



Company Registration Number: 240699
Charity Number: GHY 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 2024

O'Gorman Brannigan Purtill & Co. Unlimited Co.
Certified Public Accountants and Registered Auditors
Anglesea House,
Anglesea Street,
Clonmel,
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Empower Local Development Company Limited By Guarantee

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**Empower Local Development Company Limited By Guarantee
DIRECTORS' AND OTHER INFORMATION**

Directors	Moira Hyland Doyle (Resigned 26 March 2024) Guy Thompson Kieran Dennison Michelle Forde Brian Chadwick David Hughes (Resigned 28 May 2024) Carmel Fitzpatrick Sharon Hennessy Pat O'Connor Mary Geagan (Appointed 26 March 2024)
Company Secretary	Helen Purcell
Charity Number	CHY 13126
Charities Regulatory Authority Number	20040031
Company Registration Number	240699
Registered Office	Dillon House, Unit 106 Coolmine Business Park Clonsilla Dublin 15
Principal Address	Dillon House, Unit 106 Coolmine Business Park Clonsilla Dublin 15
Auditors	O'Gorman Brannigan Purtill & Co. Unlimited Co. Certified Public Accountants and Registered Auditors Anglesea House, Anglesea Street, Clonmel, Co. Tipperary E91 P2C8
Principal Bankers	Bank of Ireland Swords Dublin Ireland
Solicitors	Sonia McEntee Solicitors Unit 13A, Main Street, Ongar Dublin 15

Empower Local Development Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2024.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and 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 2024.

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, 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 the Charity

Empower Local Development Company Limited by Guarantee (Empower CLG) is a local development company in Fingal working with local people, community representatives, the State, employers, trade unions and elected representatives.

Empower CLG is a company with charitable status. It is governed by a multi-sectorial voluntary board of directors/members.

The main objects of the company are to promote, support, assist and engage in:

- (i) Social development;
- (ii) Enterprise development;
- (iii) Urban regeneration, and
- (iv) Community development.

These are all designed to benefit and promote the welfare of local communities or to deal with the causes and consequences of social and economic disadvantage and poverty.

Empower CLG operate in a partnership and collaborative approach with key stakeholders at local, regional and national level to address social exclusion and poverty.

Principal Activities

The principle activity of the company is to work with individuals, children and families, groups and communities who experience or who are at risk of experiencing social, cultural, health and economic disadvantage. We campaign for social inclusion and improving life opportunities in Fingal to bring about positive changes in people's lives and their communities.

Empower CLG Vision

Empower CLG's vision is to ensure that all who live in Fingal are valued equally. To live and work within a culture of raised expectations and equal opportunities for all. Where social inclusion and financial security and the substantial benefits of the green economy transition are shared widely and are lived experiences for children, families, individuals and communities in Fingal.

Empower CLG Mission

To enable positive change by offering leadership, partnership and innovation to individuals and communities across Fingal. To respond to unemployment and social exclusion through relevant and appropriate programmes and services. To empower members of local communities shape their local economies, to ensure benefits are generated from 'The Just Transition' at grassroots. To improve the quality of life of those we serve through brave advocacy, climate action and anti-poverty measures. To lead, facilitate and co-ordinate the anti-poverty and social inclusion strategy across Fingal.

Empower CLG assist disadvantaged communities, families and individuals with personal development and wellbeing, social inclusion, employment training and placement, enterprise and social enterprise, community development,

Empower Local Development Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

environment and climate action.

Empower CLG deliver a range of programmes and services to meet these needs.

Programmes managed and delivered by Empower CLG

Empower CLG had responsibility and delivery of the following programmes and projects in 2024 in line with the company Vision and Mission.

Social Inclusion Community Activation Programme (SICAP)	Dept. Rural & Community Development (DRCD)
Local Area Employment Service	Department of Social Protection
Tús (Community Work Placement Initiative)	Department of Social Protection
Healthy Food Made Easy	Health Service Executive
Smoking Cessation Project/We Can Quit	Health Service Executive
Social Prescribing	Health Service Executive
Community connector	Health Service Executive
Roma Intergenerational	Health Service Executive
Roma employment	Dept. Of Children Equality, Disability, Integration and Youth (DCEDIY)
WorkAbility – Inclusive paths to employment programme	Department of Social Protection
Community Services Programme (CSP) One Step Closer	Department of Social Protection
Placed Based Leadership Programme	Dept. Rural & Community Development (DRCD)
Higher Education equality of access initiative	Department of Education
CYPSC	TUSLA
Children & Families - Ukrainian/IPA	TUSLA
Roma Intergenerational Project	Northside Homecare Services

Summary of Activities, Achievements and Performance in 2024

Each programme delivered by Empower CLG has a specific operational plan with key performance indicators set out on an annual basis.

