd level education. | 60 individuals | 84 individuals | 1.1, 1.4, 1.8 | Due to level 5 Covid-19 restrictions the entire Challenger Programme had to move to a remote learning platform. We moved to the Zoom platform, and it has been a smooth transition with a lot of the Challenger students already engaging and getting support with their studies via this method. In 2020 we ran a 10-week Grinds Programme for our 3rd year & 6th year students in Maths, French, English and Irish. Ensuring that tutoring in the core subjects in Leaving Certificate & Junior Certificate were available to students through the median of Zoom. 4th year students were offered the Programme for Life workshops which focused on self-esteem and safe use of social media. |
| Challenger Programme | Supporting parents of children engaged with the Challenger Programme in how parents can best help their children in their education journey | 30 | 29 | 1.1, 1.4, 1.8 | 29 parents of Challenger children completed the STEPs programme in March 2020. In June, these parents were invited to a virtual graduation for the Challenger programme and were presented with their certificate of completion. |

Directors' report (continued)

For the financial year ended 31 December 2020

Covid-19 Response

After a year that has challenged our communities, residents and businesses on every level, our belief in people and the power of people to come together and solve challenges remains strong.

Northside Partnership Company Limited by Guarantee reacted and adapted quickly to engage and support community groups to respond positively to the impact of Covid-19 in their communities. We also provided family and individual supports by way of food distribution, online programme delivery, sustaining enterprises and employment.

The speed and scale of response enabled Northside Partnership Company Limited by Guarantee to meet as many of our key programme targets as possible. Some services, where the nature of the programme or participants required delivery in person were particularly affected by the disruptions caused by Covid-19. In these situations, one to one supports over the phone and internet, where possible, continued to be delivered in order to maintain communication and contact so that full engagement could be continued when it is safe to do so. Funders of these programmes also provided the required flexibility around delivery and targets in 2020 so that staff, supports and resources could be maintained.

Northside Partnership Company Limited by Guarantee continue to prioritise investment in people, in building awareness, improving knowledge and developing capacity to respond and adapt to change.

Although Covid-19 impacted how Northside Partnership Company Limited by Guarantee delivered our services, it had no material impact on funding received.

Remote Working and IT

Northside Partnership Company Limited by Guarantee is deemed to be an essential service however, balancing the requirement for service and health and safety most staff were advised to work from home under level 5 lockdown. This created a challenge from an IT and funding perspective however, as NSP was halfway through its IT cloud migration project when the pandemic struck it was reasonably well placed to move to off-site working with some additional supports from the Operations and Quality Assurance Manager and our contracted IT service provider Definitive.

The IT programme of works was fast-tracked and with the assistance of the funders (for some programmes) additional equipment was purchased. Several Zoom licenses were purchased which allowed training, interviews, team meetings and general catch up to occur.

This allowed Northside Partnership Company Limited by Guarantee to complete the cloud migration project and the planned move to Office 365 which meant staff could work remotely as if they were in the office and give the organisation access to Teams which assisted greatly our internal communications.

Community & Community Call

Northside Partnership Company Limited by Guarantee assisted a number of local organisations with Covid-19 safety plans, risk assessments and other relevant information.

Workshops took place on Managing Remote Working and Q&A sessions facilitated to encourage networking and good practice.

Northside Partnership Company Limited by Guarantee staff were also very active within the community through their participation in the Dublin City Council led Community Call initiative which sought to promote interagency collaboration in responding to the Covid-19 pandemic. The NSP CEO was a group member which allowed NSP a voice at the table. In addition, NSP delivered weekly food parcels to families most at risk of poverty during the first lock down when schools had closed. This was a huge undertaking that involved staff packing and distributing to families and older people within our community. Our Preparing for Life team also undertook additional activities in supporting families with young children and early years settings in preparing to re-open.

Directors' report (continued)

For the financial year ended 31 December 2020

How funding Supported Local Development Activities

| | 2020 | 2019 |
|--------------------------|------------|------------|
| Total Expenditure | €5,527,072 | €6,013,394 |
| Support Costs | €85,295 | €96,666 |
| Governance | €31,627 | €21,656 |
| Cost of Generating Funds | - | €5,664 |
| Programme Delivery | €5,410,150 | €5,889,408 |

Financial Review

Northside Partnership Company Limited by Guarantee recorded a surplus of €5,386 (2019: loss of €281,447).

The most significant events, excluding the Covid-19 pandemic as outlined above, having a material impact in the reporting period was the commencement of new programmes: Healthcare Opportunities for Women, Building Financial Capabilities in Ireland, Training and Mentoring Supports for Social Enterprises and the Small Capital Grants Scheme for Social Enterprises. Work on these programmes continues in 2021 and beyond.

| | 2020 | 2019 | Change |
|----------------------------|------------|------------|------------|
| Net Movement in funds | €5,386 | (€281,447) | €286,833 |
| Income for the year | €5,532,458 | €5,731,947 | (€199,489) |
| Restricted Funds Balance | €1,037,546 | €1,025,197 | €12,349 |
| Unrestricted Funds Balance | €273,522 | €280,485 | (€6,963) |

Due to Covid-19, Northside Partnership Company Limited by Guarantee were unable to hold the Annual Golf Classic event which supports students to progress to higher education. This resulted in an estimated loss of €9,000, however we were successful in receiving an ESB Energy for Generations Education support grant of €15,000 which will cover any loss in fundraising income.

At the end of 2020, the net assets of Northside Partnership were €1,311,068 (2019: €1,305,682).

Reserves in the amount of €1,311,068 were in place for the following purposes:

- To ensure the company can continue to provide a stable and quality service.
- To meet contractual liabilities should the organisation have to close including amounts due to creditors and other legal commitments.
- To meet unexpected costs such as maintenance and building repairs.

Of the total funds in the amount of €1,311,068 (2019: €1,305,682), €1,037,546 (2019: €1,025,197) was restricted and not available for the general purposes of Northside Partnership at the end of the reporting period.

Northside Partnership Company Limited by Guarantee in managing local, national and EU funding complies with international best practice in the management of public funding. Systems used, such as Statement of Recommended Practice, produce recognised accountability and transparency.

Northside Partnership Company Limited by Guarantee applies the concepts of integrity, accuracy, transparency, reliability, confidentiality and proper disclosure and presentation.

Northside Partnership Company Limited by Guarantee accounting administration is based on:

- Recognised accounting principles, which have been translated into clear practical procedures
- Public accountability
- EU and State funding conditions

Directors' report (continued)

For the financial year ended 31 December 2020

Principal Risks & Uncertainties

The principal risk facing Northside Partnership is that it is dependent on government funding for the continued delivery of services and supports however the company is confident that it will continue to provide a range of services and supports required to address social exclusion and inequality.

The Department of Social Protection plan to implement a Request for Tenders (RFT) for the provision of Employment Services for 2022 during the financial year 2021. Northside Partnership CLG, along with other Local Development Companies, has expressed concerns about the proposed new model of delivery and are working with the Irish Local Development Network to mitigate any possible impact it may have on the organisation.

Specific Risk (Covid-19)

Northside Partnership Company Limited by Guarantee has been affected by Covid-19, however we have continued to deliver to the individuals and communities within our area, while ensuring the health and safety of staff.

Going Concern

The Directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Plans for Future Periods

In 2021, Northside Partnership Company Limited by Guarantee plans to continue working on our core activities of providing services and programmes, delivering education, training and employability initiatives and health supports. Northside Partnership Company Limited by Guarantee will continue to deliver an integrated services approach to the Dublin 3, 5, 13 and 17 areas.

Key areas of work in 2021 will be:

- Ensuring compliance with relevant legislation, best practice, and our commitment to quality assurance.
- Maintaining compliance with the Charities Regulator Governance Code.
- Complete review of the company's Financial Policies and Procedures.
- Embedding an Advantaged Thinking practice approach across the organisation.
- Further develop and enhance the company's IT infrastructure including the development of a bespoke client centred relationship management software solution.
- Continued development of our person-centred integrated service delivery model
- Preparation for anticipated Request for Tenders for the provision of an Employment Services on behalf of the Department of Social Protection.

There have been no other significant events affecting the company since the year end.

