

Company Number: 240699
Charity Number: CHY 13126
Charities Regulatory Authority Number: 20040031

Empower Local Development Company Limited By Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2020

O'Gorman Brannigan Purtil & Co. Limited
Certified Public Accountants and Registered Auditors
22 Bridge Street
Ringsend
Dublin 4
Co.Dublin.
Ireland

Empower Local Development Company Limited By Guarantee

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Empower Local Development Company Limited By Guarantee
REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Moira Hyland Doyle Guy Thompson Kieran Dennison Michelle Forde Brian Chadwick Brendan Doorley (Resigned 16 June 2020) David Hughes Carol O'Flynn (Resigned 16 June 2020) Carmel Fitzpatrick Sharon Hennessy
Company Secretary	Helen Purcell
Charity Number	CHY 13126
Charities Regulatory Authority Number	20040031
Company Number	240699
Registered Office and Principal Address	Dillon House, Unit 106 Coolmine Business Park Clonsilla Dublin 15
Auditors	O'Gorman Brannigan Purtill & Co. Limited Certified Public Accountants and Registered Auditors 22 Bridge Street Ringsend Dublin 4 Co. Dublin, Ireland
Bankers	Ulster Bank Main Street Blanchardstown Dublin 15
Solicitors	Colm Murphy & Co Solicitors Unit 13A Main Street Ongar Village Dublin 15 Ireland

Empower Local Development Company Limited By Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2020.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Empower Local Development Company Limited By Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2020.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The company is limited by guarantee not having a share capital.

Purpose of Charities

Empower Local Development CLG was established in 1995, it is a local development company situated in Fingal with offices located in Clonsilla, Mulhuddart and Balbriggan. The company is responsible for a range of Government funded programmes to support individuals, families and community groups through:

- Employment Support
- Courses
- Supporting Communities
- Healthy Fingal

We deliver a range of programmes to meet these needs including:

- Social Inclusion and Community Activation Programme (SICAP)
- Local Employment Services Network/JobLink (LESN)
- JobClub
- TUS
- Care & Repairs
- Healthy Food Made Easy
- Tobacco Free Fingal
- We Can Quit
- Ability
- Community Services Programmes

The key task of Empower Local Development CLG is to develop initiatives, which create positive change in the area. This leads to social and economic improvements for communities and the people who live in them. Key objectives include:

- Delivering innovative and effective responses to needs in the area
- Co-ordinated social inclusion programmes
- Supporting communities to bring about positive change themselves
- Influencing key policy makers and programme funders

The company brings together the community, statutory and social partners, draws up local development plans aimed at reducing disadvantage and support & monitors the implementation of the agreed plan.

Financial Results

At the end of the financial year the company has assets of €828,162 (2019 - €621,932) and liabilities of €648,539 (2019 - €431,892). The net assets of the company have decreased by €(10,417).

Empower Local Development Company Limited By Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

Directors and Secretary

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

Moira Hyland Doyle
Guy Thompson
Kieran Dennison
Michelle Forde
Brian Chadwick
Brendan Doorley (Resigned 16 June 2020)
David Hughes
Carol O'Flynn (Resigned 16 June 2020)
Carmel Fitzpatrick
Sharon Hennessy

In accordance with the Constitution, one third of each of the Social Partners Directors, State Agency Directors and Community Directors shall retire from office with effect the end of the Annual General Meeting. Directors retiring mid-year shall constitute part of the one-third rotation.

The secretary who served throughout the financial year was Helen Purcell.

Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. Empower Local Development Company Limited By Guarantee subscribes to and is compliant with the following:

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

Research and Development

The company did not engage in any research and development activities during the year.

Going Concern

The company is dependent on income provided from government funders. As with many government funded charities, the company is affected by the budgetary constraints implemented by the national government. The trustees have reviewed all relevant information and are confident that the company has adequate financial resources to continue in operational existence for the foreseeable future. Consequently, the trustees consider it appropriate to prepare the financial statements on a going concern basis.

Empower Launch

On 20th April 2018, An Taoiseach Leo Varadkar launched Empower Local Development Company Limited By Guarantee as the organisations new name.

Post Balance Sheet Events

The directors are not expecting to make any changes in the nature of the business in the near future. At the time of approving the financial statements, the company has been exposed to the effects of the Covid-19 pandemic, in planning the directors will seek to protect the company's activities whilst managing the effects of the difficult period caused by the outbreak.

