

Company registration number: 110910

Cork Counselling Services Company Limited by Guarantee

Annual report and financial statements

for the financial year ended 31 December 2023

Cork Counselling Services Company Limited by Guarantee

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**Cork Counselling Services Company Limited by Guarantee
Company limited by guarantee**

Directors and other information

Members	Tom O'Brien Eamonn Kiely Hugh Morley Tony O'Riordan Ann Mahony Karen Walsh Laura Maybury Joseph Enright
Directors/Trustees	Tony O'Riordan Eamonn Kiely Ann Mahony Eamonn Shanahan Simon O'Dochartaigh Tim O'Kennedy (Appointed: 02.05.2023, Resigned: 20.06.2024) Norah Quirke (Appointed: 04.07.2023)
Secretary	Tony O'Riordan (Resigned: 30.01.2024) Simon O'Dochartaigh (Appointed: 30.01.2024)
Company number	110910
Revenue Charity number	CHY8911
Charities Regulatory Authority number	20022327
Registered office	7 Fr. Mathew Street Cork
Business address	7 Fr. Mathew Street Cork

**Cork Counselling Services Company Limited by Guarantee
Company limited by guarantee**

Directors and other information (continued)

Auditor Hyland Johnson Keane Accountants Limited
Certified Public Accountants & Statutory Audit Firm
Library House
18 Dyke Parade
Mardyke
Cork

Bankers Bank of Ireland
32 South Mall
Cork

First South Credit Union Limited
Lower Friars Walk
Ballypéhane
Cork

Solicitors Lillian O'Sullivan & Co. Solicitors
96 South Mall
Cork

Cork Counselling Services Company Limited by Guarantee

Directors report

Introduction

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2023. These statements have been prepared in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective for reporting periods beginning on or after 1 January 2019.

The organisation is a charitable company with a registered office at 7 Fr. Mathew Street, Cork. The company's registered number is 110910. The organisation has been granted charitable tax status under sections 207 and 208 of the Taxes Consolidation Act 1997, charity number CHY 8911 and is registered with the Charities Regulatory Authority, the Registered Charity Number (RCN) of the charity being 20022327.

Objectives and activities

The principal objectives and activities of the company continued to be the provision of counselling and psychotherapy services of the highest ethical and professional standards to all members of society, regardless of financial means, religious beliefs, race, ethnicity, sexual orientation or educational background and the education and training of students so that they attain professional counselling standards reflecting best practice nationally and internationally.

Review of activities in 2023

Counselling matters

In 2023, Cork Counselling Services offered 3,066 one-hour counselling sessions. These were 100% contracted, documented and supervised. Of these, 98% were face-to-face, 1% were phone and 1% were online. A total of 369 clients were seen from 21 nationalities, 59% female and 40% male, 1% non-binary. Of the 369 clients, 152 were new clients. The average fee paid was €26. The fee range was €0.50 to €60. The cancellation rate was 7%.

The sources of new clients were self-referral, friends or family, GPs, hospitals, social services, psychiatry, CIPC, Pieta and others such as community groups, solicitors and schools. Client issues were grief/loss, anxiety, depression, loneliness/isolation, overwhelm, self-harm, exhaustion, relationship and marriage breakdown, domestic violence, abusive behaviours, suicidality and lack of access to services. The resilience and flexibility shown by staff, contractors and volunteers was again truly remarkable throughout 2023.

The organisation took part in public events around mental health such as:

- "St Patricks Day Parade" in March in Cork City Centre,
- "Cork Summer Show" in June in Curraheen,
- "Joy In The Park" in July in Fitzgerald's Park,
- "Together at the Castle" in August in Mallow and
- "Teen Talk" in November in Little Island.

An ad campaign on both 96FM and RedFM ran for three weeks. These events served to promote mental health and to raise the profile of the organisation in the city throughout the year.

Training matters

Cork Counselling Services Training Institute (CCSTI) had 72 active students in the academic term 2023-2024, a small increase over the previous year. Profits made in training are re-invested into providing a sliding scale counselling service as the charity is a not-for-profit organisation. In this way, the organisation contributes to society's capacity to respond to mental health needs into the future, sending out professionals who have been trained and grounded in a busy community setting with marginalised and diverse client populations.

Cork Counselling Services Company Limited by Guarantee

Directors report (continued)

The charity's education and training programmes were as follows:

- BSc (Hons) Counselling & Psychotherapy (4 year programme). Accredited by IACP to become a professional practising counsellor - 4 years, part-time
- Certificate in Introduction to Counselling & Psychotherapy studies validated and awarded by Coventry University,- 1 year part-time

The Year One intake was strong with 29 students being selected and signing on following the receipt of 58 applicants. Course completion for the academic year 2022-2023 resulted in the graduation of 18 counsellors at a ceremony in the Vienna Woods Hotel. Both the June and November Assessment Boards were conducted online. Very positive reports were received from the External Examiner.

Alumni Association

The Alumni Association continued to thrive. Led by Ms Marilien Romme, further online programmes called "The Together Series" were held where a different set of community services was invited to come and have an informal conversation with Cork Counselling Services, exchanging ideas, getting to know each other and exploring how to enhance cooperation into the future. This initiative has potential for networking, education and PR and has already received favourable comment from the Health Service Executive (HSE) for its mental health promotion.

Organisational matters

- Fundraising - The organisation benefitted from ESB Energy for Generations grant, Hospital Saturday Fund grant, Cork City Council grant amongst others. A number of donations in excess of €1,000 were also received. A fashion show held in Ballincollig in October 2023 raised in excess of €12,000.

- Stakeholders - The organisation continued its co-operation with IACP (Irish Association of Counselling and Psychotherapy), Community Therapy Ireland and of course , our main grant providers, the Health Service Executive (HSE) and TUSLA. We extend our gratitude to Ms. Mary Cleary and Ms. Marie Hickey for ongoing courtesy in our liaison with the Health Service Executive (HSE) and TUSLA respectively. We also liaise continuously with Coventry University for academic accreditation and MHR (Mental Health Reform) for advocacy reasons.

- Information Technology - A scoping project for a Clinical Management System was initiated. It has been decided to proceed with Salesforce software, with consultancy from Enclude, the charity IT provider. This project has required a general preliminary upgrade of the company's IT facilities, to include enhanced broadband, security and back-up facilities. This work was carried out in 2023. Our website was also significantly upgraded and promoted over social media.

Cork Counselling Services Company Limited by Guarantee

Directors report (continued)

Directors and secretary

The names of the persons who at any time during the financial year were directors of the company are as follows:

Tony O'Riordan

Eamonn Kiely

Ann Mahony

Eamonn Shanahan

Simon O'Dochartaigh

Tim O'Kennedy (Appointed: 2nd May 2023, Resigned 20th June 2024)

Norah Quirke (Appointed: 4th July 2023)

Tony O'Riordan acted as the company secretary until 30 January 2024. Simon O'Dochartaigh was appointed as company secretary from 30 January 2024.

Financial review

Results for the financial year

A summary of the results for the financial year are set out in the statement of financial activities.

The members have no beneficial interest in the company as there is no share capital and the company is limited by guarantee. The statement of financial activities shows net outgoing funds for the financial year of (€3,208) (2022: (€5,338)), with total incoming resources amounting to €775,264 (2022: €737,023) and total resources expended amounting to €769,592 (2022: €734,083) plus net interest paid of €8,912 (2022: €8,278) and interest earned of €32 (2022: €Nil).