Structure, Governance and Management

Established in 1991, Northside Partnership Company Limited by Guarantee is a Local Development Company, limited by guarantee with charitable status. Northside Partnership Company Limited by Guarantee is governed by a voluntary Board of Directors with members drawn from local community groups, statutory organisations, union and employer bodies such as the Irish Congress of Trade Unions and the Irish Business and Employers Confederation (IBEC) and key strategic stakeholders such as local educational institutions. Dublin City Council is also represented on the Board.

Directors' report (continued)

For the financial year ended 31 December 2020

The Board establishes policies, priorities and provides strategic direction to the organisation. Activities are overseen by the Board of Northside Partnership Company Limited by Guarantee to a comprehensive set of standards, procedures and policies that cover governance, programme requirements, financial, HR and Health & Safety management. This ensures compliance with public funding requirements on programme delivery, procurement, financial management, monitoring, evaluation, processing of data and funding apportionment.

Recruitment and Appointment of Board Members

Northside Partnership Company Limited by Guarantee is governed by members of the Board who are appointed for a maximum term of 4 years. The Board members of Northside Partnership Company Limited by Guarantee are volunteers and are its Trustees for the purposes of Company Law.

Board members are nominated by bodies/agencies under each of the four governing pillars:

Local Government Sector – 2 members

National Social Partners Sector – 4 members

Community & Voluntary Sector (Elected through the Northside Community Forum) – 5 members

Strategic & Third Level Education Sector – 4 members

A particular body/agency may be invited to nominate a Board member and that member must not act as a representative of that group in acting as a Board member. All Board members, once ratified by the Board, participate in an induction process provided by the Company Secretary.

During 2020 the Northside Partnership Company Limited by Guarantee Board met on six occasions. Due to the Covid-19 pandemic all meetings, excluding the January 2020 Board meeting, were held via Zoom. In addition to Northside Partnership Company Limited by Guarantee Board meetings a number of Board Sub-committees exist to support the Board in its Governance function. During 2020 the Finance and HR Sub-committee met six times, the Audit and Risk Sub-committee met three times, the Governance and Nominations Sub-committee met twice, the Programme Review Sub-committee met four times and the Preparing for Life Sub-committee met four times.

The Chair of the Board and the CEO met regularly throughout 2020 to keep abreast of any relevant developments to the organisation and prepare in advance for Board and Sub-committee meetings.

The Board of Northside Partnership Company Limited by Guarantee are not remunerated for their services, however, in some instances nominal travel costs are reimbursed.

In 2020, five new Board members were elected to the Board. The current and 2020 serving Board members are as follows:

Nessan Vaughan (Chairperson)

Rose Wall

Larry O'Toole

Cristina Santamaria

Deirdre Smyth

Alison Gilliland

Patrick Bolger

Maria Jackson

Deborah Morgans

Louise McGuirk Farrell

Jason Keegan (appointed 30 January 2020)

Darren Boyd (appointed 30 January 2020)

Alison Regan (appointed 10 September 2020)

Aine Daly (appointed 10 September 2020)

Derek Farrell (appointed 5 November 2020)

The Company Secretary was Pamela Meates.

Directors' report (continued)

For the financial year ended 31 December 2020

Internal Audit & Risk Management

The Board members have responsibility for and are aware of the risks associated with the operating activities of Northside Partnership Company Limited by Guarantee. They are confident that adequate systems of internal control are in place and that these controls provide reasonable assurance against risk. The Audit & Risk committee prepare and review a risk register which is updated regularly and subject to yearly reviews by the Board. The Board regularly review and adapt policies and procedures that are consistent with best practice and monitoring the implementation of these policies through the various sub-committees.

The Board delegates the day-to-day management of Northside Partnership to the CEO and Management Team made up of:

| | |
|--|-----------------|
| CEO | Paul Rogers |
| Director of Services/Deputy CEO | Niamh McTiernan |
| Finance & Administration Manager | Pamela Meates |
| HR Manager | Niamh Byrne |
| Preparing for Life Manager | Niall Sexton |
| Operations & Quality Assurance Manager | Stephen Myall |

Compliance and Commitment to Quality

The quality management approach is recognised through implementation of the following:

- The Charities Regulatory Authority (CRA) Governance Code (ongoing review of compliance)
- The Statement of Recommended Practice (SORP) for preparation and presentation of the Financial Statements
- Excellence Ireland Quality Association Q-Mark – This is an independent quality assured; continuous improvement measure conducted every 18 months by Northside Partnership CLG.

In evidencing its commitment to quality in terms of Leadership and Commitment, Employee Engagement, Excellent Business Systems and Processes, Customer Experience and Results; Northside Partnership CLG undertook and achieved the Excellence Ireland Quality Associations (EIQA) Q-Mark for Quality Management Systems in 2018. Northside Partnership CLG retained the award and improved its performance in 2019 and 2021.

Books of Account

The measures taken by the Board to ensure compliance with the requirements of Section 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Coolock Development Centre, Bunratty Drive, Coolock, Dublin 17.

Post balance sheet events

Since the year end, Covid-19 has continued to influence the company, the economy and the general population. Management is closely monitoring the evolution of this pandemic, and while there is no clear indication as to when the impact will be curtailed or eliminated, they will continue to take appropriate actions to mitigate any possible adverse effects on the company.

Northside Partnership Company Limited by Guarantee offices have remained open to a core number of staff since 1 January 2021 with most staff working remotely. This is closely monitored and Northside Partnership Company Limited by Guarantee are abiding by all HSE recommendations.

Directors' report (continued)

For the financial year ended 31 December 2020

Northside Partnership Company Limited by Guarantee have not availed of any subsidy scheme. The majority of Northside Partnership Company Limited by Guarantee's Income is from Government grants and this funding source has not been impacted by Covid-19 in 2021.

Northside Partnership Company Limited by Guarantee have continued to provide services to participants throughout this restriction period. We have invested in alternative methods of service delivery including, Video calls on Zoom and MS Teams, online data consent forms and telephone registration. Despite the restrictions, NSP has achieved several of our mid-year targets as set by funders.

Statement on relevant audit information

Each of the persons who are Board Members at the time when the Board Members report is approved has confirmed that:

- So far as Board Members are aware, there is no relevant audit information of which the organisation's auditors are unaware; and
- That each Board Member has taken all the steps that ought to have been taken as a Board Member in order to be aware of any relevant audit information and to establish that the organisation's auditors are aware of that information.

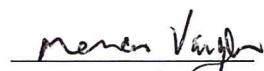
Branches outside the state


There are no branches of the company outside the State.

Auditors

It is the intention of Northside Partnership Company Limited by Guarantee to invite to tender for services pertaining to the Audit of the 2021 Financial Statements.

This report was approved by the Board Members on 19 July 2021 and signed on its behalf by:


Nessan Vaughan


Patrick Bolger

Date: 19 - 7 - 2021

Statement of Directors' responsibilities

For the financial year ended 31 December 2020

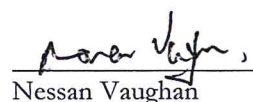
The Directors (who are also trustees of Northside Partnership Company Limited by Guarantee for the purposes of charity reporting) are responsible for preparing the Directors report and the financial statements in accordance with applicable Irish law and regulations.

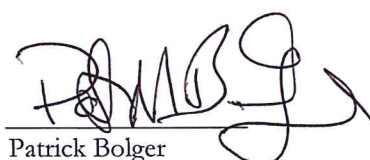
Company law requires the Directors to prepare financial statements for each financial year. Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

This statement was approved by the Directors on 19 July 2021 and signed on its behalf by:


Nesson Vaughan


Patrick Bolger

Independent auditor's report to the Members of Northside Partnership Company Limited by Guarantee

Opinion

We have audited the financial statements of Northside Partnership Company Limited by Guarantee (the company) for the financial year ended 31 December 2020, which comprise the Statement of financial activities, the Balance Sheet, the Statement of cash flows and the related notes to the financial statements, including the summary of significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and accounting standards issued by the Financial Reporting Council, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (Generally Accepted Accounting Practice in Ireland).

In our opinion, Northside Partnership Company Limited by Guarantee's financial statements:

- give a true and fair view in accordance with General Accepted Accounting Practice in Ireland of the state of the company's affairs as at 31 December 2020 and of its incoming resources and application of resources for the financial year then ended; and
- have been properly prepared in accordance with the requirements of the Charities Act 2009 and 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accountancy Supervisory Authority (IAASA), and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. 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 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 Company'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.