Auditors

The auditors, O'Gorman Brannigan Purtil & Co. Limited, (Certified Public Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Compliance Statement

The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:

- the existence of a compliance policy statement;
- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the year



IMPACT REPORT 2020



IMPACT REPORT 2020

About Empower

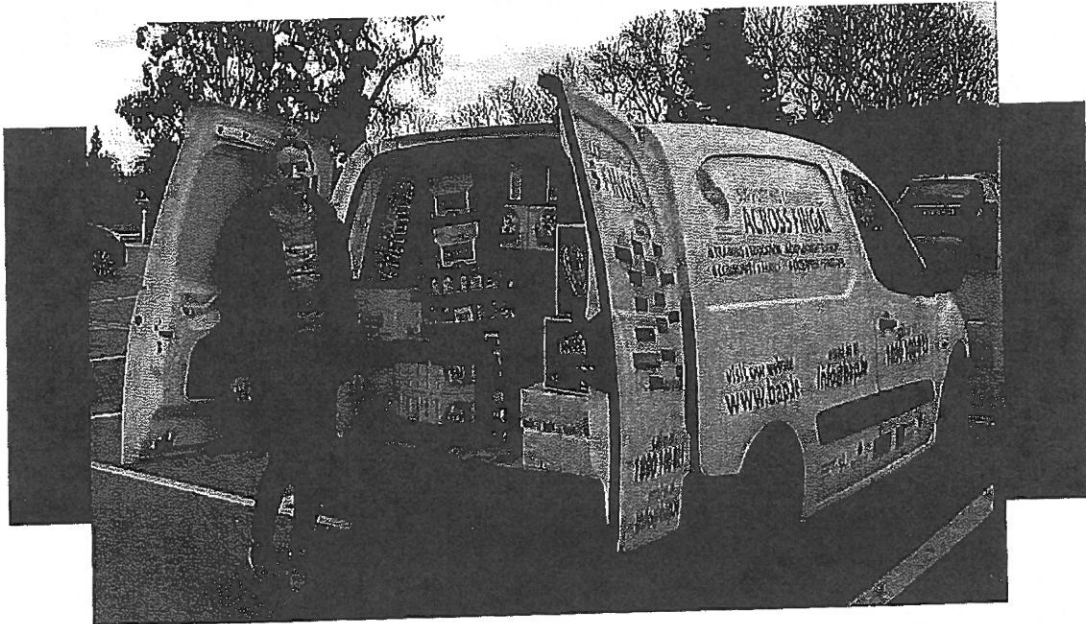
Empower is a registered charity and the social inclusion and local development company for Fingal. Our vision is to ensure all people who live in our community are valued equally.

We are part of the Irish Local Development Network, the representative body for Ireland's 49 local development companies. Empower is working towards building inclusive, vibrant communities and better life chances for people in Fingal.

We assist disadvantaged communities, families and individuals with personal development and wellbeing, social inclusion, employment training and placement, enterprise and social enterprise, community development, environment and climate action.

For Context: Profile of Fingal County

Fingal County has a population of 296,020. In total there are 16,993 persons living in disadvantaged / very disadvantaged areas across Fingal. An assessment of the county's geographic profile indicates that there are 45 small areas that are 'disadvantaged' and nine small areas that are 'very disadvantaged'.



Empower Local Development Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2020

Looking back at 2020

As with every year, we started off 2020 on a positive note, looking forward to continuing to roll-out our support services, further develop and grow our programmes as well as continuing to represent the voices of the people we support in Fingal at a local and national level.

No one could predict the tailspin that Covid-19 would throw the world into, and in 2020 our work became more important than ever.

One of the positive outcomes of the Covid-19 crisis has been the increase in awareness and public discourse on topics such as social isolation, the digital divide, family and childcare supports, and unemployment. For us in Empower, these issues are all too familiar – we have been on the ground working to help people adversely affected by these issues ever since we were founded.