The SICAP programme aims to reduce poverty, promote social inclusion and equality through supporting individuals, local community groups (LCGs), Networks, Social Enterprises (SEs), children and families using community development approaches, engagement and collaboration.

Individuals

Empower CLG use a Social Role Valorisation approach to support individuals most in need on a one-to-one basis. This person-centred approach allows individuals to explore their options and choose the most appropriate course of action for them and their families. Responses to the needs of individuals included the following supports:

Cost of living - Individuals have been supported by Empower to address food and fuel poverty by establishing a foodbank in Balbriggan based in the Social Inclusion Hub. It provides food and hygiene parcels to 432 adults and 490 children each fortnight.

Health Equality and Wellbeing - The SICAP team leveraged €260,799 in 2024 to address Health Inequalities.

Empower Local Development Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Vulnerable people who make up Empower's service users are much more likely to experience chronic illness such as asthma, diabetes, heart disease and cancers. Empower supported 785 individuals experiencing health inequalities through Social Prescribing, Healthy Food Made Easy, We Can Quit smoking and WRAP.

- 278 individuals were supported through Social Prescribing.
- 93 people aged over 65 were supported by our ICPOP Community Connector.
- 78 people participated in 8 We Can Quit smoking cessation programmes, with 38 people successfully quitting.
- 31 Healthy Food Made Easy courses were delivered to 261 people.
- 12 online Baby Food Made Easy courses were attended by 1,750 people.
- 53 participants took part in 5 Wellness Recovery Action Plan programmes.
- 826 members of the Roma community received health support interventions, which included 158 securing Medical Card.

Community Organisations

In 2024 Empower supported 71 Community Organisations, comprised of 44 community groups, 17 collaborative networks and 10 social enterprises.

The types of interventions these Community Organisations received include:

- Supports to expand services (38%);
- Support to improve organisational capacity (27%);
- Planning and Review (16%);
- Supports to develop and improve governance capacity (19%).

Children and Families from SICAP target groups continue to be a primary focus of our work. The cost of living crisis disproportionately negatively affects children and families from vulnerable groups. Empower collaborated with target-group representative organisations (Roma, IPA, Traveller, Disability and Refugee), HSE, TUSLA, Fingal CYPSC and others to identify and respond to identified needs.

Empower continues to coordinate Fingal Anti-Racism Network in consultation with the Irish Network Against Racism and Fingal Communities Against Racism. This is a network of community groups and individuals from multiple SICAP target groups.

During 2024 Empower piloted a Detached Youth Work programme and the Balbriggan Integration Youth Hub in response to an identified need in the Balbriggan Youth Provision Report, 2022. This pilot has evidenced a definite need for increased youth service provision and premises to house youth projects in Balbriggan.

Social Enterprises supported by Empower employ 32 full-time, 29 part-time and 31 volunteer staff. They include Aster Family Resource Centre, BASE Enterprise Centre, Drafocht, Football Cooperative, Ladybird Lane, Little Learners, Musicantia, One Step Closer and Phoenix FM. We support these SE's in various roles of: Directors, Management Committee members or in an advisory capacity. Supports include: promoting sustainability; accessing funding; financial management; compliance with Charities Governance Code; and community engagement, particularly of hard-to-reach target groups.

2,934 children and 2,284 parents/guardians benefitted through activities encouraging access to further education and training, family supports, pre-school as well as welfare and wellbeing supports.

The Department of Education – Higher education equality of access initiative supported disadvantaged young people in education and access to further educational options.

CSP – One Step Closer Migrant Integration Hub.

The One Step Closer Migrant Integration Hub has made significant progress in promoting the inclusion, participation, and empowerment of migrants, refugees, and International Protection Applicants (IPAs), Travellers and Roma in Fingal. Our achievements over the past year demonstrate our commitment to delivering holistic, person-centred supports that respond to the evolving needs of our diverse communities.

