Company registration number: 435920

North West Alcohol Forum Company Limited by Guarantee

Financial statements

for the financial year ended 31 December 2018

Contents

	Page
Directors and other information	1
Directors report	2 - 3
Directors responsibilities statement	4
Independent auditor's report to the members	5 - 7
Profit and loss account	8
Balance sheet	9
Notes to the financial statements	10 - 16

North West Alcohol Forum Company Limited by Guarantee Company limited by guarantee

Directors and other information

Directors Mr Pat Harvey

Ms Shauna McClenaghan

Ms Mary Hough Mr Paul Stewart

Ms Janet Gaynor (retired 29 June 2018)

Mr Billy Bennett Ms Loraine Thompson Ms Anne Burke

Secretary Ms Shauna McClenaghan

Company number 435920

Registered office Unit B9

Enterprise Fund Business Centre

Ballyraine Letterkenny Co. Donegal

Auditor John Burke & Company

Curraghamone Ballybofey County Donegal

Bankers Ulster Bank

Main Street Letterkenny County Donegal

Solicitors VP McMullin

Port Road Letterkenny Co. Donegal

Directors report

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2018.

Directors

The names of the persons who at any time during the financial year were directors of the company are as listed on the "directors and other information" page.

The company is limited by guarantee and consequently does not have any share capital. Accordingly the directors do not have any interest in the capital of the company. One third of the directors retire at the annual general meeting of the company with those who retire being those who have been longest in office since the last election. Retiring directors are eligible for re-election.

Principal activities, business review and future developments

The principal activities of the company are:

(A) The Alcohol Forum

The Alcohol Forum works with individual's families and communities to prevent and reduce alcohol harm in Ireland. Our vision is an Ireland where every child, family and community is free from the harmful effects of alcohol.

The Alcohol Forum is the only alcohol charity in Ireland working at a community level to reduce alcohol consumption levels through the implementation of best practice/needs-led/structured activity on community mobilisation and community action on alcohol.

Working through evidence informed programmes, research, training, resource development and education the Alcohol Forum promotes the value of community action on alcohol as a means to better outcomes for the safety and wellbeing of children, families, and society. The following are the key programmes run by the Alcohol Forum:

- (i) The Community Action on Alcohol programme works with and facilitates community responses to alcohol at a local level.
- (ii) The Families Matter programme works to develop multi agency responses by promoting and supporting evidence informed approaches in working with families through the Moving Parents and Children Together (M-PACT) programme, Strengthening Families Programme, Youth work and family support, Advocacy services and Hidden Harm training.
- (iii) The Alcohol Related Brain Injury (ARBI) programme supports individuals and their carers through our care co-ordination service, and by the provision of resources and training for professionals and carers.
- (iv) Education and training programmes provide evidence based training programmes to community, voluntary and professional staff.

(B) Jigsaw Donegal

The company acts as fiscal agent for the Jigsaw Donegal project and receives funding specifically for this project from the HSE and Jigsaw National. This funding is restricted and can only be used for the Jigsaw project.

The company employs seven staff on behalf of the funders to work directly in providing services for Jigsaw. Planning is underway for the transfer of the Jigsaw Donegal project to Jigsaw National, at which stage the company will cease to act as fiscal agent for Jigsaw Donegal in 2019.

Directors report (continued)

Principal activities, business review and future developments (continued)

The Alcohol Forum activity within the company has a core deficit and this has resulted in a further trading loss during the year under review as expected. The company has put in place measures to address this issue including generating additional income and cost reduction measures. The directors are confident that the company will return to profitability during 2020 and that it will have sufficient resources to enable it to continue in operational existence for the foreseeable future.

It is the intention of the director's to continue to administer programmes that meet the company's overall aims and objectives.

Principal risks and uncertainties

The company is dependant on funding from the HSE and TUSLA. Funding is allocated on an annual basis by both organisations.

Events after the end of the reporting period

The directors are not aware of any events or circumstances after the balance sheet date that require disclosure in the financial statements.

Accounting records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at our registered office.