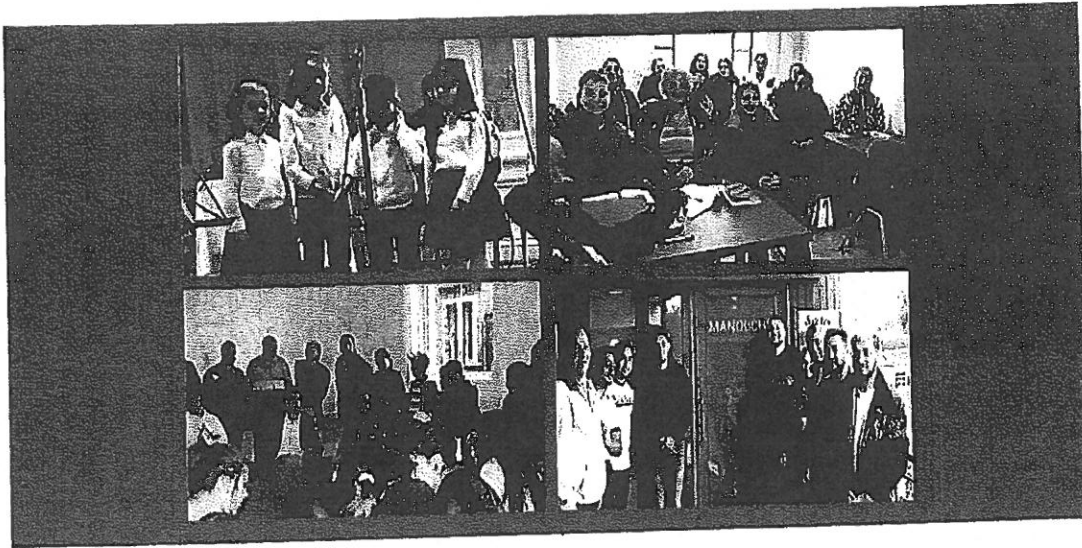
After the initial period of transitioning to remote working, Empower continued to provide all of our services, as well as ramping up others in response to the direct need brought about by Covid-19. This includes increased digital skills courses to help people to book medical appointments online; distributing meals and food parcels and hampers during lockdown, and ahead of Christmas.

The impact of Covid-19 will have long-lasting consequences. As the country and economy reopens, the social wounds will continue to smart. Empower will continue work with those most adversely affected by Covid-19 and be a voice for those who struggle to be heard.



A Snapshot of our Work in 2020

- Supported 5,019 individuals by providing tailored, holistic support according to their needs.
- Helped 488 people start their journey to stopping smoking.
- Delivered 14,000 meals during the first lockdown period of 2020.
- €5,000 donated to help families at Christmas, and over 200 families received Christmas hampers.
- 224 people learned healthy cooking recipes.
- 300 individuals progressed to employment or training.
- Distributed 151 tech devices and supported 100 people to improve their digital skills.
- Connect & Include webinar with stakeholders, policy-makers and funders.



OUR WORK WITH THE ROMA COMMUNITY

In 2016, a study undertaken of the Roma community living in Balbriggan (3,500 in 2018) found that:

- 90 per cent of the community are unemployed
- 75 per cent have no written English
- 55 per cent have not completed primary education.

Since 2017, we have engaged dedicated Outreach Workers to work with the Roma community in Fingal, to greater understand and work towards eradicating the social barriers facing the community.

Covid-19 disproportionately impacted the Roma community, not just in health, but also in accessing essential services remotely.

Empower helped the community by:

- Providing 32 Roma families with IT hardware, software, and basic training;
- Five Roma families were given home WiFi packages; and
- 12 Roma participated in advanced IT training.

Similarly, we established a Roma foodbank providing weekly food parcels to Roma families not just in Fingal, but in Louth, Meath and Monaghan.

- In Fingal, more than 50 families with over 300 people received food parcels.
- A further 70 families with almost 400 people supported in the rest of the country.
- Each parcel contained an HSE Covid-19 Leaflet translated into Roma.
- Some families received resource packs with cleaning & sanitary materials, activity packs for children.

In 2020, 42 per cent of the people we supported was made up of Roma, New Communities and Travellers compared to just 16 per cent for the national average. This demonstrates the success of employing dedicated target-group Outreach Workers to work with leaders in the Roma Community. Greater supporting the Roma community will be a key priority for Empower in 2021.