The total incoming resources include grant income from TUSLA, the Health Service Executive (HSE) and other agencies totalling €317,297 (31 December 2022: €346,936).

Inflation in Ireland ran at 6.3% in 2023, primarily due to the ongoing war in Ukraine and a new Middle East conflict. The company received a core funding increase from TUSLA of €4,000, and received no increase in core funding from the Health Service Executive (HSE) during the year. Management made a decision in January 2023 to increase prices on professional training as the extra income was essential. These factors, along with rising wage costs for the replacement of leavers and maternities, resulted in a tough financial year which was assisted at year end by Health Service Executive (HSE) once-off payments. The organisation is still looking for such funds to be integrated into core funding.

It is notable that core annual state income is still less than it was in 2008. As a "Section 56" agency who has signed up to significant responsibilities, the charity has had a history of pay cuts imposed in line with those imposed on public servants from 2009. While restoration over the years has applied to other bodies, to this point, it has never been applied to us. Although the original cuts were implemented prior to the establishment of TUSLA, we believe it is right to turn to TUSLA/Health Service Executive (HSE) to restore that funding as the charity's financial position is challenging.

For less than the price to TUSLA of a single consultant psychiatrist, Cork Counselling Services offers an equality of access service that sees 400 clients per year for an average of 8 hours each fully dedicated time, then supervision, administration, outreach and crisis management availability on top of that. It is incredible value, and much needed in our community, a service worth making every possible effort to sustain and improve into the future.

Cork Counselling Services Company Limited by Guarantee

Directors report (continued)

Reserves policy and financial position

A policy on reserves has been agreed at a meeting of the directors. The board has a position which requires that reserves be maintained at a level which ensures the company's core activities could continue during a period of unforeseen difficulties. As our most significant reserves are in the form of assets, it also requires that a proportion of the reserves be maintained in a readily realisable form. The calculation of the required level of reserves is an integral part of the company's planning, budgeting, and forecasting cycle. It considers the risks associated with each stream of income and expenditure being different from that budgeted, planned activity level and the organisation's commitments. During the year, on one occasion, the services looked to TUSLA to pay forward part of its grant monies to assist in cashflow. The required level of readily realisable reserves needs ongoing attention.

The balance sheet shows total charity funds of €178,479 (31 December 2022: €181,687), all of which are required to:

- Ensure that the charity can continue to provide the services that are listed as the charity's principal objectives;
- Provide working capital when funding receipts are spread over the financial year and not paid at the beginning of the year;
- Meet contractual obligations as they fall due; and
- Meet unexpected costs should they arise.

Based on this, the directors are satisfied that the charity holds sufficient reserves to allow the charity to continue to operate successfully.

Structure, governance and management

The organisation is a charitable company limited by guarantee. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up, such amounts as may be required, not exceeding €1 per member.

The charity was established under a constitution which sets out the objects and powers of the charitable company and is governed by its constitution and its Handbook on Board Governance. The charity is governed by the board of directors and managed by the management team. Permission has been granted by the Companies Registration Office to dispense with the words 'Company Limited by Guarantee' in the title of the company and the Registrar of Business Names granted permission to use the name of Cork Counselling Services.

The company was run throughout the year by a four person management team, being Hugh Morley, Karen Walsh, Joseph Enright and Laura Maybury. It is overseen by a board of directors and operated by a diverse team of professional counsellors and psychotherapists.

In 2023, the company had 5 full-time and 6 part-time staff, and it also engaged the services of freelance counsellors. All of the clinical staff are either accredited by the IACP (Irish Association for Counselling and Psychotherapy), and/or IAHIP (Irish Association of Humanistic Integrative Psychotherapy), and/or registered psychologists with the PSI (Psychological Society Ireland), or are qualified and working towards accreditation.

Cork Counselling Services Company Limited by Guarantee

Directors report (continued)

Board of directors

The charity is governed by a board of directors with a minimum number of 3 and a maximum number of 7 directors. The board meets at least 7 times each year. It has been resolved that the term of office for each director is 4 years and each director may be re-appointed for an additional 2 year period. At each Annual General Meeting, retiring director/s shall retire, and if retiring from a first term in office, are eligible for re-election. The chairperson's term of office is 3 years. The process for nominations of directors other than retiring directors is laid out in the Handbook on Board Governance. There is a clear division of responsibility in the company with the board of directors retaining control over major decisions and the senior management team attending board meetings to brief the board on standard agenda items and other relevant issues. The board of directors retain overall responsibility for the strategic development of the company.

Directors/trustees:

Tony O'Riordan. Tony works in the areas of leadership development and executive coaching and is a retired CEO of Good Shepherd Services.

Eamonn Kiely. Eamonn is a retired Southern Regional Manager for Courts Service and has worked in the Justice sector in Cork for over twenty years.

Ann Mahony. Ann is a retired Director Of Nursing and Allied Health at Marymount Hospice. She has a long career in nursing and health management.

Eamonn Shanahan. Eamonn is a Barrister and Member of the Law Library in private practice in Cork City. He lectured in Griffith College Cork for several years.

Simon O'Dochartaigh. Simon is a People & Operations Manager with Google and has worked with NGOs, multinationals, at United Nations and Italian Government.

Tim O'Kennedy. Tim is a business consultant and entrepreneur and is currently operating a busy artisan food company in Cork City amongst other ventures.

Norah Quirke. Norah is retired Director of Nursing Education at St Finbarr's Hospital, with a long career in nursing and health management and education.

Number of board meetings attended by directors during the financial year:

Tony O'Riordan	7 of the 10 meetings held during 2023
Eamonn Kiely	10 of the 10 meetings held during 2023
Ann Mahony	6 of the 10 meetings held during 2023
Eamonn Shanahan	8 of the 10 meetings held during 2023
Simon O'Dochartaigh	6 of the 10 meetings held during 2023
Tim O'Kennedy	5 of the 7 meetings held from the date of his appointment
Norah Quirke	4 of the 5 meetings held from the date of her appointment

Policies and procedures for the induction and training of board members

All newly appointed directors receive a Board Induction Folder on appointment. This contains the following documentation: the Board Handbook on Governance (which includes the Board-member Code of Conduct), the Strategic Plan, Board Minutes from the previous 12 months, the company Constitution and other relevant documentation. Board members also get complete information on how the company demonstrates its full compliance with the Governance Code. The board of directors invites a potential new director to join the board in an observational capacity for a minimum of 3 meetings. When there is agreement on suitability, the new director must be approved at the following AGM or by calling an EGM for this purpose. Unless the new director is appointed by means of this process he/she will not be able to carry out any duties as a director.

Cork Counselling Services Company Limited by Guarantee

Directors report (continued)

The management team

During 2023, the management team comprised of 4 members of staff:

- Laura Maybury - Head Of Research and Development - Laura is a Chartered Psychologist, an Accredited Counsellor and Supervisor.
- Karen Walsh - Head of Training - Karen is a Core Trainer, Psychotherapist and accredited Supervisor.
- Hugh Morley - Head of Business - Hugh is a qualified counsellor, trainer and experienced HR Manager.
- Joseph Enright - Head of Clinical Practice - Joseph is a qualified counsellor and trainer.