Independent auditor's report to the Members of Northside Partnership Company Limited by Guarantee (continued)

Other information

Other information comprises information included in the annual report, other than the financial statements and our auditor's report thereon, including the directors report. The trustees are responsible for the other information. 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 in the financial statements, 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.

Matters on which we are required to report by 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 company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' report is consistent with the financial statements. Based solely on the work undertaken in the course of our audit, in our opinion, the Directors' report has been prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by exception

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

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of Directors' remuneration and transactions specified by section 305 to 312 of the Act have not been made. We have no exceptions to report arising from this responsibility.

Responsibilities of management and those charged with governance for the financial statements

As explained more fully in the Statement of Directors' Responsibilities, management is responsible for the preparation of the financial statements which gives a true and fair view in accordance with General Accepted Accounting Practice in Ireland, including FRS102, and for such internal control as they determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent auditor's report to the Members of Northside Partnership Company Limited by Guarantee (continued)

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

Those charged with governance are responsible for overseeing the company's financial reporting process.

Responsibilities of the auditor for the audit of the financial statements

The auditor's 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 their 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.

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgment and maintain professional scepticism throughout the audit. The auditor will 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 their 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's 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 company's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the company 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 matter that achieves a true and fair view.

The auditor communicates 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 may be identified during the audit.

Independent auditor's report to the Members of Northside Partnership Company Limited by Guarantee (continued)

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

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Denise O'Connell FCA
for and on behalf of
Grant Thornton
Chartered Accountants
& Statutory Audit Firm
Limerick

Date: 19/07/2021

Statement of financial activities (incorporating the income and expenditure account)

For the financial year ended 31 December 2020

| | Note | Restricted funds 2020 € | Unrestricted funds 2020 € | Total funds 2020 € | Total funds 2019 € |
|------------------------------------|------|----------------------------------|------------------------------------|-----------------------------|-----------------------------|
| Income from: | | | | | |
| Donations | 6 | 32,795 | 80 | 32,875 | 31,939 |
| Charitable activities | 7 | 5,381,163 | - | 5,381,163 | 5,567,363 |
| Other income | 8 | 34,690 | 83,730 | 118,420 | 132,645 |
| Total income | | <u>5,448,648</u> | <u>83,810</u> | <u>5,532,458</u> | <u>5,731,947</u> |
| Expenditure on: | | | | | |
| Charitable activities | 11 | 5,436,299 | 90,773 | 5,527,072 | 6,013,394 |
| Total expenditure | | <u>5,436,299</u> | <u>90,773</u> | <u>5,527,072</u> | <u>6,013,394</u> |
| Net movement in funds | | <u>12,349</u> | <u>(6,963)</u> | <u>5,386</u> | <u>(281,447)</u> |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 1,025,197 | 280,485 | 1,305,682 | 1,587,129 |
| Net movement in funds | | 12,349 | (6,963) | 5,386 | (281,447) |
| Total funds carried forward | | <u>1,037,546</u> | <u>273,522</u> | <u>1,311,068</u> | <u>1,305,682</u> |

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 34 to 65 form part of these financial statements.

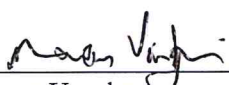
Balance sheet

For the financial year ended 31 December 2020

| | Note | 2020 € | 2019 € |
|--|------|-------------------------|-------------------------|
| Fixed assets | | | |
| Tangible assets | 16 | 60,776 | 55,267 |
| | | <u>60,776</u> | <u>55,267</u> |
| Current assets | | | |
| Debtors | 17 | 289,730 | 199,340 |
| Cash at bank and in hand | 23 | 1,952,689 | 2,035,858 |
| | | <u>2,242,419</u> | <u>2,235,198</u> |
| Creditors: amounts falling due within one year | 18 | (932,836) | (950,629) |
| Net current assets | | <u>1,309,583</u> | <u>1,284,569</u> |
| Total assets less current liabilities | | <u>1,370,359</u> | <u>1,339,836</u> |
| Provisions for liabilities | 19 | (59,291) | (34,154) |
| Total net assets | | <u><u>1,311,068</u></u> | <u><u>1,305,682</u></u> |
| Charity funds | | | |
| Restricted funds | 20 | 1,037,546 | 1,025,197 |
| Unrestricted funds | 20 | 273,522 | 280,485 |
| Total funds | | <u><u>1,311,068</u></u> | <u><u>1,305,682</u></u> |

The Directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2014 and the Charities Act 2009 with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Directors on 19/7/21 and signed on their behalf by:


Nesson Vaughan


Patrick Bolger

The notes on pages 34 to 65 form part of these financial statements.

Statement of cash flows

For the financial year ended 31 December 2020

| | Note | 2020 € | 2019 € |
|---|------|------------------|------------------|
| Cash flows from operating activities | | | |
| Net cash used in operating activities | 22 | (42,459) | (136,003) |
| Cash flows from investing activities | | | |
| Proceeds from the sale of tangible fixed assets | | - | 5,250 |
| Purchase of tangible fixed assets | | (40,710) | (35,049) |
| Net cash used in investing activities | | (40,710) | (29,799) |
| Cash flows from financing activities | | | |
| Net cash provided by financing activities | | - | - |
| Change in cash and cash equivalents in the year | | (83,169) | (165,802) |
| Cash and cash equivalents at the beginning of the year | | 2,035,858 | 2,201,660 |
| Cash and cash equivalents at the end of the year | | <u>1,952,689</u> | <u>2,035,858</u> |

The notes on pages 34 to 65 form part of these financial statements

Notes to the financial statements

For the financial year ended 31 December 2020

1. General information

Northside Partnership Company Limited by Guarantee is an Irish incorporated company limited by guarantee and a registered charity which has its registered office at Bunratty Drive, Coolock, Dublin 17. It's charity registration number is 20029524 and its company registered number is 189288. The company's principal activity is that of job placement programmes, enterprise, environmental, educational, community development programmes, addressing social exclusion and poverty.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with the accounting standards issued by the Financial Reporting Council, including FRS102 "The Financial Reporting Standard Applicable in the UK and Republic of Ireland" ("FRS102"), and the Statement of Recommended Practice – Accounting and Reporting by Charities, effective 1 January 2019 ("SORP").

Northside Partnership Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

2.2 Going concern

Given the level of funds the company holds; the directors consider that there are no material uncertainties about the company's ability to continue as a going concern. After reviewing the company's forecasts and projections, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. The company therefore continues to adopt the going concern basis in preparing its financial statements.

Notes to the financial statements

For the financial year ended 31 December 2020

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income from government grants, is recognised in line with the performance model, when the company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Deferred grant income and grant debtors arising at the financial year end are recorded in the balance sheet in line with performance conditions.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the company and include the audit fees, costs of legal advice for directors and costs linked to the strategic management of the company, including director's meetings.

Notes to the financial statements

For the financial year ended 31 December 2020

2. Accounting policies (continued)

2.5 Currency

Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates (“the functional currency”). The financial statements are presented in euro, which is the company’s functional and presentation currency, and is denoted by the symbol “€”.

Transactions and balances

Monetary assets and liabilities denominated in foreign currencies are translated into euros at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into euros at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activities.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the Company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

| | |
|-----------------------------|-------|
| Leasehold improvements | - 25% |
| Motor vehicles | - 25% |
| Fixtures and fittings | - 25% |
| Office & computer equipment | - 25% |

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of financial activities.

2.7 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Notes to the financial statements

For the financial year ended 31 December 2020

2. Accounting policies (continued)

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.9 Creditors

Trade and other creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

2.10 Liabilities

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.11 Provisions

Provisions are recognised when the Company has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

2.12 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.13 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.14 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

Notes to the financial statements

For the financial year ended 31 December 2020

2. Accounting policies (continued)

2.15 Fund accounting

Unrestricted funds are unrestricted funds and designated funds, and represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the company and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Critical accounting estimates and areas of judgement

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgement:

Going Concern

The Directors have reviewed budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as going concern. However, the company is heavily reliant on grant support which is agreed annually. On this basis the Directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the organisation was unable to continue as a going concern.