KEY SUPPORTS WE DELIVERED IN 2020

Response to Covid-19

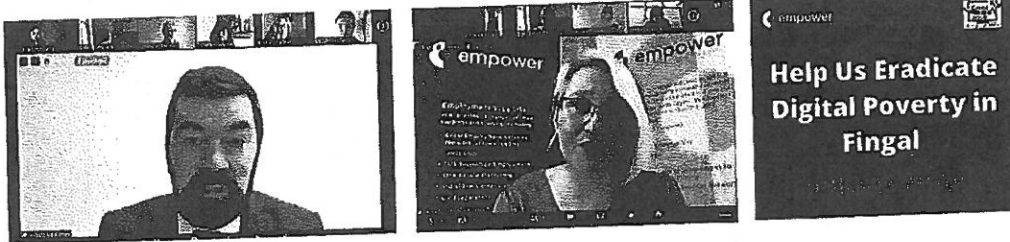
Initially, Ireland was locked down in March 2020 for a period of two weeks. After the initial two weeks, it was clear that individual and families in Fingal urgently needed food and supplies. We helped by:

- Distributing 12,000 meals during the first lockdown.
- Launched a new "Donate-A-Plate" Initiative.
- Supported Crosscare Foodbank financially, resulted in 400 families receiving food parcels during first lockdown.
- Empower arranged for Children's activity packs to be distributed to over 640 families.
- Helped 51 Traveller families by providing PPE and cleaning materials.
- Delivered nappies, sanitary products and baby food to over 172 families.

Connect and Include

Covid-19 made the world move online, but in Fingal, this wasn't so straightforward. Families were juggling home-schooling, work, and social life on one shared device. Paying for a broadband subscription is a step too far for many people. In Empower, we helped by:

- Distributing 151 laptops, phones and devices to families and individuals
- Supporting 201 people (including 70 children for educational purposes)
- Provided training and supports to people who needed digital skills
- Provided 12 families 12 months of WIFI
- Advocated for greater support by holding a webinar with Government, policy-makers and local stakeholders.



KEY SUPPORTS WE DELIVERED IN 2020

Health and Wellbeing

Healthy Fingal promotes health and wellbeing in Fingal, and is part of Empower. Key achievements in 2020 include:

- Allocating €30k of funding to fund eight services and/or activities to deliver mental health projects and/or wellbeing supports in the Fingal area
- Helped 55 people to quit smoking, starting 66 people on their journey.
- Delivered 224 healthy cooking courses
- Had 116 attend our "Baby Food Made Easy" courses
- Provided social prescribing to almost 40 individuals

Employment and Training

Helping people who are long-term unemployed is a key focus of our work. We help people by providing training and upskilling, as well as working with individuals to enter the workforce.

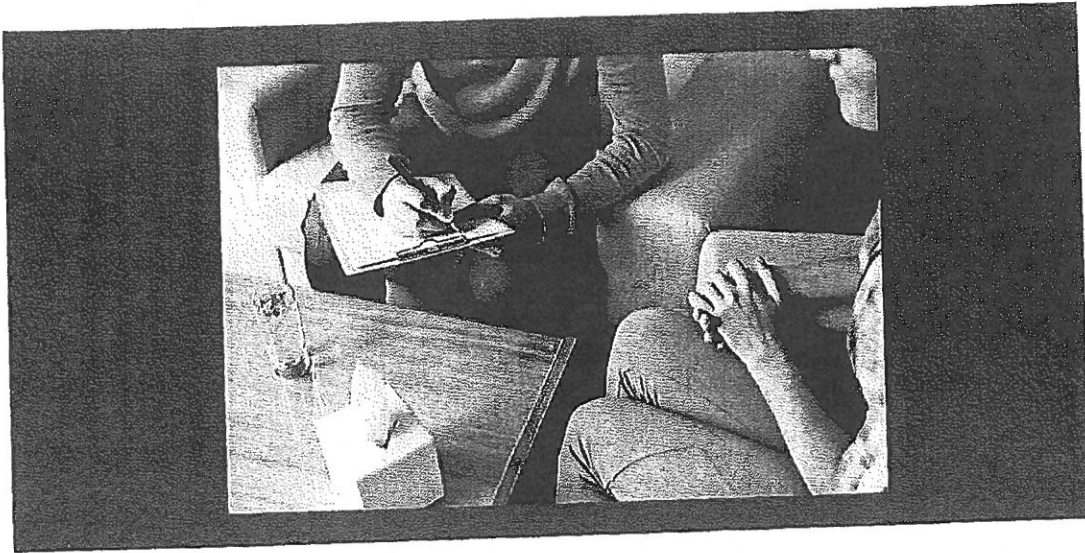
- Delivered over 2,000 hours of training to 412 individuals
- Helped 78 people get full-time jobs, five people get part-time job placements and three people into self-employment.
- 270 people received pre-start-up self-employment supports in 2020 either face-to-face, over the phone or via workshops.
- 108 people have been helped to set up their own business.
- 170 individuals who set-up over recent years received post start-up follow up supports.
- 58 Ethnic entrepreneurs participated in our Ethnic Enterprise Expo.