The management team regulate and keep under constant review the day-to-day administration of Cork Counselling Services Company Limited by Guarantee within the terms laid down by the board. They have responsibilities as follows

- to implement decisions of the board of directors relating to the operation of Cork Counselling Services Company Limited by Guarantee
- to ensure that the services provided by Cork Counselling Services Company Limited by Guarantee are delivered to the highest possible standards within the resources available
- to ensure that Cork Counselling Services Company Limited by Guarantee is managed in an effective and prudent manner in accordance with all relevant legislation and regulation
- to alert the Board of Directors to any significant problems of a budgetary or other nature that have arisen, or are likely to emerge, in sufficient time for the board to take appropriate action
- to ensure the board of directors has adequate information and reports to fulfil its duties
- to ensure that Cork Counselling Services Company Limited by Guarantee operates in accordance with the Service Level Agreement in place with the the Health Service Executive (HSE)/TUSLA, and any other agreements with third parties entered into by the organisation
- to ensure that the policies approved by the board of directors are implemented within Cork Counselling Services Company Limited by Guarantee and to take full responsibility for the health and safety policy and statement.

Transparency and public accountability

The board believes that the company and all organisations with charitable status must be fully accountable to the general public, providing detailed information on where its funds come from and on where they are spent. The company's audited financial statements, when approved by the board of directors, are submitted to the Companies Registration Office.

Principal risks and uncertainties

The directors have ultimate responsibility for managing risk and are aware of the risks associated with the operating activities of the charity. The directors carry out an annual audit and review the risks on an ongoing basis. The directors are satisfied that adequate systems of governance, supervision, procedures and internal controls are in place to mitigate the exposure to major risks and that these controls provide reasonable assurance against such risks.

The principal risks and uncertainties facing the company mainly relate to the financial environment in which the company operates, as the company experiences funding challenges and an ever increasing demand for services. The directors and management team continue to apply for grant funding from several grant providers in the knowledge that there is insecurity of funding and rising costs.

The board and management team experienced an ongoing increase in demand for services in 2023 with additional financial and operational pressures, given the challenges relating to recruitment and retention of senior management and staff. Without additional resources, the delivery of effective counselling services will place an added burden on the company's existing personnel. An additional challenge facing the company is the recruitment and retention of board member where there is an increasing need for investment in governance given rising compliance levels in the regulatory environment.

Cork Counselling Services Company Limited by Guarantee

Directors report (continued)

In addressing these issues, the directors have put substantial emphasis on controlling the company's cost base, monitoring the company's cash-flow and bank balances continuously, applying for funding from grant providers, advertising, and marketing of courses to increase student numbers. In terms of governance, the board continues to adopt best practice and to monitor relevant changes to legislation.

The company also mitigates the above risks as follows:

Financial risk

- The charity continually monitors the level of activity, and prepares and monitors its budgets and projections. The charity has a policy of maintaining cash reserves and it has also developed a strategic plan which will allow for the diversification of funding and activities.
- Financial information is subject to detailed review at board level, allowing for continuous monitoring of the company's operations and financial status.

Operational/internal control risk

- The risk is minimised by the implementation of procedures for authorisation of all transactions and the requirements for budgets covering all activities.
- Procedures are in place to ensure compliance with recommended Covid-19 measures and with health and safety legislation to protect staff, students, clients and service providers.

Reputational/compliance risk

- In common with many charities, the company's principal risk is reputational damage. Reputation damage could be caused by an event either within or outside the company's control. In order to mitigate this risk the charity continues to adopt best practices.
- The charity closely monitors emerging changes to regulations and legislation on an on-going basis by ensuring all accreditations are up to date.

Events after the end of the reporting period

While the short-term outlook for the sector remains challenging, the board and management team remain confident, because of their actions to date, that the company will emerge in a reasonable position from the current inflationary challenges facing the charity.

From an operational perspective, the board and management team have continued to focus their efforts on the effective delivery of counselling services and training courses whilst also focusing on the company's financial position, notably the protection of reserves and future cashflows. In June 2024, Joseph Enright (Head of Clinical Practice) resigned from his position and was replaced in an acting capacity by Laura Maybury.

From a financial perspective, the board have reviewed the activities and services in the period following the balance sheet date and have considered the impact of the wars in Ukraine the Middle East and consequent effects on inflation resulting in rising costs for the company. The board and management team continues to assess and review the company's financial position and have taken steps to manage future cash-flows by applying for additional funding from TUSLA, the Health Service Executive (HSE) and other grant providers, commencing additional fundraising initiatives, marketing courses to increase student numbers, increasing course fees and continuing to review and eliminate non-essential operating costs.

Otherwise, no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations or the state of the affairs of the company in the financial period subsequent to the financial year ended 31 December 2023.

Cork Counselling Services Company Limited by Guarantee

Directors report (continued)

Likely future developments

The company was in discussions at the end of 2023 to purchase 1 Salmon Weir, Hanover Street, Cork at a price significantly below market price. This property is already being rented by the company, and it is where the charity's library is situated. A potential modification to the training and its accreditation in line with pending CORU requirements was also being discussed. This is still ongoing and the company has been actively involved in consultation with CORU on this matter. The company has no other planned developments at this time.

Accounting records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficiently adequate to permit the financial statements to be readily and properly audited and are discharging their responsibility by:

- employing qualified and/or experienced staff,
- ensuring that sufficient company resources are available for the task,
- liaising with the company's auditors,
- arranging to guard against falsification of the records.

The accounting records are held at the company's registered office, 7 Fr. Mathew Street, Cork.

Auditor

In accordance with the Companies Act 2014, section 383(2), Hyland Johnson Keane Accountants Limited, Certified Public Accountants & Statutory Audit Firm, will act as auditors of the company. This company was selected following a competitive tender. The tender followed the resignation as auditors of H & A Accountancy Services Limited.

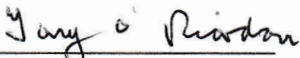
Statement of relevant audit information

Each of the directors in office at the date of approval of this annual report confirms that:

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

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

On behalf of the board



Tony O'Riordan
Director



Eamonn Shanahan
Director

Cork Counselling Services Company Limited by Guarantee

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.

On behalf of the board



Tony O'Riordan
Director



Eamonn Shanahan
Director

23 July 2024

**Independent auditor's report to the members of
Cork Counselling Services Company Limited by Guarantee**

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Cork Counselling Services Company Limited by Guarantee (the 'company') for the financial year ended 31 December 2023 which comprise the statement of financial activities, balance sheet, statement of changes in equity, statement of cash flows 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, as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" (FRS Charities SORP), effective for accounting periods beginning on or after 1 January 2019.

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 2023 and of its net outgoing resources for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; 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 auditor's responsibilities 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 issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from 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
Cork Counselling Services Company Limited by Guarantee (continued)**

Other Information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- in our opinion, the information given in the directors' 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.