Useful Lives of Tangible Fixed Assets

Long-lived assets represent a portion of total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The Directors regularly review these useful lives and change them if necessary to reflect current conditions. In determining these useful lives management consider technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial year. The net book value of Tangible Fixed Assets subject to depreciation at the financial year-end date was €60,776 (2019: €55,267).

Notes to the financial statements

For the financial year ended 31 December 2020

4. Statement of financial activities (incorporating the income and expenditure account) for the financial year ended 31 December 2019

| | Note | Restricted funds 2019 € | Unrestricted funds 2019 € | Total funds 2019 € |
|------------------------------------|------|----------------------------------|------------------------------------|-----------------------------|
| Income from: | | | | |
| Donations | 6 | 31,939 | - | 31,939 |
| Charitable activities | 7 | 5,567,363 | - | 5,567,363 |
| Other income | 8 | 48,851 | 83,794 | 132,645 |
| Total income | | <u>5,648,153</u> | <u>83,794</u> | <u>5,731,947</u> |
| Expenditure on: | | | | |
| Charitable activities | 11 | 5,912,242 | 101,152 | 6,013,394 |
| Total expenditure | | <u>5,912,242</u> | <u>101,152</u> | <u>6,013,394</u> |
| Net movement in funds | | <u>(264,089)</u> | <u>(17,358)</u> | <u>(281,447)</u> |
| Reconciliation of funds: | | | | |
| Total funds brought forward | | 1,289,286 | 297,843 | 1,587,129 |
| Net movement in funds | | (264,089) | (17,358) | (281,447) |
| Total funds carried forward | | <u>1,025,197</u> | <u>280,485</u> | <u>1,305,682</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

5. Trading Status

The company is limited by guarantee and does not have any share capital.

6. Income from donations and fundraising

| | Restricted funds 2020 € | Unrestricted funds 2020 € | Total funds 2020 € |
|-----------|----------------------------------|------------------------------------|-----------------------------|
| Donations | <u>32,795</u> | <u>80</u> | <u>32,875</u> |

| | Restricted funds 2019 € | Unrestricted funds 2019 € | Total funds 2019 € |
|-----------|----------------------------------|------------------------------------|-----------------------------|
| Donations | <u>31,939</u> | <u>-</u> | <u>31,939</u> |

7. Income from charitable activities

| | Restricted funds 2020 € | Unrestricted funds 2020 € | Total funds 2020 € |
|-------------------|----------------------------------|------------------------------------|-----------------------------|
| Programmes income | <u>5,381,163</u> | <u>-</u> | <u>5,381,163</u> |

| | Restricted funds 2019 € | Unrestricted funds 2019 € | Total funds 2019 € |
|-------------------|----------------------------------|------------------------------------|-----------------------------|
| Programmes income | <u>5,567,363</u> | <u>-</u> | <u>5,567,363</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

8. Other incoming resources

| | Restricted funds 2020 € | Unrestricted funds 2020 € | Total funds 2020 € |
|-------------------|----------------------------------|------------------------------------|-----------------------------|
| Other income | 26,811 | 4,000 | 30,811 |
| Other activities | 7,879 | 79,730 | 87,609 |
| Total 2020 | 34,690 | 83,730 | 118,420 |

| | Restricted funds 2019 € | Unrestricted funds 2019 € | Total funds 2019 € |
|-------------------|----------------------------------|------------------------------------|-----------------------------|
| Other income | 43,251 | 4,000 | 47,251 |
| Other activities | 5,600 | 79,794 | 85,394 |
| Total 2019 | 48,851 | 83,794 | 132,645 |

Notes to the financial statements

For the financial year ended 31 December 2020

9. Grant Information

| Grantor | Sponsoring Department (* denotes government grants) | Grant | Grant term | Grant approved | Other Creditors 1 January 2020 | Grant due 1 Jan 2020 | Deferred Income 1 Jan 2020 | Recognised in I&E | Amount Received | Repaid to Grant Funder/ other creditor | Other Creditor 31 Dec 2020 | Grant due 31 Dec 2020 | Deferred Income 31 Dec 2020 |
|---------------------------------|---|--|------------------------------|------------------|--------------------------------|----------------------|----------------------------|-------------------|-----------------|--|----------------------------|-----------------------|-----------------------------|
| Department of Social Protection | *Department of Social Protection | Local Employment Services | 1st Jan 2020 – 31st Dec 2020 | Up to €1,122,059 | | €107,843 | €280,400 | €941,303 | €956,911 | | | €92,235 | €280,400 |
| Department of Social Protection | *Department of Social Protection | Northside Partnership Job Club | 1st Jan 2020 – 31st Dec 2020 | Up to €118,650 | | €6,593 | €19,860 | €107,356 | €106,088 | | | €7,861 | €19,860 |
| Department of Social Protection | *Department of Social Protection | Tus | 1st Jan 2020 – 31st Dec 2020 | Up to €143,500 | | | | €126,721 | €132,029 | | | | €5,309 |
| HSE | *Dept of Health | Healthy Food Made Easy – Section 39 Grant | 1st Jan 2020 – 31st Dec 2020 | €50,000 | | | €5,962 | €35,781 | €50,000 | | | | €20,181 |
| HSE | *Dept of Health | Smoking Cessation Project – Section 39 Grant | 1st Jan 2020 – 31st Dec 2020 | €55,000 | | | | €55,000 | €55,000 | | | | |
| HSE | *Dept of Health | DTF Childcare Places – Section 39 Grant | 1st Jan 2020 – 31st Dec 2020 | €54,000 | | | | €54,000 | €54,000 | | | | |
| Tusla | *Tusla | Area Based Childhood – Midlands GBG | 1st Jan 2019 - 31st Dec 2019 | €199,999 | | €11,679 | | | €11,679 | | | | |

Notes to the financial statements

For the financial year ended 31 December 2020

| Grantor | Sponsoring Department (* denotes government grants) | Grant | Grant term | Grant approved | Other Creditors 1 January 2020 | Grant due 1 Jan 2020 | Deferred Income 1 Jan 2020 | Recognised in I&E | Amount Received | Repaid to Grant Funder/ other creditor | Other Creditor 31 Dec 2020 | Grant due 31 Dec 2020 | Deferred Income 31 Dec 2020 |
|----------------------------|---|-------------------------------------|----------------------------------|----------------|--------------------------------|----------------------|----------------------------|-------------------|-----------------|--|----------------------------|-----------------------|-----------------------------|
| Tusla | *Tusla | Area Based Childhood – Midlands GBG | 1st January 2020 – 30th May 2020 | €31,000 | | | | €29,002 | €31,000 | | €1,998 | | |
| Tusla | *Tusla | Area Based Childhood | 1st January 2020 – 31st Dec 2020 | €875,766 | €51,420 | | €61,746 | €867,421 | €824,029 | | €51,420 | | €18,354 |
| CDYSB | *Dept. of Health | Labour Inclusion Programme | 1st Jan 2020 – 31st Dec 2020 | €55,830 | | | | €50,451 | €55,830 | | | | €5,379 |
| LCDC & Dublin City Council | *Dept. Rural & Community Development | SICAP 2018-2022 | 1st Jan 2020 – 31st Dec 2020 | €1,175,975 | | €11 | €43,539 | €1,119,381 | €1,175,975 | | | €11 | €100,133 |
| Dept. of Education | *Dept. of Education | Challenger Programme | 1st Jan 2020 – 31st Dec 2020 | €20,000 | | | | €20,000 | €20,000 | | | | |
| Pobal | *Dept. of Health | Healthy Ireland Fund – phase 3 | 1st July 2019 – 30th June 2021 | Up to €146,569 | | | | €23,477 | €88,712 | | | | €65,235 |
| Irish Cancer Society | Irish Cancer Society | We Can Quit | 1st Jan 2020 – 31st Dec 2020 | €5,500 | | | | €4,706 | €5,500 | | €794 | | |
| Tides Foundation | Googlers Give Fund | Website Development Grant | Aug 2017- July 2019 | €2,085 | | | €2,085 | | | | | | €2,085 |