Delivery of Training Programmes:

One of our most notable achievements is the successful rollout of training initiatives, supporting over 1,000 individuals to develop their skills, increase employability, and build confidence in their new communities. Key training areas include:

- **Industry-Specific Training:** We facilitated training for 538 individuals in areas such as Safe Pass, Manual Handling, Basic Guarding Skills, Forklift Training, HACCP and Computer Applications. This training has served to equip them with qualifications and skills relevant to a range of industries, supporting pathways into meaningful employment and financial independence.
- **English Language Supports:** Recognising the critical role of language in integration, we provided tailored English language programmes to 355 participants, helping them navigate daily life, access services, and engage with the wider community.
- **Pre-Employment Supports:** We assisted 119 individuals with practical pre-employment skills such as CV preparation, interview techniques, and job applications, enhancing their readiness for the labour market.

Empower Local Development Company Limited By Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Engagement and Partnerships:

Engagement with target groups, including asylum seekers, IPAs, and new communities, remains a cornerstone of our work. We have strengthened collaboration with:

- **Statutory and Community-Based Services:** Partnerships with IPAS, TUSLA, Family Support Services, HSE Primary Care, schools, Early Years services, Adult Guidance Centres, and CTCs have enhanced our capacity to provide wraparound supports.
- **Community Outreach:** Through information sessions, workshops, and local engagement, we have increased awareness and accessibility of our services.
- **User-Led Feedback Mechanisms:** Regular feedback from service users informs ongoing improvements and ensures our services remain relevant and responsive.

Self-Employment / Enterprise

A consistent number of client referrals remained in place with a relatively equal spread across the North County and Dublin 15. Strong connections exist with Intreo Case Workers across the county and this has proved helpful in maintaining referral numbers.

Events attended and presented at across the county including,

- LEO Rising Finance
- BTDG Self-employment/SYOB
- National Women's Enterprise Day Event
- National Social Enterprise Conference 2024

199 people were referred for Self-Employment during 2024 and of those 107 were registered and 70 progressed to self-employment through BTWEA / STEA.

DNW Local Area Employment Service (LAES) Finglas and Blanchardstown

Empower CLG and Dublin Northwest Partnership delivers the LAES under contract to the Department of Social Protection (DSP) in their geographical areas.

The service provides a comprehensive one-to-one guidance and employment supports to long term unemployed participants furthest from the labour market. Key Performance indicators are set by the Department of Social Protection and the individuals are referred by the department to the LAES.

During the current climate where the official number on the live register indicates an all-time low in unemployment rates, DNW Finglas and Blanchardstown LAES continue to provide meaningful and significant engagement with its caseload of unemployed people, many of whom are very vulnerable and outside of the labour market.

Year 2 saw a significant drop in the number of clients referred into the service by DSP. This fell far below the guaranteed number of referrals. While this situation is being addressed with the department, it has had an impact on service delivery.

DNW LAES Year 2 Stats – September 2023 to August 2024

	Target	Output	Status
1	90% of referrals will start the service	90%	Achieved
2	80% of referrals to complete a Personal Progression Plan (PPP)	90%	Over achieved
3	20% of clients who complete a PPP Will enter and sustain 17 weeks Employment of 30+hours per week	4.3%	Under achieved*

*Many of the individuals referred to the LAES by DSP experience significant barriers to employment and require intensive supports over a longer period of time than is currently permitted under the current LAES contract model.

During 2024 we supported individuals referred to the LAES progress to various education and training opportunities and employment programmes such as Community Employment and Tús schemes.

Tús

Tús is a community work placement programme that offers work experience in community organisations for individuals who have been out of work for over one year.

In 2024 the TUS programme continued to provide part time work placements. While numbers participating on the programme have reduced in recent years due to lower Live Register figures efforts are ongoing to increase participant numbers through other referral sources, both internally and externally.

Alongside 20 hours work per week in Community Organisations, participants were provided with group and individual training inputs. The type of training provided varied from quite basic inputs to more bespoke work based modules.

Of the 44 participants who exited TUS in 2024, 23 went on to further education, training or employment.

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Workability

In its first year, the programme registered and worked with over 70 people with disabilities from the period May to 2024 to December 2024 which is above the target number. Many of these availed of training supports both group and individual. This included soft skills development, employment skills and specialist training. Special Needs aids and supports were also provided where needed, including adapted software, screen readers and touch type licences.

Work Placements for participants were also achieved as well as work experience.

We delivered a pilot training webinar on Disability Awareness for Employers to Local Community based employers and more sessions are planned with wider groups of employers. The company website was upgraded to make it accessible and "readable" for People with Disabilities.