**Independent auditor's report to the members of
Cork Counselling Services Company Limited by Guarantee (continued)**

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 has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Independent auditor's report to the members of
Cork Counselling Services Company Limited by Guarantee (continued)



Peter Johnson
For and on behalf of
Hyland Johnson Keane Accountants Limited
Certified Public Accountants & Statutory Audit Firm
Library House
18 Dyke Parade
Mardyke
Cork

23 July 2024

Cork Counselling Services Company Limited by Guarantee

**Statement of Financial Activities
Financial year ended 31 December 2023**

		Unrestricted funds	Restricted funds	2023 Total	2022 Total
	Note	€	€	€	€
Incoming resources	5				
Voluntary income - donations		9,754	-	9,754	11,521
Charitable activities		350,232	397,000	747,232	713,584
Other trading activities		14,710	-	14,710	-
Miscellaneous income		3,568	-	3,568	11,918
Total incoming resources		<u>378,264</u>	<u>397,000</u>	<u>775,264</u>	<u>737,023</u>
Resources expended					
Payroll costs including social insurance and employer pensions		(130,182)	(276,016)	(406,198)	(431,366)
Premises costs		(22,063)	(14,745)	(36,808)	(27,663)
Counselling, education, training and supervision costs		(188,837)	(57,708)	(246,545)	(197,100)
Professional and related costs		(10,004)	(10,004)	(20,008)	(19,958)
Marketing and advertising		(11,107)	(3,092)	(14,199)	(18,936)
Other administrative costs		(25,240)	(20,594)	(45,834)	(39,060)
Total resources expended	6	<u>(387,433)</u>	<u>(382,159)</u>	<u>(769,592)</u>	<u>(734,083)</u>
Net movement in funds before interest	8	(9,169)	14,841	5,672	2,940
Interest receivable		32	-	32	-
Interest payable and similar expenses	11	(4,456)	(4,456)	(8,912)	(8,278)
Net movement in funds for the financial year		<u>(13,593)</u>	<u>10,385</u>	<u>(3,208)</u>	<u>(5,338)</u>
Net funds brought forward		<u>22,848</u>	<u>8,839</u>	<u>31,687</u>	<u>37,025</u>
Net funds carried forward		<u>9,255</u>	<u>19,224</u>	<u>28,479</u>	<u>31,687</u>


The notes on pages 20 to 41 form part of these financial statements.

Cork Counselling Services Company Limited by Guarantee

**Balance sheet
As at 31 December 2023**

	Note	2023		2022	
		€	€	€	€
Fixed assets					
Tangible assets	13	248,716		251,834	
			248,716		251,834
Current assets					
Debtors	14	34,763		33,073	
Cash at bank and in hand		102,229		153,176	
		<u>136,992</u>		<u>186,249</u>	
Creditors: amounts falling due within one year	15	<u>(88,486)</u>		<u>(128,898)</u>	
Net current assets			48,506		57,351
Total assets less current liabilities			<u>297,222</u>		<u>309,185</u>
Creditors: amounts falling due after more than one year	16		(118,743)		(127,498)
Total assets less total liabilities			<u><u>178,479</u></u>		<u><u>181,687</u></u>
Funds of the charity					
Fixed asset property reserve	20		150,000		150,000
Restricted funds			19,224		8,839
Unrestricted funds			9,255		22,848
Total charity funds			<u><u>178,479</u></u>		<u><u>181,687</u></u>

These financial statements were approved by the board of directors on 23 July 2024 and signed on behalf of the board by:


Tony O'Riordan
 Director


Eamonn Shanahan
 Director

The notes on pages 20 to 41 form part of these financial statements.

Cork Counselling Services Company Limited by Guarantee

**Statement of changes in equity
Financial year ended 31 December 2023**

	Fixed asset property reserve €	Statement of financial activities €	Total €
At 1 January 2022	150,000	37,025	187,025
Deficit for the financial year		(5,338)	(5,338)
Total comprehensive income for the financial year	-	(5,338)	(5,338)
At 31 December 2022 and 1 January 2023	150,000	31,687	181,687
Deficit for the financial year		(3,208)	(3,208)
Total comprehensive income for the financial year	-	(3,208)	(3,208)
At 31 December 2023	<u>150,000</u>	<u>28,479</u>	<u>178,479</u>

Cork Counselling Services Company Limited by Guarantee

**Statement of cash flows
Financial year ended 31 December 2023**

	2023	2022
	€	€
Cash flows from operating activities		
Deficit for the financial year	(3,208)	(5,338)
<i>Adjustments for:</i>		
Depreciation of tangible assets	6,585	5,945
Interest payable and similar expenses	8,912	8,278
Accrued expenses/(income)	(37,629)	36,734
<i>Changes in:</i>		
Trade and other debtors	(1,690)	(16,661)
Trade and other creditors	(3,828)	(5,496)
Cash generated from operations	<u>(30,858)</u>	<u>23,462</u>
Interest paid	(8,912)	(8,278)
Net cash (used in)/from operating activities	<u>(39,770)</u>	<u>15,184</u>
Cash flows from investing activities		
Purchase of tangible assets	(3,467)	-
Net cash (used in)/from investing activities	<u>(3,467)</u>	<u>-</u>
Cash flows from financing activities		
Proceeds from borrowings	(7,710)	(7,802)
Net cash used in financing activities	<u>(7,710)</u>	<u>(7,802)</u>
Net increase/(decrease) in cash and cash equivalents	(50,947)	7,382
Cash and cash equivalents at beginning of financial year	153,176	145,794
Cash and cash equivalents at end of financial year	<u>102,229</u>	<u>153,176</u>

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements Financial year ended 31 December 2023

1. General information

Cork Counselling Services Company Limited by Guarantee is a charity primarily engaged to provide counselling and psychotherapy of the highest ethical and professional standards to all members of society, regardless of financial means, religious beliefs, race, ethnicity, sexual orientation or educational background and to educate and train students so that they attain professional counselling standards reflecting best practice, nationally and internationally.

The company is a private company limited by guarantee, registered in Ireland. The address of the registered office is 7 Fr. Mathew Street, Cork, and its company registration number is 110910.

The company is tax resident in Ireland but has charitable status and is exempt from Corporation Tax. The company's registered charity number is CHY8911 and its registration number with the Charities Registration Authority is 20022327.

2. Statement of compliance

These financial statements have been prepared in compliance with applicable law and FRS 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. The financial statements have also been prepared in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (FRS Charities SORP).

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.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

Going concern

We acknowledge that we are required to make an assessment of our company's ability to continue as a going concern.

We are aware of the company's financial position and the impact of the wars in Ukraine and the Middle East on the company's activities and finances. We have prepared the financial statements on a going concern basis, having considered the company's operating performance, cashflow forecasts and its future business plans. The company had net outgoing resources for the financial year in the amount of €(3,208) (31 December 2022: (€5,338)) and according to the balance sheet as at 31 December 2023, the company had net funds of €178,479 (31 December 2022: €181,687).

The directors continue to identify, assess and plan, financially and operationally to ensure reserves are protected and that the company continues effective delivery of its counselling and training services. The directors have a reasonable expectation that the company will be able to successfully navigate any financial and operational challenges in the foreseeable future on the basis that additional funding from government and other agencies continues to be awarded at similar levels.

The company has built excellent, long standing relationships with both TUSLA and the Health Service Executive (HSE) and is recognised as a key part of the national programme to address mental health issues through the provision of counselling and psychotherapy services to all of those in need regardless of ability to pay, and therefore continues to be supported with government funding every year. An ever increasing demand for counselling services and an emphasis on mental health has enabled the company to apply for and successfully secure additional once-off funding from a number of agencies. The company is seeking to have these once-off funds added to and included in core funding from 2024 onwards to ensure sufficient funds are available to support business cashflow and day to day operations.