Relevant audit information

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

- so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Auditors

The auditors, John Burke & Company, have indicated their willingness to continue in office in accordance with the provisions of Sections 380 to 385 of the Companies Act 2014.

This report was approved by the board of directors on $\frac{9}{\sqrt{2019}}$ and signed on behalf of the board by:

Mr Pat Harvey

Director

Shaw Wellerigher
Ms Shauna McClenaghan

Director

Directors responsibilities statement

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

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

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

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

Independent auditor's report to the members of North West Alcohol Forum Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of North West Alcohol Forum Company Limited by Guarantee for the financial year ended 31 December 2018 which comprise the profit and loss account, balance sheet and notes to the financial statements, including a summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2018 and of its loss for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the 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 issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 13 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other Information

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

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

We have nothing to report in this regard.

Independent auditor's report to the members of North West Alcohol Forum Company Limited by Guarantee

Opinions on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

Independent auditor's report to the members of North West Alcohol Forum Company Limited by Guarantee

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

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

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

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

Our report is made solely to the 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.

Mr John Burke (Statutory Auditor)

9th August 2019

For and on behalf of John Burke & Company Chartered Accountants and Registered Auditor Curraghamone Ballybofey County Donegal

Profit and loss account Financial year ended 31 December 2018

	Note	2018 €	2017 €
Income	5	962,970	844,513
Gross profit		962,970	844,513
Administrative expenses		(968,771)	(881,699)
Operating loss		(5,801)	(37,186)
Other interest receivable and similar incom	ne	4	11
Loss before taxation		(5,797)	(37,175)
Tax on loss	7		-
Loss for the financial year		(5,797)	(37,175)

The company has no other recognised items of income and expenses other than the results for the financial year as set out above.

Balance sheet As at 31 December 2018

		201	18	201	7
	Note	€	€	€	€
Fixed assets					
Tangible assets	9	18,036		12,242	
			18,036		12,242
Current assets					
Debtors	10	31,894		34,088	
Cash at bank and in hand		217,427		221,507	
		249,321		255,595	
		0,0		200,000	
Creditors: amounts falling due					
within one year	11	(114,972)		(109,655)	
Net current assets			134,349		145,940
Total assets less current liabilities			152,385		158,182
Net assets			152,385		158,182
Capital and reserves					
Profit and loss account			152,385		158,182
Mambara friedo					
Members funds			152,385		158,182
			The second secon		

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Mr Pat Harvey

Director

Ms Shauna McClenaghan

Director

Notes to the financial statements Financial year ended 31 December 2018

1. General information

The company is a Company Limited by Guarantee (CLG) and consequently does not have any share capital. The company is registered in Ireland. The address of the registered office is Unit B9, Enterprise Fund Business Centre, Ballyraine, Letterkenny, Co. Donegal. The company has been granted Charitable Status by the Revenue Commissioners (CHY 17835).

The Alcohol Forum works with individual's families and communities to prevent and reduce alcohol harm in Ireland.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102 Section 1A, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

3. Accounting policies and measurement bases

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in Euro, which is the functional currency of the entity.

Income

Income includes (a) grants and other state funding, and (b) other income including conference fees, donations and other fundraising. Income from grants and other state funding is inclusive of funding received during the year and funding claims outstanding at the year end. Funding received in advance is treated as deferred income and is disclosed as a creditor falling due within one year. Other income is recognised in the financial statements when earned.

Tangible assets

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fittings fixtures and equipment - 15% straight line

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

Notes to the financial statements (continued) Financial year ended 31 December 2018

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

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

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

4. Going concern

The company has operated at close to breakeven for the year under review and is forecast to breakeven for 2019 and 2020. The forecast results are based on various assumptions in relation to the receipt of grants and other state funding and other fundraising activities. The financial position of the company is being monitored closely by the directors. In the event that income targets are not being achieved the directors will implement cost reduction measures as required. The directors are confident that the company will return to profitability during 2019 and that it will have sufficient resources to enable it to continue in operational existence for the foreseeable future. Accordingly the directors deem it appropriate to prepare the financial statements on a going concern basis.