Notes to the financial statements

For the financial year ended 31 December 2020

| Grantor | Sponsoring Department (* denotes government grants) | Grant | Grant term | Grant approved | Other Creditors 1 January 2020 | Grant due 1 Jan 2020 | Deferred Income 1 Jan 2020 | Recognised in I&E | Amount Received | Repaid to Grant Funder/ other creditor | Other Creditor 31 Dec 2020 | Grant due 31 Dec 2020 | Deferred Income 31 Dec 2020 |
|---------------------------------|---|---|--------------------------------|----------------|--------------------------------|----------------------|----------------------------|-------------------|-----------------|--|----------------------------|-----------------------|-----------------------------|
| Department of Social Protection | *Department of Social Protection | Tus | 1st Jan 2020 – 31st Dec 2020 | €1,197,818 | | | | €1,197,818 | €1,197,818 | | | | |
| Leargas | *Leargas | Erasmus 1 | Sept 2017 – Nov 2020 | €74,680 | | | €18,838 | €32,242 | | | | €13,404 | |
| Leargas | *Leargas | Erasmus 2 | Sept 2020 - Aug 2023 | €211,763 | | | | | €84,705 | | | | €84,705 |
| DCYA | *DCYA | PEIN Website & Showcase Event | Oct 17 – Dec 2018 | €15,000 | | | €7,098 | | | | | | €7,098 |
| Educational Disadvantage Centre | *DCU | Community Outreach Lifelong Learning Hubs | 30th June 2019 – 31st Aug 2020 | €41,499 | | €7,008 | | €34,441 | | | | €41,449 | |
| Educational Disadvantage Centre | *DCU | Community Outreach Lifelong Learning Hubs | 1st Sept 2020 – 29th June 2021 | €75,889 | | | | €16,072 | | | | €16,072 | |
| Dublin City Council | *Dublin City Council | Arts Grant | Nov 2017 – Dec 2018 | €20,000 | | | €5,502 | | | | | | €5,502 |
| Pobal | *Department of Employment Affairs & Social Protection | Ability Programme | 2nd July 2018 – 31st Aug 2021 | Up to €730,000 | | €11,884 | | €233,479 | €307,374 | | | | €62,011 |

Notes to the financial statements

For the financial year ended 31 December 2020

| Grantor | Sponsoring Department (* denotes government grants) | Grant | Grant term | Grant approved | Other Creditors 1 January 2020 | Grant due 1 Jan 2020 | Deferred Income 1 Jan 2020 | Recognised in I&E | Amount Received | Repaid to Grant Funder/ other creditor | Other Creditor 31 Dec 2020 | Grant due 31 Dec 2020 | Deferred Income 31 Dec 2020 |
|-------------------------------------|---|--|----------------------------------|----------------|--------------------------------|----------------------|----------------------------|-------------------|-----------------|--|----------------------------|-----------------------|-----------------------------|
| Pobal | *Dublin City Council | Healthy Ireland Fund – Phase 2 | 1st Nov 2018 – 31st March 2019 | €5,000 | | | €171 | | | | | | €171 |
| QCBI | *Tusla | Innovation Fund | 1st Sept 2018 – 31st Dec 2018 | €44,000 | | | €1,998 | €597 | | | | | €1,401 |
| Tusla | *Tusla | Listen Project | 1st Jan 2020 – 31st Dec 2020 | €21,402 | | | | €21,402 | €21,402 | | | | |
| Pobal | *Dormant Accounts Fund | Training & Mentoring Supports for Social Enterprises | 10th Dec 2019 to 31st March 2021 | €90,159 | | | | €56,667 | €54,095 | | | €2,572 | |
| Dept. Rural & Community Development | *Dormant Accounts Fund | Small Capital Grants Scheme | 6th Dec 2019 to 31st Dec 2020 | €43,392 | €20,584 | | | €3,995 | €22,808 | €28,608 | €10,789 | | |
| JP Morgan Chase Foundation | JP Morgan Chase Foundation | Building Financial Capability in Ireland | 1st Jan 2020 to 31st Jan 2022 | €155,270 | | | €65,215 | €33,753 | | | | | €31,462 |
| Energy for Generations | *ESB | Young Community Leaders | 1st Jan 2020 to 31st Dec 2020 | €9,150 | | | | €9,150 | €9,150 | | | | |
| Energy for Generations | *ESB | Education Scholarship | 1st Jan 2020 to 31st Dec 2020 | €15,000 | | | | €15,000 | €15,000 | | | | |

Notes to the financial statements

For the financial year ended 31 December 2020

| Grantor | Sponsoring Department (* denotes government grants) | Grant | Grant term | Grant approved | Other Creditors 1 January 2020 | Grant due 1 Jan 2020 | Deferred Income 1 Jan 2020 | Recognised in I&E | Amount Received | Repaid to Grant Funder/ other creditor | Other Creditor 31 Dec 2020 | Grant due 31 Dec 2020 | Deferred Income 31 Dec 2020 |
|---|--|--|---------------------------------|----------------|--------------------------------|----------------------|----------------------------|-------------------|-----------------|--|----------------------------|-----------------------|-----------------------------|
| Department of Children, Equality, Disability, Integration and Youth | *Department of Children, Equality, Disability, Integration and Youth | Healthcare Opportunities for Women | 3rd Oct 2019 to 30th Sept 2022 | €411,722 | | | €121,718 | €130,577 | | | | €8,859 | |
| Department of Children, Equality, Disability, Integration and Youth | *Department of Children, Equality, Disability, Integration and Youth | National Traveller & Roma Inclusion Strategy | 1st May 2019 to 30th June 2021 | €276,040 | | | €48,728 | €130,420 | €52,393 | | | €29,299 | |
| The Community Foundation of Ireland | The Community Foundation of Ireland | Comic Relief Fund 1 - IT | 1st Jan 2021 - 31st Dec 2021 | €8,416 | | | | | €8,416 | | | | €8,416 |
| The Community Foundation of Ireland | The Community Foundation of Ireland | Comic Relief Fund 2 - Play Therapy | 1st Jan 2021 - 31st Dec 2021 | €22,352 | | | | | €22,352 | | | | €22,352 |
| Dublin City Council | *Dublin City Council | Pathways to Crime | 1st Jan 2020 to 31st Dec 2020 | €12,000 | | | | €12,000 | €12,000 | | | | |
| The Ireland Funds America | The Ireland Funds America | Family Hubs Initiative | 1st Feb 2020 to 31st Dec 2021 | €5,000 | | | | €338 | €5,000 | | | | €4,662 |
| Dublin City Council | *Dublin City Council | Covid-19 Emergency Fund | 1st April 2020 to 31st Dec 2020 | €10,000 | | | | €10,000 | €10,000 | | | | |

Notes to the financial statements

For the financial year ended 31 December 2020

| Grantor | Sponsoring Department (* denotes government grants) | Grant | Grant term | Grant approved | Other Creditors 1 January 2020 | Grant due 1 Jan 2020 | Deferred Income 1 Jan 2020 | Recognised in I&E | Amount Received | Repaid to Grant Funder/ other creditor | Other Creditor 31 Dec 2020 | Grant due 31 Dec 2020 | Deferred Income 31 Dec 2020 |
|--------------|---|----------------------------------|-------------------------------|----------------|--------------------------------|----------------------|----------------------------|-------------------|-------------------|--|----------------------------|-----------------------|-----------------------------|
| Tusla | *Tusla | QQI Aftercare Project | 1 Sept 2020 - 31st Jan 2021 | €2,840 | | | | €1,580 | €2,840 | | | | €1,260 |
| Tusla | *Tusla | Participation Initiatives Scheme | 4th Nov 2020 - 31st Dec 2020 | €2,150 | | | | €1,790 | €2,150 | | | | €360 |
| CDET/SOLAS | *The Department of Further and Higher Education, Research, Innovation and Science | MAED Fund | 1st Dec 2020 to 31st Dec 2020 | €5,250 | | | | €5,243 | €5,250 | | €7 | | |
| Tusla | *Ferns Diocesan Youth Service (FDYS) | NTRIS General Fund | 1st Jan 2021 - 31st Dec 2021 | €2,000 | | | | | €2,000 | | | | €2,000 |
| Total | | | | | €72,004 | €145,018 | €682,860 | €5,381,163 | €5,401,506 | €28,608 | €65,008 | €211,762 | €748,336 |