Christmas Appeal

Christmas is a tough time for families who are struggling financially, and Covid-19 exacerbated this. We helped by:

- Donating vouchers and cash worth €15,000 to help families.
- Donated food worth €5,000.
- Supported over 200 families (900 people) with food and toys.





SPOTLIGHT ON: SOCIAL PRESCRIBING

IA therapist working in Fingal advised her client, Mary*, about Empower's social prescribing service. Social prescribing is the use of non-medical supports to address the needs of people whose mental health is affected by depression or anxiety, and people who feel socially isolated.

Mary had depression and anxiety, and came to Empower for help. Empower's social prescriber went through a health and wellbeing plan with Mary and discovered that she was struggling to leave the house and had very low confidence and self-worth. The social prescriber explored options for Mary to engage with and committed to keep in touch with her on a weekly and later fortnightly basis to support her. Due to the Covid-19 restrictions, Mary was unable to participate in activities in the community but was able to enrol in online exercise and mindfulness programmes. Mary loved the online course, and benefitted from the structure and routine it brought to her day. These short programmes gave her the confidence to sign up for an intensive 8-week mindfulness course.

Now, Mary is much more comfortable to participate in Zoom calls with her social prescriber, is talking positively about her future, and has started to reduce her anti-depressant dose in consultation with their doctor.

Mary is continuing to engage with the service and is looking forward to getting involved in community activities once covid restrictions are eased. She also plans to engage with our employment supports and start looking at her options for retraining and getting back into employment.

MORE INFO



Further information about Empower is available at www.empower.ie, or by following Empower on social media: @EmpowerFingal.

Empower Local Development Company Limited By Guarantee
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2020

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Dillon House, Unit 106, Coolmine Business Park, Clonsilla, Dublin 15.

Approved by the Board of Directors on 29/7/2021 and signed on its behalf by:

Kieran Dennison
Kieran Dennison
Director

Brian Chadwick
Brian Chadwick
Director

Empower Local Development Company Limited By Guarantee
DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2020.

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the net income or expenditure 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 apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015);
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

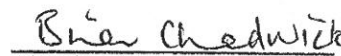
The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and net income or expenditure of the company to be determined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

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Board of Directors on 29/12/2020 and signed on its behalf by:


Kieran Dennison
Director


Brian Chadwick
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Empower Local Development Company Limited By Guarantee

Report on the audit of the financial statements

Opinion

We have audited the company financial statements of Empower Local Development Company Limited By Guarantee for the financial year ended 31 December 2020 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2020 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below 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 ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 3 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

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 the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based solely on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Empower Local Development Company Limited By Guarantee

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 any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. 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 in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Further information regarding the scope of our responsibilities as auditor

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

- Identify and assess the risks of material misstatement of, 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the 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.

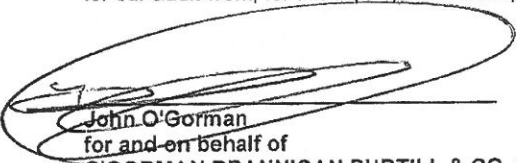
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

INDEPENDENT AUDITOR'S REPORT

to the Members of Empower Local Development Company Limited By Guarantee

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 any 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.



John O'Gorman

for and on behalf of

O'GORMAN BRANNIGAN PURTILL & CO. LIMITED

Certified Public Accountants and Registered Auditors

22 Bridge Street

Ringsend

Dublin 4

Co. Dublin.