5. Income

Income arises from:

	2018	2017
	€	€
Grants and other state funding	898,605	781,232
Other income	64,365	63,281
	962,970	844,513

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

Notes to the financial statements (continued) Financial year ended 31 December 2018

Details of grants and other state funding received:

Grant 1

Agency Sponsoring Government Department

Grant Programmes

Purpose of grant

Total Grant

Term

Accounting for grants:

Grant deferred at 1 January 2018
Grant received during the year

- Grant taken to income for the year

- Grant deferred at 31 December 2018

Capital grant

Restriction on use

TUSLA

Department of Children & Youth Affairs Family Matters - Strengthening Families

Programme

Moving Parents and Children Together (M-PACT)
Quality and Capacity Building Initiative (QCBI)
Support of staff wages, operating costs and project
costs relating to the delivery of services for the

above programmes.

€147,794

Family Matters - expires 31 December 2018 M-PACT & QCBI - expires 31 December 2019

€Nil €147,794 €99,039 €48,755

€Nil

Grant funding to be utilised as detailed above.

Grant 2

Agency

Sponsoring Government Department

Grant Programme

Purpose of grant

Total Grant

Term

Accounting for grants:

Grant receivable at 1 January 2018
Grant deferred at 1 January 2018
Grant received during the year
Grant taken to income for the year
Grant deferred at 31 December 2018

- Grant receivable at 31 December 2018
Capital grant

Restriction on use

HSE

Department of Health

Health & Wellbeing, Local HSE services & National

Lottery Funding

Support of staff wages, operating costs and project costs relating to core activities, the Strengthening Families Programme, the Community Action on Alcohol Project, the M-PACT project and training

and resource development.

€433,060

Expires 31 December 2018

€26,775 €18,385 €456.024

€456,024 €433,060 €14,574

€Nil €Nil

Grant funding to be utilised as detailed above.

Notes to the financial statements (continued) Financial year ended 31 December 2018

Grant 3

Agency

Sponsoring Government Department

Grant Programme Purpose of grant

Total Grant Term

Accounting for grants:

Grant deferred at 1 January 2018
Grant received during the year
Grant taken to income for the year

- Grant deferred at 31 December 2018

Capital grant
Restriction on use

HSE

Department of Health Youth mental health

Support of staff wages, operating costs and project

costs relating to the Jigsaw project.

€159,000

Expires 31 December 2018

€Nil €159,000 €159,000 €Nil €Nil

Grant funding to be utilised as detailed above.

Grant 4

Agency

Sponsoring Government Department

Grant Programme Purpose of grant

Total Grant Term

Accounting for grants:

Grant deferred at 1 January 2018
Grant receivable at 1 January 2018
Grant received during the year

Grant taken to income for the year
Grant deferred at 31 December 2018

- Grant receivable at 31 December 2018

Capital grant
Restriction on use

Jigsaw National

Department of Health

Jigsaw Donegal - Youth mental health Support of staff wages and operating costs relating to the delivery of services at Jigsaw

Donegal €179,047

Expires 31 December 2018

€54,890 €Nil

€124,157

€179,047 €Nil

€Nil

Grant funding to be utilised as detailed above.

Grant 5

Agency

Purpose of grant

International Fund for Ireland

Support of staff wages and operating costs relating to the delivery of a Personal Youth

Development Programme.

Notes to the financial statements (continued) Financial year ended 31 December 2018

Total Grant	€207,473

Term Expires July 2021

Accounting for grants:

- Grant deferred at 1 January 2018 €Nil
- Grant receivable at 1 January 2018 €Nil
- Grant received during the year €15,000
- Grant taken to income for the year €10,425
- Grant deferred at 31 December 2018 €15,000
- Grant receivable at 31 December 2018 €10,425
Capital grant €Nil

Restriction on use Grant funding to be utilised as detailed above.

6. Staff costs

The average number of persons employed by the company during the financial year was 18 (2017: 16).

The aggregate payroll costs incurred during the financial year were:

	2018	2017
	€	€
Wages and salaries	626,071	576,537
Social insurance costs	66,840	61,954
	692,911	638,491
Number of employees by salary range:		
	2018	2017
	Number	Number
€60,000 to €70,000	1	1
€70,000 +	•	_

The directors did not receive any remuneration during the year under review.