Christmas Appeal

Empowers annual Christmas Appeal supported 268 families.

Families in need of support are identified by Empower team members and colleagues in other services including Aster Family Resource Centre, Blanchardstown Traveller Development Group, Blanchardstown Centre for Independent Living, Musicantia, Blakestown/Mountview NYP, amongst others.

In collaboration with The Blanchardstown Shopping Centre, Empower co-ordinated the operation of the Christmas Giving Tree. This significant piece of work involved staffing resources and the assistance of volunteers, which directly attributed to its success. The general public were extremely generous and their generosity helped alleviate some of the stresses and pressures which impact disadvantaged families at this time.

Children and Families supported by the appeal under the following target groups:

- People impacted by educational disadvantage (23%)
- Refugees (18%)
- Roma (17%)
- IPAs (14%)
- People living in disadvantaged communities (9%)
- People living in jobless households (5%)
- Travellers (5%)
- Heads of One-parent Families (9%)

Financial Results

At the end of the financial year the company had gross assets of €2,455,042 (2023 - €2,038,697) and gross liabilities of €1,565,462 (2023 - €1,241,533). The net assets of the company have increased by €92,416.

Reserves Position and Policy

The Board of directors has set a reserves policy which requires reserves to be maintained at a level which ensures the company's core activity could continue during a period of unforeseen difficulty.

A proportion of reserves are maintained in a readily realisable form.

This takes into account:

- To fund working capital;
- To fund unexpected expenditure, for example when projects overrun, or unplanned events occur;
- To fund shortfalls in income, when income does not reach expected levels.

The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle. To view reserves is to see funds that will cover working capital requirements e.g. to cover any time lag between spending and when grants come in, and/or to "buy some time" in the event of reduced income or changes in circumstances.

In planning its budget each year, the directors review the timing of the likely cash flows in and out as well as the levels of income and expenditure. In the event there is a possibility that funding from a particular source will be cut, the company will need reserves to fund committed expenditure whilst they source alternative funding.

Principal Risks and Uncertainties

The Directors have identified that the key risks and uncertainties the Charity faces relate to the risk of a decrease in the level of government funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation.

The charity mitigates these risks as follows:

- The charity continually monitors the level of activity, prepares and monitors its budgets targets and projections. The charity has a policy of maintaining cash reserves and it has also developed a strategic plan which will allow for the

Empower Local Development Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

diversification of funding and activities; and

- The charity closely monitors emerging changes to regulations and legislation on an on-going basis.

Operational/internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects and the requirements for budgets covering all activities. Procedures are in place to ensure compliance with health and safety of staff, volunteers and service users by ensuring all accreditation is up to date.

In common with many charities, the company's principal risk is reputational damage. Reputational 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 company was awarded the Local Area Employment Services ("LAES") contract in August 2022. This contract has a number of specific risks that could individually or collectively have a future negative impact on the financial reserves of the company.

The specific risks that could have a negative impact on the financial reserves of the company are:

- (1) delays in referrals of clients by the Department of Social Protection;
- (2) increased operating costs over the term of the contract;
- (3) client non-attendance rates in excess of expectations;
- (4) contract termination costs.

The directors are aware of these risks and continue to monitor the performance of the contract carefully. Any ongoing surplus arising from the ongoing operation of the contract will be ring-fenced to cover any financial risks identified.

Future Developments

The directors are not expecting to make any significant changes to the nature of the activities of the company in the near future.

Directors and Secretary

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

Moira Hyland Doyle (Resigned 26 March 2024)

Guy Thompson

Kieran Dennison

Michelle Forde

Brian Chadwick

David Hughes (Resigned 28 May 2024)

Carmel Fitzpatrick

Sharon Hennessy

Pat O'Connor

Mary Geagan (Appointed 26 March 2024)

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

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)

Going Concern

Empower Local Development Company Limited By Guarantee receives the majority of its funding from Government Agencies, including Fingal County Council, the Department of Social Protection, POBAL, HSE etc. The company's ability to continue operating as a going concern is dependent on future funding from Government agencies. The funding for the company must be applied for on an annual basis and is subject to certain conditions being adhered to. As at the date of signing of the financial statements funding for the company from is currently guaranteed up to the 31st December 2024.