Having considered the cash flow forecasts, current and anticipated income levels, and government funding together with current and anticipated levels of cash, debt and availability of borrowing facilities, we confirm that we have a reasonable expectation that the company has sufficient resources to continue in operational existence for the foreseeable future, for a period of not less than 12 months from the date of this report, and accordingly, continue to adopt the going concern basis in preparing the financial statements.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

Incoming resources

Incoming resources are recognised in the financial year in which the charity is entitled to the income, when the amount of income can be measured reliably and it is probable that the income will be received.

Incoming resources represent grant income, income from training courses and supervision, income from counselling services, donations and fundraising income.

Grants from government and other agencies have been included in restricted income from activities in furtherance of the charity's objectives where these amount to a contract for services provided, but as unrestricted income where the funds are given greater freedom of use.

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. Grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance and included within grant income.

Income from training courses is recognised when each course commences and the charity becomes entitled to the income under each contract for training. Income from supervision is recognised when the supervision has been carried out and the charity becomes entitled to the income.

Income from counselling services is recognised when each counselling session has been completed and the charity becomes entitled to the income, has certainty of receipt and the amount can be measured with sufficient reliability.

Voluntary donations are recognised when the charity becomes entitled to the income, has certainty of receipt and the amount can be measured with sufficient reliability.

Fundraising income is recognised when the charity becomes entitled to the income, when the amounts can be reliably measured, which is normally upon completion of the fundraising events.

Grants relating to expenditure to be incurred in a future accounting period received in advance are deferred and recognised in the financial period to which they relate.

Interest income is recognised in the period in which it is earned.

No incoming resources have been included in the statement of financial activities net of expenditure.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)

Financial year ended 31 December 2023

Resources expended

Resources expended are recognised on an accruals basis as a liability is incurred. Resources expended include any VAT which cannot be recovered, and are reported as part of the expenditure to which it relates. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, for example on estimated usage.

Resources expended have been allocated to the categories listed on the statement of financial activities.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Professional and related fees, IT costs and other administration costs are costs associated with meeting the constitutional and statutory requirements of the charity and include audit and accountancy fees, costs of legal advice, maintenance of the database and its security and costs linked to the strategic management of the charity including the cost of directors' meetings.

Resources expended are allocated based on activity and liabilities are recognised as soon as there is a legal or constructive obligation to make a transfer of value to a third party as a result of past transactions or events.

Allocation of support and governance costs

Support costs represent indirect charity expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect of its compliance with regulation and good practice.

Support costs and governance costs are apportioned directly to the activity to which they relate or an allocation is made based on the proportion of the direct expenditure on each activity.

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.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in the statement of financial activities.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

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:

Freehold property	- 2%	straight line
Fixtures and fittings	- 15%	reducing balance
Books, equipment and computer equipment	- 20%	straight line
Website	- 15%	reducing balance

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.

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.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, demand deposits and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities.

Debtors

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

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event, which will probably result in the transfer of economic value to a third party, and the amount due to settle the obligation can be reliably measured or estimated. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due and at their present value where the time value of money is deemed insignificant. Funds already received from government agencies and other co-funders that do not meet criteria for recognition as income, are shown in creditors.

Government grants

Grants towards capital expenditure are credited to deferred income and are released to the statement of financial activities over the expected useful life of the related assets, by equal annual instalments. Grants towards revenue expenditure are released to the statement of financial activities as the related expenditure is incurred.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

Financial instruments

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

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

Debt instruments are subsequently measured at amortised cost.

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

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

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

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

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

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Defined contribution plans

The company contributes to various defined contribution pension plans for the benefit of its 4 managers. The cost to the company of the contributions payable are charged to the statement of financial activities in the financial year they are payable. The pension plans are held in the names of the individual employees/members and thus the assets held in those plans are not included in the company's assets.

Foreign currencies

Foreign currency transactions are initially recorded in the functional currency, by applying the spot exchange rate as at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at the reporting date, with any gains or losses being taken to the statement of financial activities.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)

Financial year ended 31 December 2023

Borrowings

Borrowings are recognised at the transaction prices (present value of cash payable to the creditors). Interest expenses are recognised in the statement of financial activities in the financial year in which they are charged.

Borrowings are classified as appropriate, given that the company has a right to defer settlement of some of the liabilities for at least 12 months after the reporting date.

Fund accounting

The following funds are operated by the charity:

Restricted Funds

Restricted funds represent grants received which can only be used for particular purposes specified by the grant givers or donors binding on the directors/management. Such purposes are within the overall charitable purposes of the charity.

Unrestricted Funds

Unrestricted funds includes general incoming resources received, such as funds received for education, training, supervision and counselling services delivered, and it represents amounts which are expendable at the discretion of the directors/management in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Taxation

No charge to current or deferred taxation arises as the charity has been granted charitable status under sections 207 and 208 of the Taxes Consolidation Act 1997, Charity Number CHY8911.

Services provided by the directors/trustees of the charity

For the purposes of these financial statements, no monetary value has been placed on the administrative and management services provided by the directors/trustees of the charity.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required 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 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.

(a) Establishing useful economic lives for depreciation purposes of property, plant and equipment

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

(b) Going concern

The directors have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The directors have made this assessment in respect to a period of one year from the date of approval of these financial statements and have included a detailed note in the accounting policies.

The directors of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The directors are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

4. Incoming resources - grants

The total incoming resources for the financial year has been derived from its principal activities wholly undertaken in Ireland. Grant funding as follows was received during the financial year ended 31 December 2023:

TUSLA Child and Family Agency

Grant type - Section 56 funding and WRC Agreement additional funding

Purpose - Staffing costs €117,863 and overheads €50,513, additional staffing costs funding of €4,263

Total grant - €168,376 + €4,263

Taken to income and expenditure - €168,376 + €4,263

Received in financial year - €168,376 received monthly in instalments, and one payment of €4,263 on 08.12.2023

Deferred at year end - €Nil

Expended - €168,376 + €4,263

Term - 12 months January to December 2023

Capital grant - €Nil

Restriction on use - delivery of service level agreement for counselling and crisis management services for family and children

Tax clearance - Yes

TUSLA Child and Family Agency

Grant type - Dormant Account funding

Purpose - Staffing costs €18,000 and other costs €2,000

Total grant - €20,000

Taken to income and expenditure - €20,000

Received in financial year - €20,000

Deferred at year end - €Nil

Expended - €20,000

Term - 12 months January to December 2023

Date received - 26.05.2023

Capital grant - €Nil

Restriction on use - delivery of service level agreement for counselling and crisis management services for adolescents (13 - 18 years)

Tax clearance - Yes

Health Service Executive (HSE)

Grant type - Section 39 funding

Purpose - counselling and psychotherapy services

Total grant - €35,000

Taken to income and expenditure - €35,000

Received in financial year - €35,000

Deferred at year end - €Nil

Expended - €35,000

Term - 12 months January to December 2023

Date received - €22,704 on 23.06.2023, €12,296 on 03.11.2023

Capital grant - €Nil

Restriction on use - deliverable counselling services for adults

Tax clearance - Yes

Cork Counselling Services Company Limited by Guarantee

**Notes to the financial statements (continued)
Financial year ended 31 December 2023**

Health Service Executive (HSE)

Grant type - CK Primary Care Team once off funding

Purpose - Capital service enhancement (€30,000) and increased service demands (€10,000)

Total grant - €40,000

Taken to income and expenditure - €40,000

Received in financial year - €Nil

Deferred at year end - €Nil

Expended - €40,000

Term - 2023

Date received - 16.12.2022

Capital grant - €Nil

Restriction on use - costs of increased service demands

Tax clearance - Yes

Health Service Executive (HSE)