7. Taxation

The company has been granted charitable status by the Revenue Commissioners (CHY 17835). As a consequence the company is not liable to taxation on it's profit/loss on ordinary activities.

The company is compliant with relevant circulars relating to taxation, including Circular 44/2006, "Tax Clearance Procedures Grants, Subsidies and Similiar Type Payments".

Notes to the financial statements (continued) Financial year ended 31 December 2018

8.	Appropriations of profit and loss account		
٠.	Appropriations of profit and loss account	2040	0047
		2018 €	2017 €
	At the start of the financial year	158,182	195,357
	Loss for the financial year	(5,797)	(37,175)
	At the end of the financial year	152,385	158,182
9.	Tangible assets		
		Fixtures,	Total
		fittings and	Total
		equipment	
	Cost	€	€
	At 1 January 2018	1000	
	Additions	46,935	46,935
		12,604	12,604
	At 31 December 2018	59,539	59,539
	Depreciation		
	At 1 January 2018	34,693	34,693
	Charge for the	0.040	
	financial year	6,810	6,810
	At 31 December 2018	41,503	41,503
	Carrying amount		
	At 31 December 2018	18,036	18,036
	At 31 December 2017	12,242	12,242
10.	Debtors		
		2018	2017
		€	€
	Trade debtors	28,630	30,824
	Prepayments	3,264	3,264
		31,894	34,088

Notes to the financial statements (continued) Financial year ended 31 December 2018

11. Creditors: amounts falling due within one year

	2018	2017
	€	€
Payments received on account	86,640	85,425
Trade creditors	7,222	-
Other creditors including tax and social insurance	18,106	15,762
Accruals	3,004	8,468
	114,972	109,655

12. Limited by guarantee

The company is limited by guarantee and consequently does not have any share capital. Each of the members is liable to contribute an amount not exceeding €1.27 towards the assets of the company in the event of liquidation.

13. Ethical standards

In common with many other businesses of our size and nature our auditors prepare and submit returns to the tax authorities, prepare and submit returns to the Companies Registration Office and assist with the preparation of the financial statements.

14. Accounting periods

The current accounts are for the year ended 31 December 2018. The comparative accounts are for the year ended 31 December 2017.

15. Approval of financial statements

The board of directors approved these financial statements for issue on 9 12019

The following pages do not form part of the statutory accounts.

Detailed profit and loss account Financial year ended 31 December 2018

	2018 €	2017 €
Turnover		
TUSLA (Child and Family Agency) HSE	99,039	50,000
IFI	592,060	606,362
	10,425	
Donegal County Council	18,034	-
Headstrong - Jigsaw Programme Other income	179,047	124,870
Other income	64,365	63,281
	962,970	844,513
Gross profit	962,970	844,513
Gross profit percentage	100.0%	100.0%
Overheads		
Administrative expenses	(968,771)	(881,699)
	(968,771)	(881,699)
Operating loss	(5,801)	(37,186)
Operating loss percentage	0.6%	4.4%
Other interest receivable and similar income	4	11
Loss before taxation	(5,797)	(37,175)

Detailed profit and loss account (continued) Financial year ended 31 December 2018

	2018	2017
	€	€
Overheads		
Administrative expenses		
Wages and salaries	626,071	576,537
Employer's PRSI contributions	66,840	61,954
Training (staff and programme delivery)	43,582	18,113
Programme costs	58,741	65,924
Rent & rates	55,282	45,645
Insurance	5,229	4,487
Light and heat	7,887	7,997
Repairs and maintenance	9,423	9,287
Printing, postage and stationery	9,420	8,147
Advertising	14,641	7,124
Telephone	8,236	7,545
Travelling and subsistence	35,332	37,923
Legal and professional	13,964	13,369
Fundraising fees	1,476	4,920
Accountancy fees	2,706	2,214
Bank charges	553	519
General expenses	567	470
Subscriptions	2,011	4,605
Depreciation of tangible assets	6,810	4,919
	968,771	881,699