Ireland

29/7/21

Empower Local Development Company Limited By Guarantee
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)

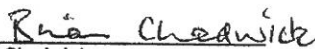
for the financial year ended 31 December 2020

	Notes	Unrestricted Funds 2020 €	Restricted Funds 2020 €	Total 2020 €	Unrestricted Funds 2019 €	Restricted Funds 2019 €	Total 2019 €
Incoming Resources							
Charitable activities							
- Charitable Activities	4.1	13,795	4,162,545	4,176,340	-	4,571,960	4,571,960
Other income	4.2	-	-	-	101	-	101
Total income		13,795	4,162,545	4,176,340	101	4,571,960	4,572,061
Resources Expended							
Raising funds	5.1	-	2,231,098	2,231,098	-	2,230,271	2,230,271
Charitable activities	5.2	-	1,955,659	1,955,659	-	2,340,820	2,340,820
Total Resources Expended		-	4,186,757	4,186,757	-	4,571,091	4,571,091
Net income/(expenditure)		13,795	(24,212)	(10,417)	101	869	970
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		13,795	(24,212)	(10,417)	101	869	970
Reconciliation of funds							
Balances brought forward at 1 January 2020	15	6,837	183,203	190,040	6,736	182,334	189,070
Balances carried forward at 31 December 2020		20,632	158,991	179,623	6,837	183,203	190,040

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

Approved by the Board of Directors on 29/12/2021 and signed on its behalf by:


Kieran Dehmison
Director


Brian Chadwick
Director

Empower Local Development Company Limited By Guarantee
BALANCE SHEET
as at 31 December 2020

	Notes	2020 €	2019 €
Fixed Assets			
Tangible assets	10	89,889	99,696
Current Assets			
Debtors	11	153,857	228,281
Cash at bank and in hand		584,416	293,955
		738,273	522,236
Creditors: Amounts falling due within one year	12	(648,539)	(431,892)
Net Current Assets		89,734	90,344
Total Assets less Current Liabilities		179,623	190,040
Funds			
Restricted funds		158,991	183,203
General fund (unrestricted)		20,632	6,837
Total funds	15	179,623	190,040

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the Board of Directors on 29/12/20 and signed on its behalf by:

Kieran Dennison
Kieran Dennison
Director

Brian Chadwick
Brian Chadwick
Director

Empower Local Development Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2020

1. GENERAL INFORMATION

Empower Local Development Company Limited By Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is Dillon House, Unit 106, Coolmine Business Park, Clonsilla, Dublin 15 which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)", Irish statute comprising the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

The company has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland.

As permitted by the Companies Act 2014, the company has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the company for the year ended 31 December 2017 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)" and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the company.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the company.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Incoming Resources

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

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

Resources Expended

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

Tangible fixed assets and depreciation

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

Land and buildings freehold	-	2% Straight line on cost
Fixtures, fittings and equipment	-	20% Straight line on cost
Motor vehicles	-	33.33% Straight line on cost
Computer equipment	-	33.33% Straight line on cost

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 company from government agencies and other co-funders, but not yet received at year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

3. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements.

4. INCOME

4.1 CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2020	2019
	€	€	€	€
SICAP	-	1,254,692	1,254,692	1,209,962
LES JobLink	-	988,281	988,281	985,297
Tus Programme	-	1,248,009	1,248,009	1,579,947
Other Programmes	13,795	571,069	584,864	703,544
Buchi / ROMA	-	77,744	77,744	54,545
Healthy Ireland	-	22,750	22,750	38,665
	<u>13,795</u>	<u>4,162,545</u>	<u>4,176,340</u>	<u>4,571,960</u>

4.2 OTHER INCOME

	Unrestricted Funds	Restricted Funds	2020	2019
	€	€	€	€
Other income	-	-	-	101
	<u>-</u>	<u>-</u>	<u>-</u>	<u>101</u>

5. EXPENDITURE

5.1 RAISING FUNDS

	Direct Costs	Other Costs	Support Costs	2020	2019
	€	€	€	€	€
Raising funds	<u>2,231,098</u>	<u>-</u>	<u>-</u>	<u>2,231,098</u>	<u>2,230,271</u>

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

5.2 CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2020 €	2019 €
Expenditure on charitable activities	<u>1,787,052</u>	<u>9,156</u>	<u>159,451</u>	<u>1,955,659</u>	<u>2,340,820</u>

6. ANALYSIS OF SUPPORT COSTS	Basis of Apportionment	2020 €	2019 €
Bank Charges	Project Activity	1,971	2,790
Depreciation	Project Activity	9,807	9,806
Legal and professional	Project Activity	29,407	20,813
Premises running cost	Project Activity	40,940	61,335
Office & sundry costs	Project activity	77,326	78,605
		<u>159,451</u>	<u>173,349</u>