Grant type - Social Inclusion funding

Purpose - Increased service demands

Total grant - €20,000

Taken to income and expenditure - €20,000

Received in financial year - €20,000

Deferred at year end - €Nil

Expended - €20,000

Term - 2023

Date received - 22.12.2023

Capital grant - €Nil

Restriction on use - costs of increased service demands

Tax clearance - Yes

Health Service Executive (HSE)

Grant type - Energy inflationary costs

Purpose - Funding to assist with costs relating to energy inflation

Total grant - €4,655

Taken to income and expenditure - €4,655

Received in financial year - €4,655

Deferred at year end - €Nil

Expended - €4,655

Term - 2023

Date received - 16.03.2023

Capital grant - €Nil

Restriction on use - light and heat costs

Tax clearance - Yes

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)

Financial year ended 31 December 2023

Health Service Executive (HSE)

Grant type -HSE (Cork and Kerry) Drug and Alcohol Services - provision of counselling services

Purpose - Provision of counselling services to family members of addiction clients in DAS

Total grant - €15,610

Taken to income and expenditure - €Nil

Received in financial year - €15,610

Deferred at year end - €15,610

Expended - €Nil

Term - 2024

Date received - 22.12.2023

Capital grant - €Nil

Restriction on use -deliverable counselling services for family members of addiction clients in DAS

Tax clearance - Yes

Health Service Executive (HSE)

Grant type - National Lottery Funding 2023

Purpose - Refurbishment and renovations

Total grant - €5,300

Taken to income and expenditure - €Nil

Received in financial year - €5,300

Deferred at year end - €5,300

Expended - €Nil

Term - 2024

Date received - 30.06.2023

Capital grant - €Nil

Restriction on use -building interior refurbishment

Tax clearance - Yes

Cork City Council

Grant type - Twinning grant

Purpose - to promote twinning links between Cork City and Coventry, England

Total grant - €1,503

Taken to income and expenditure - €1,503

Received in financial year - €1,503

Deferred at year end - €Nil

Expended - €1,503

Term - 2023

Date received - 02.10.2023

Capital grant - €Nil

Restriction on use - costs associated with promotion of twinning links between Cork City and Coventry, England

Tax clearance - Yes

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

Cork City Council

Grant type - LCDC Community Support Fund 2023 in partnership with Cork City Council's Community Development Grants 2023

Purpose - renovation of building

Total grant - €7,000

Taken to income and expenditure - €Nil

Received in financial year - €7,000

Deferred at year end - €7,000

Expended - €Nil

Term - once-off

Date received - 08.08.2023

Capital grant - €7,000

Restriction on use - costs associated with building improvements

Tax clearance - Yes

The Hospital Saturday Fund

Grant type - funding towards computer software

Purpose - provision of highly secured software for a cloud based client management system

Total grant - €5,500

Taken to income and expenditure - €5,500

Received in financial year - €Nil

Deferred at year end - €Nil

Expended - €5,500

Term - 2021-2023

Date received - 09.09.2021

Capital grant - €Nil

Restriction on use - costs relating to client management system

Tax clearance - Yes

The Hospital Saturday Fund

Grant type - once off funding

Purpose - renovations and maintenance

Total grant - €3,000

Taken to income and expenditure - €Nil

Received in financial year - €3,000

Deferred at year end - €3,000

Expended - €Nil

Term - 1 year from receipt of funding

Date received - 16.06.2023

Capital grant - €Nil

Restriction on use - costs relating to renovations and maintenance

Tax clearance - Yes

Cork Counselling Services Company Limited by Guarantee

**Notes to the financial statements (continued)
Financial year ended 31 December 2023**

ESB Energy for Generations Fund

Grant type - Traveller counsellor scholarships

Purpose - Educational

Total grant - €8,000

Taken to income and expenditure - €8,000

Received in financial year - €Nil

Deferred at year end - €Nil

Expended - €8,000

Term - 1 year from receipt of funding

Date received - 19.12.2022

Capital grant - €Nil

Restriction on use - Educational. Cork Counselling Services Company Limited by Guarantee reported to ESB that original goal was not coming to fruition and it was agreed that it could be spent on parallel initiatives involving travellers.

Tax clearance - Yes

ESB Energy for Generations Fund

Grant type - IT upgrade

Purpose - upgrade of paper based client system to online customer relations management software

Total grant - €10,000

Taken to income and expenditure - €10,000

Received in financial year - €10,000

Deferred at year end - €Nil

Expended - €10,000

Term - 1 year from receipt of funding

Date received - 05.04.2023

Capital grant - €Nil

Restriction on use - costs relating to IT upgrade

Tax clearance - Yes

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)
Financial year ended 31 December 2023

5. Incoming resources

Incoming resources arises from:

	2023	2022
	€	€
Restricted income		
Charitable activities		
TUSLA Child & Family Agency Section 56 funding	168,376	203,376
TUSLA WRC Agreement	4,263	-
TUSLA Child & Family Agency Training funding	-	14,200
TUSLA - Dormant accounts Fund	20,000	-
HSE Section 39 funding	35,000	35,000
HSE once off funding -additional services demands	40,000	70,000
HSE Social Inclusion Grant	20,000	-
HSE Energy Inflationary Costs funding	4,655	-
HSE National Lottery funding	-	15,000
HSE Stronger Together - Mental Health Awareness	-	5,000
Cork City Council - other funding	1,503	360
Cork City Council- community development funding	-	4,000
Hospital Saturday Fund	5,500	-
ESB Energy for Generations Fund	18,000	-
Counselling fees	79,703	66,409
	397,000	413,345
Voluntary income		
Donations	-	7,441
Miscellaneous income	-	-
	397,000	420,786
Unrestricted income		
Voluntary income:		
Donations	9,754	4,080
Charitable activities:		
Education, training and supervision	350,232	300,239
Miscellaneous income	3,568	11,918
Fundraising income	14,710	-
	378,264	316,237
Total incoming resources	775,264	737,023

During the year under review, the counselling fees income was reclassified from unrestricted income to restricted income. The comparative figure for counselling fees income was also reclassified. This does not have any impact on the charity's overall net position.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)
Financial year ended 31 December 2023

6. Resources expended

	Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
	€	€	€	€
Payroll costs				
Wages and salaries including social insurance and employer's pension costs	128,338	271,774	400,112	424,805
Staff welfare	1,140	2,661	3,801	5,698
Staff training and development	631	1,472	2,103	424
Staff recruitment costs	73	109	182	439
	<u>130,182</u>	<u>276,016</u>	<u>406,198</u>	<u>431,366</u>
Premises costs				
Canteen	-	551	551	484
Insurance	15,704	3,712	19,416	12,469
Light and heat	5,269	5,269	10,538	5,028
Cleaning and waste	-	2,707	2,707	3,142
Repairs and maintenance	-	1,416	1,416	704
Health and safety costs	1,090	1,090	2,180	5,836
	<u>22,063</u>	<u>14,745</u>	<u>36,808</u>	<u>27,663</u>
Counselling, education, training and supervision costs				
Outside training and trainers	95,259	20,559	115,818	80,517
Professional development	41,397	-	41,397	41,139
Travel, workshop and training	11,421	1,403	12,824	2,542
Supervision	7,669	35,746	43,415	36,811
Workshop/room hire/accommodation	33,091	-	33,091	36,091
	<u>188,837</u>	<u>57,708</u>	<u>246,545</u>	<u>197,100</u>
Professional and related costs				
Legal costs	-	-	-	894
Accountancy costs	4,766	4,766	9,532	9,840
Audit fees	5,238	5,238	10,476	9,224
	<u>10,004</u>	<u>10,004</u>	<u>20,008</u>	<u>19,958</u>
Marketing and advertising				
Marketing and advertising	11,107	3,092	14,199	18,936
	<u>11,107</u>	<u>3,092</u>	<u>14,199</u>	<u>18,936</u>