Notes to the financial statements

For the financial year ended 31 December 2020

10. Grant Information Purpose and Restrictions

| Grantor | Sponsoring Department | Grant | Purpose/Restrictions |
|--|--|--|--|
| Department of Employment Affairs & Social Protection | Department of Employment Affairs & Social Protection | Local Employment Services | Pay and General Administration, Service Provision/Charitable Activity |
| Department of Employment Affairs & Social Protection | Department of Employment Affairs & Social Protection | Northside Partnership Job Club | Pay and General Administration, Service Provision/Charitable Activity |
| Department of Employment Affairs & Social Protection | Department of Employment Affairs & Social Protection | Tus | Pay and General Administration, Service Provision/Charitable Activity |
| HSE | Dept of Health | Healthy Food Made Easy – Section 39 Grant | Pay and General Administration, Service Provision/Charitable Activity |
| HSE | Dept of Health | Smoking Cessation Project – Section 39 Grant | Pay and General Administration, Service Provision/Charitable Activity |
| HSE | Dept of Health | DTF Childcare Places – Section 39 Grant | Pay and General Administration, Service Provision/Charitable Activity |
| Tusla | Tusla | Area Based Childhood – Midlands GBG | Pay and General Administration, Service Provision/Charitable Activity |
| Tusla | Tusla | Area Based Childhood | Pay and General Administration, Service Provision/Charitable Activity |
| CDYSB | Dept. of Health | Labour Inclusion Programme | Pay and General Administration, Service Provision/Charitable Activity |
| LCDC & Dublin City Council | Dept. of Environment, Community & Local Government | SICAP | Pay and General Administration, Service Provision/Charitable Activity |
| Dept. of Education | Dept. of Education | Challenger Programme | Pay and General Administration, Service Provision/Charitable Activity |
| Pobal | Dept. of Health | Healthy Ireland Fund – Phase 3 | Pay and General Administration, Service Provision/Charitable Activity |
| Irish Cancer Society | Irish Cancer Society | We Can Quit | Pay and General Administration, Service Provision/Charitable Activity |
| Tides Foundation | Googlers Give Fund | Website Development Grant | Specified others, including such expenditure as advertising, consultancy |
| Leargas | Leargas | Erasmus | Pay and General Administration, Service Provision/Charitable Activity |

Notes to the financial statements

For the financial year ended 31 December 2020

| Grantor | Sponsoring Department | Grant | Purpose/Restrictions |
|-------------------------------------|--|--|---|
| Dept. of Children & Youth Affairs | Dept. of Children & Youth Affairs | PEIN Website & Showcase Event | Pay and General Administration, Service Provision/Charitable Activity, Specified others, including such expenditure as advertising, consultancy |
| Educational Disadvantage Centre | DCU | Community Outreach Lifelong Learning Hubs | Pay and General Administration, Service Provision/Charitable Activity |
| Dublin City Council | Dublin City Council | Arts Grant | Pay and General Administration, Service Provision/Charitable Activity |
| Pobal | Dublin City Council | Healthy Ireland Fund – Phase 2 | Pay and General Administration, Service Provision/Charitable Activity |
| Pobal | Department of Employment Affairs & Social Protection | Ability Programme | Pay and General Administration, Service Provision/Charitable Activity, Specified others, including such expenditure as advertising, consultancy |
| QCBI | Tusla | Innovation Fund | Pay and General Administration, Service Provision/Charitable Activity, |
| Tusla | Tusla | Listen Project | Pay and General Administration, Service Provision/Charitable Activity |
| Pobal | Dormant Accounts Fund | Training & Mentoring Supports for Social Enterprises | Pay and General Administration, Service Provision/Charitable Activity, Specified others, including such expenditure as advertising, consultancy |
| Dept. Rural & Community Development | Dormant Accounts Fund | Small Capital Grants Scheme | Pay and General Administration, Service Provision/Charitable Activity, |
| JP Morgan Chase Foundation | JP Morgan Chase Foundation | Building Financial Capability in Ireland | Pay and General Administration, Service Provision/Charitable Activity, Specified others, including such expenditure as advertising, consultancy |
| Energy for Generations | ESB | Young Community Leaders | Service Provision/Charitable Activity |
| Energy for Generations | ESB | Education Scholarship | Service Provision/Charitable Activity |
| Dept. Justice & Equality | Dept. Justice & Equality | Healthcare Opportunities for Women | Pay and General Administration, Service Provision/Charitable Activity |
| Dept. Justice & Equality | Dept. Justice & Equality | National Traveller & Roma Inclusion Strategy | Pay and General Administration, Service Provision/Charitable Activity |

Notes to the financial statements

For the financial year ended 31 December 2020

| Grantor | Sponsoring Department | Grant | Purpose/Restrictions |
|-------------------------------------|--|------------------------------------|--|
| The Community Foundation of Ireland | The Community Foundation of Ireland | Comic Relief Fund 1 - IT | Specified others, including such expenditure as advertising, consultancy |
| the Community Foundation of Ireland | The Community Foundation of Ireland | Comic Relief Fund 2 - Play Therapy | Pay and General Administration, Service Provision/Charitable Activity |
| Dublin City Council | Dublin City Council | Pathways to Crime | Specified others, including such expenditure as advertising, consultancy |
| The Ireland Funds America | The Ireland Funds America | Family Hubs Initiative | Service Provision/Charitable Activity |
| Dublin City Council | Dublin City Council | Covid-19 Emergency Fund | Service Provision/Charitable Activity |
| Tusla | Tusla | QQI Aftercare Project | Service Provision/Charitable Activity |
| Tusla | Tusla | Participation Initiatives Scheme | Service Provision/Charitable Activity |
| CDETb/SOLAS | The Department of Further and Higher Education, Research, Innovation and Science | MAED Fund | Service Provision/Charitable Activity |
| Tusla | Ferns Diocesan Youth Service (FDYS) | NTRIS General Fund | Service Provision/Charitable Activity |

Notes to the financial statements

For the financial year ended 31 December 2020

11. Analysis of expenditure on charitable activities

Summary by fund type

| | Restricted funds 2020 € | Unrestricted funds 2020 € | Total funds 2020 € |
|--------------------------|----------------------------------|------------------------------------|-----------------------------|
| Administration Costs | 65 | 85,230 | 85,295 |
| Programme Delivery Costs | 5,405,494 | 4,656 | 5,410,150 |
| Governance Costs | 30,740 | 887 | 31,627 |
| Total 2020 | <u>5,436,299</u> | <u>90,773</u> | <u>5,527,072</u> |

| | Restricted funds 2019 € | Unrestricted funds 2019 € | Total funds 2019 € |
|--------------------------|----------------------------------|------------------------------------|-----------------------------|
| Administration Costs | (1,500) | 98,166 | 96,666 |
| Programme Delivery Costs | 5,889,408 | - | 5,889,408 |
| Fundraising Expenses | 5,664 | - | 5,664 |
| Governance Costs | 18,670 | 2,986 | 21,656 |
| | <u>5,912,242</u> | <u>101,152</u> | <u>6,013,394</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

12. Analysis of expenditure by activities

| | Activities undertaken directly 2020 € | Support costs 2020 € | Total funds 2020 € |
|--------------------------|---|-------------------------------|-----------------------------|
| Administration Costs | - | 85,295 | 85,295 |
| Programme Delivery Costs | 5,410,150 | - | 5,410,150 |
| Governance Costs | 30,740 | 887 | 31,627 |
| | <u>5,440,890</u> | <u>86,182</u> | <u>5,527,072</u> |

| | Activities undertaken directly 2019 € | Support costs 2019 € | Total funds 2019 € |
|--------------------------|---|----------------------------|-----------------------------|
| Administration Costs | - | 96,666 | 96,666 |
| Programme Delivery Costs | 5,889,408 | - | 5,889,408 |
| Fundraising Expenses | 5,664 | - | 5,664 |
| Governance Costs | 18,670 | 2,986 | 21,656 |
| | <u>5,913,742</u> | <u>99,652</u> | <u>6,013,394</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