7. NET INCOMING RESOURCES	2020 €	2019 €
Net Incoming Resources are stated after charging/(crediting):		
Depreciation of tangible assets	<u>9,807</u>	<u>9,806</u>

8. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed during the financial year was as follows: 176 (2019: 177)

	2020 Number	2019 Number
Average number of employees	<u>176</u>	<u>177</u>

The staff costs comprise:

	2020 €	2019 €
Wages and salaries	2,940,556	3,294,866
Social security costs	197,134	192,824
Pension costs	79,444	84,830
	<u>3,217,134</u>	<u>3,572,520</u>

The Tus participants are in receipts of one year contracts from Empower Local Developments CLG. The total payroll costs expenses for Tus participants for 2020 was €1,125,009 (2019: €1,463,156) as per POBAL.

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

9. EMPLOYEE BENEFITS (PER DEPARTMENT OF FINANCE CIRCULAR 13/2014)

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

	Number of Employees	Number of Employees
€60,000 - €69,999	1	1
€80,000 - €89,999	1	1

Employer pension contribution costs were €79,444 in 2020 (2019: €84,830)

No remuneration or other benefits have been paid or are payable to any trustees directly or indirectly from the funds of the charity.

No expenses were incurred by the trustees.

10. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Fixtures, fittings and equipment €	Motor vehicles €	Computer equipment €	Total €
Cost					
At 31 December 2020	202,426	130,311	14,400	148,471	495,608
Depreciation					
At 1 January 2020	113,264	129,030	14,400	139,218	395,912
Charge for the financial year	4,049	183	-	5,575	9,807
At 31 December 2020	117,313	129,213	14,400	144,793	405,719
Net book value					
At 31 December 2020	<u>85,113</u>	<u>1,098</u>	-	<u>3,678</u>	<u>89,889</u>
At 31 December 2019	<u>89,162</u>	<u>1,281</u>	-	<u>9,253</u>	<u>99,696</u>

11. DEBTORS

	2020 €	2019 €
Grant receivables & Trade debtors	143,258	216,641
Other debtors	8,449	8,779
Prepayments	2,150	2,861
	<u>153,857</u>	<u>228,281</u>

Grant receivables includes an amount due of €10,842 (2019: €22,557) to LES JobClub and €102,459 (2019: 174,413) to LES JobLink, both from the Department of Social Protection. It also includes an amount due of €24,197 (2019: €15,669) to SICAP from Fingal County Council.

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

12. CREDITORS	2020	2019
Amounts falling due within one year	€	€
Amounts owed to credit institutions		
Bank overdrafts	-	3,149
Trade creditors	2,879	8,554
DSP Float	274,367	274,367
Accruals	8,303	8,303
Deferred Income	362,990	137,519
	<u>648,539</u>	<u>431,892</u>

The Department of Social Protection advance to both LES JobLink (€254,960) and LES JobClub (€19,407) are included in DSP Float. This represent a float received by both projects in advance of 2020.

13. STATE FUNDING (per Department of Finance circular 13/2014)

Funder	Department of Rural and Community Development
Programme	Social Inclusion & Community Activation
Term	12 Months
Fund taken to income in period	€ 1,221,392
Cash received in period	€ 1,246,141
Capital grant	Nil
Fund due (deferred) at period end	(€24,749)
Float funding in place	Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the programme
Funder	Department of Rural & Community Development
Programme	Community Services Programme
Term	12 Months
Fund taken to income in period	€ 73,919
Cash received in period	€ 73,919
Capital grant	Nil
Fund due at period end	Nil
Float funding in place	Nil
Purpose of fund	Service Delivery
Restriction in use	Funds may only be used for the purpose of the programme

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

Funder	Department of Employment Affairs and Social Protection
Programme	LES JobLink
Term	12 Months
Fund taken to income in period	€ 988,281
Cash received in period	€ 1,060,235
Capital grant	Nil
Fund due at period end	€ 102,459
Float funding in place	€ 254,960
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for purpose of the programme
Funder	Department of Employment Affairs and Social Protection
Programme	LES JobClub
Term	12 Months
Fund taken to income in period	€ 103,401
Cash received in period	€ 115,116
Capital grant	Nil
Fund due at period end	€ 10,842
Float funding in place	€ 19,407
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the fund
Funder	Department of Employment Affairs and Social Protection
Programme	Tus
Term	12 Months
Fund taken to income in period	€ 123,000
Cash received in period	€ 123,000
Capital grant	Nil
Fund due at period end	Nil
Float funding in place	Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the delivery