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)
Financial year ended 31 December 2023

	Unrestricted Funds €	Restricted Funds €	Total 2023 €	Total 2022 €
Other administrative costs				
Printing, postage and stationery	1,727	1,727	3,454	4,695
Telephones and broadband	1,492	1,492	2,984	2,342
Computer, fundraising and photocopying costs	10,391	7,706	18,097	22,148
Bank charges	545	545	1,090	835
Administration and paypal fees	6,494	-	6,494	-
General expenses	1,298	1,548	2,846	1,562
Subscriptions	-	4,284	4,284	1,533
Depreciation	3,293	3,292	6,585	5,945
	<u>25,240</u>	<u>20,594</u>	<u>45,834</u>	<u>39,060</u>
Total resources expended before interest	<u>387,433</u>	<u>382,159</u>	<u>769,592</u>	<u>734,083</u>

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)
Financial year ended 31 December 2023

7. Segmented accounts information for TUSLA

	TUSLA Section 56 Funding 2023 €	TUSLA Dormant Accounts Funding 2023 €	TUSLA Total Funding 2023 €
Funding received			
Section 56 funding	168,376	-	168,376
Section 56 Funding - supplementary	4,263	-	4,263
Dormant Account Fund		20,000	20,000
Total TUSLA funding	<u>172,639</u>	<u>20,000</u>	<u>192,639</u>
Expenditure			
Payroll costs including social insurance and employers pension costs	113,275	13,286	126,561
Canteen	287	33	320
Insurance	1,927	223	2,150
Light and heat	2,406	279	2,685
Cleaning and waste	1,407	163	1,570
Repairs and maintenance	736	85	821
Health and safety costs	583	67	650
Outside training and trainers	10,689	1,238	11,927
Supervision	18,664	2,163	20,827
Accountancy costs	2,418	280	2,698
Audit fees	2,218	257	2,475
Marketing and advertising	1,832	212	2,044
Printing, postage and stationery	888	103	991
Staff welfare/training/recruitment	1,900	220	2,120
Telephones and broadband	775	91	866
Computer, fundraising and photocopying costs	5,857	678	6,535
Bank charges	282	33	315
Sundry expenses	1,534	14	1,548
Subscriptions	3,429	398	3,827
Depreciation	1,532	177	1,709
Total TUSLA expenditure	<u>172,639</u>	<u>20,000</u>	<u>192,639</u>
Tusla current year end surplus/(deficit)	-	-	-
Opening TUSLA balance	-	-	-
Closing TUSLA balance	<u>-</u>	<u>-</u>	<u>-</u>

Cork Counselling Services Company Limited by Guarantee

**Notes to the financial statements (continued)
Financial year ended 31 December 2023**

8. Operating profit

Operating profit for the financial year is stated after charging/(crediting):

	2023	2022
	€	€
Depreciation of tangible assets	6,585	5,945
Fees payable for the audit of the financial statements	10,476	9,224
	17,061	15,169

9. Staff costs

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

	2023	2022
	Number	Number
Employees	9	10
	9	10

The aggregate payroll costs incurred during the financial year were:

	2023	2022
	€	€
Wages and salaries	331,707	374,157
Social insurance costs	37,580	39,495
Other retirement benefit costs	30,825	11,153
	400,112	424,805

The apportionment of costs between restricted and unrestricted activities is based on on the amount of time allocated to each as a proportion of total time worked.

There was one employee (2022: one employee) who received remuneration (including benefits and excluding employer pension costs) between €60,000 and €70,000 for the financial year. The average number of employees excludes the directors, none of whom are employed by the company.

No directors remuneration was paid during the financial year.

The remuneration paid to four key management employees (excluding employer pension contributions) during the financial year amounted to €183,708 (31 December 2022: €197,498). One of these employees was on maternity leave for a portion of the current year.

10. Directors remuneration

No directors remuneration was paid during the financial year.

11. Interest payable and similar expenses

	2023	2022
	€	€
Interest on bank loan	8,912	8,278
	8,912	8,278

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued)
Financial year ended 31 December 2023

12. Taxation

The company has obtained exemption from the Revenue Commissioners in respect of corporation tax, it being a company not carrying on a business for the purpose of making a surplus. DIRT tax is payable on any interest income in excess of €32. No provision has been made in these financial statements for corporation tax as the company is exempt from corporation tax.

No provision has been made in the financial statements for deferred tax as the company is exempt from corporation tax.

13. Tangible assets

	Freehold property	Fixtures and fittings	Books, equipment and computer equipment	Website	Total
	€	€	€	€	€
Cost					
At 1 January 2023	270,623	46,951	11,717	2,551	331,842
Additions	-	-	3,467	-	3,467
At 31 December 2023	<u>270,623</u>	<u>46,951</u>	<u>15,184</u>	<u>2,551</u>	<u>335,309</u>
Depreciation					
At 1 January 2023	21,046	45,068	11,402	2,492	80,008
Charge for the financial year	5,412	282	882	9	6,585
At 31 December 2023	<u>26,458</u>	<u>45,350</u>	<u>12,284</u>	<u>2,501</u>	<u>86,593</u>
Carrying amount					
At 31 December 2023	<u>244,165</u>	<u>1,601</u>	<u>2,900</u>	<u>50</u>	<u>248,716</u>
At 31 December 2022	<u>249,577</u>	<u>1,883</u>	<u>315</u>	<u>59</u>	<u>251,834</u>

Ulster Community Investment Trust (Ireland) Limited hold the following charges over the company's assets as security for monies owed to it:

1. a first fixed charge over the company's land and buildings and a floating charge over all other assets at the land and buildings, and
2. a first floating charge over all fixed assets and book debts of the company.

The amount owed to Ulster Community Investment Trust (Ireland) Limited at 2023 was €127,590 (2022: €135,300), bears interest at 6% per annum and is being repaid in monthly instalments of €1,480 per month since October 2023 (previously €1,340 per month).

Cork Counselling Services Company Limited by Guarantee

**Notes to the financial statements (continued)
Financial year ended 31 December 2023**

14. Debtors

	2023	2022
	€	€
Trade debtors	17,369	19,982
Prepayments and accrued income	17,394	13,091
	<u>34,763</u>	<u>33,073</u>
	<u>34,763</u>	<u>33,073</u>

The fees owed by students are in accordance with contract payment plans. The terms of prepayments are based on underlying contracts.

15. Creditors: amounts falling due within one year

	2023	2022
	€	€
Amounts owed to credit institutions	8,847	7,802
Trade creditors	24,875	7,429
Other creditors	746	-
Tax and social insurance:		
PAYE and social welfare	8,725	8,155
Accruals	14,383	52,012
Deferred income	30,910	53,500
	<u>88,486</u>	<u>128,898</u>
	<u>88,486</u>	<u>128,898</u>

The long term loan is secured as described in the tangible fixed assets note above.