12. Analysis of expenditure by activities (continued)

Analysis of direct costs

| | Programme Delivery Costs 2020 € | Governance Costs 2020 € | Total funds 2020 € |
|-------------------------------------|--|----------------------------------|-----------------------------|
| Programme delivery costs | 476,577 | - | 476,577 |
| Wages & Salaries | 4,235,246 | - | 4,235,246 |
| Repairs & Maintenance | 3,654 | - | 3,654 |
| Recruitment, Training & Development | 49,974 | - | 49,974 |
| Rent, Service Charges & Insurance | 227,256 | - | 227,256 |
| Light & Heat | 31,091 | - | 31,091 |
| Printing & Stationery | 27,444 | - | 27,444 |
| Promotions & Advertising | 5,909 | - | 5,909 |
| Telephone & Postage | 46,351 | - | 46,351 |
| Motor & Travel | 8,973 | - | 8,973 |
| Meeting/Board Meeting Expenses | 4,350 | - | 4,350 |
| Depreciation & Amortisation | 33,405 | - | 33,405 |
| Bank Charges | 1,173 | - | 1,173 |
| Canteen & Cleaning | 14,944 | - | 14,944 |
| Security | 1,475 | - | 1,475 |
| IT | 120,106 | - | 120,106 |
| Management fee | 79,754 | - | 79,754 |
| Other expenses | 42,468 | - | 42,468 |
| Audit and Accountancy | - | 30,740 | 30,740 |
| | <u>5,410,150</u> | <u>30,740</u> | <u>5,440,890</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

12. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

| | Programme Delivery Costs 2019 € | Fundraising Expenses 2019 € | Governance Costs 2019 € | Total funds 2019 € |
|-------------------------------------|--|--------------------------------------|----------------------------------|-----------------------------|
| Programme delivery costs | 890,149 | - | - | 890,149 |
| Wages & Salaries | 4,343,988 | - | - | 4,343,988 |
| Repairs & Maintenance | 414 | - | - | 414 |
| Recruitment, Training & Development | 85,948 | - | - | 85,948 |
| Rent, Service Charges & Insurance | 221,597 | - | - | 221,597 |
| Light & Heat | 14,736 | - | - | 14,736 |
| Printing & Stationery | 69,464 | - | - | 69,464 |
| Promotions & Advertising | 7,564 | - | - | 7,564 |
| Telephone & Postage | 38,982 | - | - | 38,982 |
| Motor & Travel | 30,882 | - | - | 30,882 |
| Meeting/Board Meeting Expenses | 11,497 | - | - | 11,497 |
| Depreciation & Amortisation | 29,375 | - | - | 29,375 |
| Bank Charges | 652 | - | - | 652 |
| Canteen & Cleaning | 25,493 | - | - | 25,493 |
| Security | 2,339 | - | - | 2,339 |
| IT | 71,731 | - | - | 71,731 |
| Management fee | 26,852 | - | - | 26,852 |
| Other expenses | 17,745 | - | - | 17,745 |
| Fundraising Expenses | - | 5,664 | - | 5,664 |
| Audit and Accountancy | - | - | 18,670 | 18,670 |
| | <u>5,889,408</u> | <u>5,664</u> | <u>18,670</u> | <u>5,913,742</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

12. Analysis of expenditure by activities (continued)

Analysis of support costs

| | Administration Costs 2020 € | Governance Costs 2020 € | Total funds 2020 € |
|-------------------------------------|--------------------------------------|----------------------------------|-----------------------------|
| Wages & Salaries | 73,777 | - | 73,777 |
| Recruitment, Training & Development | 4,183 | - | 4,183 |
| Rent, Service Charges & Insurance | 2,946 | - | 2,946 |
| Telephone & Postage | 616 | - | 616 |
| Meeting/Board Meeting Expenses | - | 867 | 867 |
| Depreciation & Amortisation | 1,795 | - | 1,795 |
| Bank Charges | 484 | - | 484 |
| Canteen & Cleaning | 11 | - | 11 |
| Other expenses | 1,483 | - | 1,483 |
| Audit and Accountancy | - | 20 | 20 |
| | <u>85,295</u> | <u>887</u> | <u>86,182</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

12. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

| | Administration Costs 2019 € | Governance Costs 2019 € | Total funds 2019 € |
|-------------------------------------|--------------------------------------|----------------------------------|-----------------------------|
| Wages & Salaries | 74,055 | - | 74,055 |
| Recruitment, Training & Development | 10,046 | - | 10,046 |
| Rent, Service Charges & Insurance | 2,874 | - | 2,874 |
| Printing & Stationary | 4 | - | 4 |
| Telephone & Postage | 345 | - | 345 |
| Meeting/Board Meeting Expenses | - | 809 | 809 |
| Depreciation & Amortisation | 6,709 | - | 6,709 |
| Bank Charges | 345 | - | 345 |
| IT | 469 | - | 469 |
| Other expenses | 1,819 | - | 1,819 |
| Audit and Accountancy | - | 2,177 | 2,177 |
| | <u>96,666</u> | <u>2,986</u> | <u>99,652</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

13. Auditor's remuneration

The auditor's remuneration amounts to an auditor fee of €26,430 (Excluding VAT) (2019: €13,950).

14. Staff costs

Included in grant income and payroll costs is €1,197,818 (2019: €1,562,286) relating to the operation of a TUS programme which has been included in the financial statements as staff member employment contracts are in the name of the company. The company is not involved in the financial administration of the payroll and holds no bank funds for this purpose, the payroll is entirely administered by Pobal on behalf of the Department of Employment Affairs and Social Protection. Amounts have been confirmed directly with Pobal, there is no impact on the overall company financial year result as the annual programme amount is recorded in grant income and payroll costs.

Capitalised employee costs in the financial year amounted to €Nil (2019: €Nil).

| | 2020 € | 2019 € |
|--------------------------------------|------------------|------------------|
| Wages and salaries | 3,871,111 | 4,026,114 |
| Social security costs | 282,036 | 254,374 |
| Defined contribution pension schemes | 155,875 | 137,555 |
| | <u>4,309,022</u> | <u>4,418,043</u> |

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

| | 2020 No. | 2019 No. |
|----------------------------|-------------|-------------|
| Global Fund | 5 | 6 |
| Local Employment Services | 17 | 17 |
| Childcare Bureau | 1 | 1 |
| SICAP | 15 | 15 |
| Jobs Club Kilbarrack | 2 | 2 |
| Preparing for life ABC | 16 | 12 |
| Admin | 1 | 1 |
| TUS | 52 | 95 |
| NTRIS | 2 | 1 |
| Gender Equality Network 14 | 3 | 1 |
| | <u>114</u> | <u>151</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

14. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded €70,000 was:

| | 2020 No. | 2019 No. |
|-------------------------------|-------------|-------------|
| In the band €80,001 - €90,000 | 1 | 1 |

During 2020, the salary of the CEO was €83,344 (2019: €81,592).

Total key management personnel compensation (excluding the CEO) comprising gross salaries and employer PRSI amounted to €320,396 (2019: €305,848).

15. Directors' remuneration and expenses

During the year, no Directors received any remuneration or other benefits (2019: €Nil).

During the year ended 31 December 2020, no Director expenses have been incurred (2019: €Nil).

Notes to the financial statements

For the financial year ended 31 December 2020

16. Tangible fixed assets

| | Leasehold improvements € | Motor vehicles € | Fixtures and fittings € | Office & computer equipment € | Total € |
|--------------------------|--------------------------------|------------------------|-------------------------------|--|----------------------|
| Cost or valuation | | | | | |
| At 1 January 2020 | 336,558 | 14,699 | 203,383 | 687,261 | 1,241,901 |
| Additions | - | - | 1,612 | 39,098 | 40,710 |
| At 31 December 2020 | 336,558 | 14,699 | 204,995 | 726,359 | 1,282,611 |
| Depreciation | | | | | |
| At 1 January 2020 | 324,999 | 3,675 | 196,719 | 661,241 | 1,186,634 |
| Charge for the year | 5,474 | 3,674 | 3,607 | 22,446 | 35,201 |
| At 31 December 2020 | 330,473 | 7,349 | 200,326 | 683,687 | 1,221,835 |
| At 31 December 2020 | <u>6,085</u> | <u>7,350</u> | <u>4,669</u> | <u>42,672</u> | <u>60,776</u> |
| At 31 December 2019 | <u>11,559</u> | <u>11,024</u> | <u>6,664</u> | <u>26,020</u> | <u>55,267</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

17. Debtors

| | 2020 € | 2019 € |
|----------------------------|----------------|----------------|
| Due within one year | | |
| Trade debtors | 550 | - |
| Other debtors | 12,448 | 3,307 |
| Prepayments | 64,971 | 51,015 |
| Grants receivable | 211,761 | 145,018 |
| | <u>289,730</u> | <u>199,340</u> |

18. Creditors: Amounts falling due within one year

| | 2020 € | 2019 € |
|-----------------|----------------|----------------|
| Bank overdrafts | 3,138 | - |
| Trade creditors | 2,953 | 17,435 |
| PAYE/PRSI | 62,236 | 54,807 |
| Other Creditors | 82,816 | 143,721 |
| Accruals | 33,357 | 41,163 |
| Deferred income | 748,336 | 693,503 |
| | <u>932,836</u> | <u>950,629</u> |

The terms of the accruals and deferred income are payable based on the underlying contracts.