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

Funder	Department of Education and Skills
Programme	Higher Education Equality of Access
Term	12 Months
Fund taken to income in period	€ 58,834
Cash received in period	€ 60,000
Capital grant	Nil
Fund due (deferred) at period end	(€ 1,166)
Float funding in place	Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the programme
Funder	Department of Health
Programme	Healthy Food Made Easy
Term	12 Month
Fund taken to income in period	€ 45,031
Cash received in period	€ 88,000
Capital grant	Nil
Fund due (deferred) at period end	(€42,969)
Float funding in place	Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the programme
Funder	Department of Employment Affairs and Social Protection
Programme	Ability
Term	12 Months
Fund taken to income in period	€ 169,861
Cash received in period	€ 180,727
Capital grant	Nil
Fund due (deferred) at period end	(€10,866)
Float funding in place	Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the programme

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

Funder	Department of Health
Programme	Healthy Ireland
Term	12 Months
Fund taken to income in period	€ 51,753
Cash received in period	€ 78,300
Capital grant	Nil
Fund due (deferred) at period end	(€26,547)
Float funding in place	Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the programme
Funder	Department of Justice & Equality
Programme	ROMA Employment Project (ROMA Community Inclusion Project)
Term	12 Months
Fund taken to income in period	€ 75,000
Cash received in period	€ 75,000
Capital grant	Nil
Fund due at period end	Nil
Float funding in place	Nil
Purpose of fund	Service delivery
Restriction on use	Funds may only be used for the purpose of the programme

14. RESERVES

	2020	2019
	€	€
At 1 January 2020	190,040	189,070
(Deficit)/Surplus for the financial year	(10,417)	970
At 31 December 2020	<u>179,623</u>	<u>190,040</u>

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

15. FUNDS				
15.1 RECONCILIATION OF MOVEMENT IN FUNDS		Unrestricted Funds	Restricted Funds	Total Funds
		€	€	€
At 1 January 2019		6,736	182,334	189,070
Movement during the financial year		101	869	970
At 31 December 2019		6,837	183,203	190,040
Movement during the financial year		13,795	(24,212)	(10,417)
At 31 December 2020		<u>20,632</u>	<u>158,991</u>	<u>179,623</u>

15.2 ANALYSIS OF MOVEMENTS ON FUNDS					
	Balance 1 January 2020	Income	Expenditure	Transfers between funds	Balance 31 December 2020
	€	€	€	€	€
Restricted funds					
Fingal County Council - SICAP	109,997	1,254,692	1,239,898	-	124,791
DSP - LES Joblink	4,140	988,281	992,421	-	-
DSP - LES JobClub	-	103,402	103,402	-	-
DSP - Tus Income	3,702	1,248,009	1,248,646	-	3,065
Other Programmes	65,263	94,562	120,839	-	38,986
Ability	2,603	169,663	171,162	-	1,104
CSP	(6,937)	144,608	144,410	-	(6,739)
Buchi/ROMA	6,942	77,744	83,725	-	961
Healthy Ireland	(2,507)	22,750	23,420	-	(3,177)
Higher Education Equality of Access	-	58,834	58,834	-	-
	<u>183,203</u>	<u>4,162,545</u>	<u>4,186,757</u>	<u>-</u>	<u>158,991</u>
Unrestricted funds					
Unrestricted General	6,837	13,795	-	-	20,632
Total funds	<u>190,040</u>	<u>4,176,340</u>	<u>4,186,757</u>	<u>-</u>	<u>179,623</u>

16. STATUS

The company is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

17. POST-BALANCE SHEET EVENTS

At the time of approving the financial statements, the company has been exposed to the effects of the Covid - 19 pandemic, in planning the directors will seek to protect the company's activities whilst managing the effects of the difficult period caused by the outbreak.

18. TAX CLEARANCE

Empower Local Development Company Limited by Guarantee holds a valid tax clearance certificate.

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2020

continued

19. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 29/1/21.....