The terms of trade creditors and accruals are based on the underlying contracts.

The PAYE creditor is subject to the terms of the relevant legislation.

16. Creditors: amounts falling due after more than one year

	2023	2022
	€	€
Amounts owed to credit institutions	118,743	127,498
	<u>118,743</u>	<u>127,498</u>
	<u>118,743</u>	<u>127,498</u>

The long term loan is secured as described in the tangible fixed assets note above.

Amounts included above which fall due after five years are as follows:

Payable by instalments owed to credit institutions	83,353	96,298
	<u>83,353</u>	<u>96,298</u>
	<u>83,353</u>	<u>96,298</u>

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

17. Deferred income

	2023	2022
	€	€
Arising from government and other agency grants	<u>30,910</u>	<u>53,500</u>

Deferred grants arise from grants awarded and received in 2023 (€30,910), for which the relevant expenditure related to those grants will not be incurred until 2024. Deferred income from 2022 (€48,000) and 2021 (€5,500) were released in 2023 when the expenditure was incurred.

Deferred grants are included in the financial statements as follows:	2023	2022
	€	€
Current liabilities	<u>30,910</u>	<u>53,500</u>

18. Retirement benefit schemes

Defined contribution plans

The amount recognised in the statement of financial activities in relation to defined contribution plans was €30,825 (2022: €11,153).

The apportionment of costs between restricted and unrestricted activities is based on the amount of time allocated to each as a proportion of total time worked.

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund.

19. Limited by guarantee

The company is limited by guarantee, not having a share capital and consequently the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up, such amounts as may be required not exceeding €1.

20. Fixed asset property reserve

The fixed asset property reserve is comprised of two donations that were made to the company by the Bons Secours Hospital in the amount of €96,000 and the Tomar Trust in the amount of €54,000. The capital donations were made to the company on condition that the funds were used to purchase the company's land and buildings. No other conditions were imposed upon the company in respect of the use of these donations.

Cork Counselling Services Company Limited by Guarantee

Notes to the financial statements (continued) Financial year ended 31 December 2023

21. Events after the end of the reporting period

While the short term outlook for the sector remains challenging, the board and management team remain confident, because of their actions to date, that the company will emerge in a reasonable position from the current inflationary challenges facing the charity.

From an operational perspective, the board and management team have continued to focus their efforts on the effective delivery of counselling services and training courses whilst also focusing on the company's financial position, notably the protection of reserves and future cashflows.

From a financial perspective, the board have reviewed the activities and services in the period following the balance sheet date and have considered the impact of the war in Ukraine and consequent effects on inflation resulting in rising costs for the company. The board and management team continue to assess and review the company's financial position and have taken steps to manage future cashflows by applying for additional funding from TUSLA, the Health Service Executive (HSE) and other grant providers, commencing additional fundraising initiatives, marketing courses to increase student numbers, increasing course fees and continuing to review and eliminate non-essential operating costs.

Otherwise, no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations or the state of affairs of the company in the financial period subsequent to the financial year ended 31 December 2023.

22. Related party transactions

During the financial year, no remuneration or reimbursement of expenses were made to directors in connection with their duties as directors/trustees.

23. Analysis of changes in net debt

	1 January 2023	Cash flows	31 December 2023
	€	€	€
Cash and cash equivalents	153,176	(50,947)	102,229
Debt due within one year	(7,802)	(1,045)	(8,847)
Debt due after one year	(127,498)	8,755	(118,743)
	<u>17,876</u>	<u>(43,237)</u>	<u>(25,361)</u>

24. Approval of financial statements

The board of directors approved these financial statements for issue on 23 July 2024.

Cork Counselling Services Company Limited by Guarantee

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

Cork Counselling Services Company Limited by Guarantee

Detailed income and expenditure account Financial year ended 31 December 2023

	2023	2023	2022	2022
	€	€	€	€
Incoming resources				
Donations		9,754		11,521
Charitable activities				
TUSLA Child & Family Agency Section 56 funding	168,376		203,376	
TUSLA Child & Family Agency Training funding	-		14,200	
TUSLA WRC Agreement	4,263		-	
TUSLA Dormant Accounts funding	20,000		-	
HSE Section 39 funding	35,000		35,000	
HSE once off funding -additional services demands	40,000		70,000	
HSE Social Inclusion Grant	20,000		-	
HSE Energy Inflationary Costs funding	4,655		-	
HSE National Lottery funding	-		15,000	
HSE Stronger Together - Mental Health Awareness	-		5,000	
Hospital Saturday Fund	5,500		-	
Cork City Council - other funding	1,503		360	
Cork City Council- community development funding	-		4,000	
ESB Energy for Generations Fund	18,000		-	
Counselling, education, training and supervision	429,935		366,648	
		747,232		713,584
Other trading activities				
Fundraising income		14,710		-
Miscellaneous income		3,568		11,918
Total incoming resources		775,264		737,023
Resources expended				
Payroll costs				
Wages and salaries including social insurance and employer's pension costs	(400,112)		(424,805)	
Staff welfare	(3,801)		(5,698)	
Staff training and development	(2,103)		(424)	
Staff recruitment costs	(182)		(439)	
	(406,198)		(431,366)	
Premises costs				
Canteen	(551)		(484)	
Insurance	(19,416)		(12,469)	
Light and heat	(10,538)		(5,028)	
Cleaning and waste	(2,707)		(3,142)	
Repairs and maintenance	(1,416)		(704)	
Health and safety costs	(2,180)		(5,836)	
	(36,808)		(27,663)	

Cork Counselling Services Company Limited by Guarantee

Detailed income and expenditure account (continued)
Financial year ended 31 December 2023

	2023	2023	2022	2022
	€	€	€	€
Counselling, education, training and supervision costs				
Outside training and trainers	(115,818)		(80,517)	
Professional development	(41,397)		(41,139)	
Travel, workshop and training	(12,824)		(2,542)	
Supervision	(43,415)		(36,811)	
Workshop/room hire/accommodation	(33,091)		(36,091)	
	<u>(246,545)</u>		<u>(197,100)</u>	
Professional and related costs				
Legal costs	-		(894)	
Accountancy costs	(9,532)		(9,840)	
Audit fees	(10,476)		(9,224)	
	<u>(20,008)</u>		<u>(19,958)</u>	
Marketing and advertising				
Marketing and advertising	(14,199)		(18,936)	
	<u>(14,199)</u>		<u>(18,936)</u>	
Other administrative costs				
Printing, postage and stationery	(3,454)		(4,695)	
Telephone and broadband	(2,984)		(2,342)	
Computer, fundraising and photocopying costs	(18,097)		(22,148)	
Bank charges	(1,090)		(835)	
Paypal fees	(6,494)		-	
General expenses	(2,846)		(1,562)	
Subscriptions	(4,284)		(1,533)	
Depreciation	(6,585)		(5,945)	
	<u>(45,834)</u>		<u>(39,060)</u>	
Total resources expended		<u>(769,592)</u>		<u>(734,083)</u>
Net incoming resources		5,672		2,940
Interest receivable				
Other interest receivable and similar income		32		-
Interest payable and similar expenses				
Loan interest		<u>(8,912)</u>		<u>(8,278)</u>
Net movement in funds for the financial year		<u><u>(3,208)</u></u>		<u><u>(5,338)</u></u>