Northside Partnership provided a guarantee to Bank of Ireland of €250,000 in respect of a mortgage loan facility for Speedpak Company Limited by Guarantee. The loan is secured on premises owned and occupied by Speedpak Ltd.

Bank of Ireland hold visa card facility guarantees of €6,250 and €15,000.

Notes to the financial statements

For the financial year ended 31 December 2020

19. Provisions

| | Holiday pay € |
|-------------------|------------------|
| At 1 January 2020 | 34,154 |
| Additions | 25,137 |
| | <u>59,291</u> |

20. Summary of funds

Summary of funds - current year

| | Balance at 1 January 2020 € | Income € | Expenditure € | Balance at 31 December 2020 € |
|--------------------|--------------------------------------|------------------|--------------------|---|
| Unrestricted funds | 280,485 | 83,810 | (90,773) | 273,522 |
| Restricted funds | 1,025,197 | 5,448,648 | (5,436,299) | 1,037,546 |
| | <u>1,305,682</u> | <u>5,532,458</u> | <u>(5,527,072)</u> | <u>1,311,068</u> |

Summary of funds - prior year

| | Balance at 1 January 2019 € | Income € | Expenditure € | Balance at 31 December 2019 € |
|--------------------|-----------------------------------|------------------|--------------------|---|
| Unrestricted funds | 297,843 | 83,794 | (101,152) | 280,485 |
| Restricted funds | 1,289,286 | 5,648,153 | (5,912,242) | 1,025,197 |
| | <u>1,587,129</u> | <u>5,731,947</u> | <u>(6,013,394)</u> | <u>1,305,682</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

| | Restricted funds 2020 € | Unrestricted funds 2020 € | Total funds 2020 € |
|--|----------------------------------|------------------------------------|-----------------------------|
| Tangible fixed assets | 59,635 | 1,141 | 60,776 |
| Current assets | 2,020,365 | 222,054 | 2,242,419 |
| Creditors due within one year | (983,716) | 50,880 | (932,836) |
| Provisions for liabilities and charges | (58,738) | (553) | (59,291) |
| Total | | | |
| | <u>1,037,546</u> | <u>273,522</u> | <u>1,311,068</u> |

Analysis of net assets between funds - prior year

| | Restricted funds 2019 € | Unrestricted funds 2019 € | Total funds 2019 € |
|--|----------------------------------|------------------------------------|-----------------------------|
| Tangible fixed assets | 53,489 | 1,778 | 55,267 |
| Current assets | 1,950,576 | 284,622 | 2,235,198 |
| Creditors due within one year | (947,663) | (2,966) | (950,629) |
| Provisions for liabilities and charges | (31,205) | (2,949) | (34,154) |
| Total | | | |
| | <u>1,025,197</u> | <u>280,485</u> | <u>1,305,682</u> |

Notes to the financial statements

For the financial year ended 31 December 2020

22. Reconciliation of net movement in funds to net cash flow from operating activities

| | 2020 € | 2019 € |
|--|-----------------|------------------|
| Net income/expenditure for the year | 5,386 | (281,447) |
| Adjustments for: | | |
| Depreciation charges | 35,201 | 36,084 |
| (Profit)/ loss on the sale of fixed assets | - | (1,500) |
| Decrease/(Increase) in debtors | (90,390) | 160,047 |
| Increase/(decrease) in creditors | (17,793) | (60,880) |
| Increase/(Decrease) in provisions | 25,137 | 11,693 |
| Net cash provided by/(used in) operating activities | (42,459) | (136,003) |

23. Analysis of cash and cash equivalents

| | 2020 € | 2019 € |
|--|------------------|------------------|
| Cash in hand | 1,173,869 | 1,257,083 |
| Deposits | 778,820 | 778,775 |
| Total cash and cash equivalents | 1,952,689 | 2,035,858 |

Notes to the financial statements

For the financial year ended 31 December 2020

24. Analysis of changes in net debt

| | At 1 January 2020 | Cash flows | At 31 December 2020 |
|-------------------------------------|----------------------|-----------------|---------------------------|
| | € | € | € |
| Cash at bank and in hand | 2,035,858 | (83,169) | 1,952,689 |
| Bank overdrafts repayable on demand | - | (3,138) | (3,138) |
| | <u>2,035,858</u> | <u>(86,307)</u> | <u>1,949,551</u> |

25. Pension commitments

The Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to €155,875 (2019: €137,555).

26. Operating lease commitments

At 31 December 2020 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

| | 2020 € | 2019 € |
|--|----------------|----------------|
| Not later than 1 year | 85,000 | 85,000 |
| Later than 1 year and not later than 5 years | 311,667 | 340,000 |
| Later than 5 years | - | 56,667 |
| | <u>396,667</u> | <u>481,667</u> |

The expenses relating to operating leases amounted to €85,000 (2019: €85,000)

Notes to the financial statements

For the financial year ended 31 December 2020

27. Related party transactions

Louise McGuirk (Staff Member) of Doras Bui was a member of the Board of Northside Partnership during the year ended 31 December 2020. In 2020, €92,731 (2019: €89,866) was paid to Doras Bui under the SICAP grant agreement.

During 2020, Paul Rogers, CEO of Northside Partnership was a director of Speedpak Ltd. In 2020, €30,530 (2019: €29,580) was paid to Speedpak under the SICAP grant agreement.

Pamela Meates, Company Secretary and Finance Manager of Northside Partnership is also the Company secretary of Darndale Belcamp Village Centre. In 2020, €38,433 (2019: €26,814) was paid to Darndale Belcamp Village Centre under the PFL programme for the rental of office space and €3,904 for rental of office space for the Family Play Therapy Programme.

Paul Rogers, CEO of Northside Partnership is Chair of the Board of Community Law and Mediation. Rose Wall, CEO of Community Law and mediation is a member of the Board of Northside Partnership. Northside Partnership is a member of Community Law and Mediation paying membership of €300 per annum.

Paul Rogers, CEO of Northside Partnership is a member of the Board of Northside Homecare Services. Maria Jackson, a member of the Board of Northside Partnership, is the Head of Operations with Northside Homecare Services.

28. Post balance sheet events

Since the year end, Covid-19 has continued to influence the company, the economy and the general population. Management is closely monitoring the evolution of this pandemic, and while there is no clear indication as to when the impact will be curtailed or eliminated, they will continue to take appropriate actions to mitigate any possible adverse effects on the company.

Northside Partnership Company Limited by Guarantee offices have remained open to a core number of staff since 1 January 2021 with most staff working remotely. This is closely monitored and Northside Partnership Company Limited by Guarantee are abiding by all HSE recommendations.

Northside Partnership Company Limited by Guarantee have not availed of any subsidy scheme. The majority of Northside Partnership Company Limited by Guarantee Income is from Government grants and this funding source has not been impacted by Covid-19 in 2021.

Northside Partnership Company Limited by Guarantee have continued to provide services to participants throughout this restriction period. We have invested in alternative methods of service delivery including, Video calls on Zoom and MS Teams, online data consent forms and telephone registration. Despite the restrictions, NSP has achieved several of our mid-year targets as set by funders.

29. Controlling party

The company is under the control of its directors.

30. Tax clearance

The company holds a current up to date tax clearance certificate (Tax Clearance Access Number: 881419).

31. Comparative information

Comparative information has been reclassified where necessary to conform to current year presentation.