After making enquiries, and after considering the uncertainties described above, the directors are confident that all such conditions will be met and that the continued support for government funding will be obtained for the next 12 months from the date of signing of these financial statements. The directors, therefore, consider it appropriate to adopt the going concern basis in preparing the company's financial statements.

Empower Local Development Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Post Balance Sheet Events

The company is experiencing a decline in the number of referrals to the Local Area Employment Service. The directors and management team are actively monitoring this situation and are working with the Department of Social Protection to address this issue. If not resolved, this issue could have a potential implications for "Year 4" of this contract, the financial effects of which cannot be quantified at this time.

No other events occurred between the year end and the date of signing of the auditors report which would require adjustment or disclosure in the financial statements.

The Auditors

The auditors, O'Gorman Brannigan Purtill & Co. Unlimited Co., (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

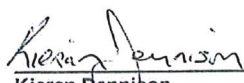
The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:

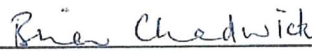
- the existence of a compliance policy statement;
- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the year

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 29/4/25 and signed on its behalf by:


Kieran Dennison
Director


Brian Chadwick
Director

Empower Local Development Company Limited By Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the 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;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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.

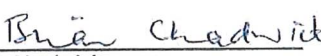
In so far as the directors are aware:

- 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.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 29/4/25 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 ('the Charity') for the financial year ended 31 December 2024 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2024 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and 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.

INDEPENDENT AUDITOR'S REPORT

to the Members of Empower Local Development Company Limited By Guarantee

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and
- the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

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 and the 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 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 charity. 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 set out on page 11, 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, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Empower Local Development Company Limited By Guarantee

Further information regarding the scope of our responsibilities as auditor


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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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.

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.


John O'Gorman
for and on behalf of
O'GORMAN BRANNIGAN PURTILL & CO. UNLIMITED CO.
Certified Public Accountants and Registered Auditors
Anglesea House,
Anglesea Street,
Clonmel,
Co. Tipperary
E91 P2C8

29/4/25


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

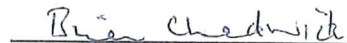
for the financial year ended 31 December 2024

	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
Income							
Charitable activities							
■ Charitable Activities	5.1	1,378,471	4,808,601	6,187,072	1,894,136	4,302,756	6,196,892
Other income	5.2	-	41	41	-	-	-
Total income		1,378,471	4,808,642	6,187,113	1,894,136	4,302,756	6,196,892
Expenditure							
Charitable activities	6.1	1,359,256	4,735,441	6,094,697	1,611,426	4,206,325	5,817,751
Net income/(expenditure)		19,215	73,201	92,416	282,710	96,431	379,141
Transfers between funds		-	-	-	50,000	(50,000)	-
Net movement in funds for the financial year		19,215	73,201	92,416	332,710	46,431	379,141
Reconciliation of funds:							
Total funds beginning of the year	17	453,545	343,619	797,164	120,835	297,188	418,023
Total funds at the end of the year		472,760	416,820	889,580	453,545	343,619	797,164

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 29/4/25 and signed on its behalf by:


Kieran Dennison
Director



Brian Chadwick
Director

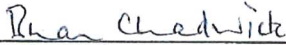
Empower Local Development Company Limited By Guarantee
BALANCE SHEET

as at 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible assets	11	<u>80,139</u>	<u>75,396</u>
Current Assets			
Debtors	12	354,535	280,112
Cash at bank and in hand	13	<u>2,020,368</u>	<u>1,683,189</u>
		<u>2,374,903</u>	<u>1,963,301</u>
Creditors: Amounts falling due within one year	14	<u>(1,565,462)</u>	<u>(1,241,533)</u>
Net Current Assets		<u>809,441</u>	<u>721,768</u>
Total Assets less Current Liabilities		<u>889,580</u>	<u>797,164</u>
Funds			
Restricted funds		416,820	343,619
General fund (unrestricted)		<u>472,760</u>	<u>453,545</u>
Total funds	17	<u>889,580</u>	<u>797,164</u>

Approved by the Board of Directors on 29/4/25 and signed on its behalf by:


 Kieran Dennison
 Director


 Brian Chadwick
 Director

Empower Local Development Company Limited By Guarantee
STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		92,416	379,141
Adjustments for:			
Depreciation		10,126	5,488
Interest receivable and similar income		(41)	-
		<u>102,501</u>	<u>384,629</u>
Movements in working capital:			
Movement in debtors		(74,423)	124,891
Movement in creditors		323,929	(36,587)
		<u>352,007</u>	<u>472,933</u>
Cash flows from investing activities			
Interest received		41	-
Payments to acquire tangible assets		(14,869)	(2,816)
		<u>(14,828)</u>	<u>(2,816)</u>
Net cash used in investment activities			
		<u>337,179</u>	<u>470,117</u>
Net increase in cash and cash equivalents		337,179	470,117
Cash and cash equivalents at the beginning of the year		1,683,189	1,213,072
Cash and cash equivalents at the end of the year	13	<u>2,020,368</u>	<u>1,683,189</u>

Empower Local Development Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

The financial statements comprising the Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes constitute the individual financial statements of Empower Local Development Company Limited By Guarantee for the financial year ended 31 December 2024.

Empower Local Development Company Limited By Guarantee is a company limited by company limited by guarantee incorporated in 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 activities 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, modified to include certain items at fair value. 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 and the Companies Act 2014

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, however it is considered best practice. The directors consider the adoption of the SORP requirements as the most appropriate accounting practice and presentation to properly reflect and disclose the activities of the organisation

The significant accounting policies adopted by the Company and applied consistently are as follows:

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categorises 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.

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the company is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the company.

The income of the Charity consists primarily of grants (primarily from government bodies).

The following specific policies are applied to particular categories of income:

Income from government grants and other grants:

Income from government and other grants, whether 'capital' or 'revenue grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity is recognised within income from donations. 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 income from charitable activities.

Donated services or facilities

Donated services are included at the fair value to the charity where this can be quantified. Donations in kind are included at their estimated fair value to the charity in both revenue and expenditure in the year of receipt. Donated services are included as both income and expenses at the value to the charity where this can be quantified and a third party is bearing the cost. The value of services provided by volunteers has not been included in these accounts (in line with SORP (FRS102), because they cannot be quantified.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the company but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees, costs of legal advice for trustees and costs linked to the strategic management of the charity.

Impairment of assets

At the end of each reporting period, the company assesses whether there is any indication that the recoverable amount of an asset is less than its carrying amount. If any such indication exists, the carrying amount of the asset is reduced to its recoverable amount, resulting in an impairment loss. Impairment losses are recognised immediately in the income and expenditure account.

Where the circumstances causing an impairment of an asset no longer apply, then the impairment is reversed through the income and expenditure account.

Short term employee benefits

Short term benefits are recognised as an expense in the period in which employees have become entitled to the benefits as a result of service rendered to the company.

Pensions

The company operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the income and expenditure account in the period to which they relate

Empower Local Development Company Limited By Guarantee NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Tangible fixed assets and depreciation

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

Buildings freehold	-	2% Straight line on cost
Fixtures, fittings and equipment	-	12.5% - 20% Straight line on cost
Motor vehicles	-	33.33% Straight line on cost
Computer equipment	-	20% - 33.33% Straight line on cost

Leasing

Rentals payable under operating leases are dealt with in the income and expenditure account as incurred over the period of the rental agreement.

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.

Creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

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. Cash at bank and in hand are held to meet short-term cash commitments as they fall due.

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 CHY 13126.

Irrecoverable Valued Added Tax is expensed as incurred.

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. CRITICAL ACCOUNTING JUDGEMENT AND ESTIMATES

The preparation of these financial statements requires Management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

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

Revisions to accounting estimates are recognised in the period in which the estimate is revised. If the revision affects only that period, or in the period of revision and future periods, if the revision affects both current and future periods.

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

Establishing useful economic lives for depreciation purposes of property, fixtures, fittings, and equipment

Long-lived assets, consisting of property, fixtures, fittings, 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

Empower Local Development Company Limited By Guarantee NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation charges for the period. Detail of the useful economic lives is included in the accounting policies.

Going concern

Empower Local Development Company Limited By Guarantee receives the majority of its funding from Government Agencies. The company's ability to continue operating as a going concern is dependent on future funding from Government agencies. The funding for the company must be applied for on an annual basis and is subject to certain conditions being adhered to. As at the date of signing of the financial statements funding for the company from government agencies is currently guaranteed up to the 31st December 2024.

The Directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements. The achievement of these results which are prepared using a level of estimation, assumption and judgements are predicated upon all of the projected income being received and the organisation incurring no unforeseen exceptional one off costs.

After making enquiries, and after considering the uncertainties described above, the directors are confident that all such conditions will be met and that the continued support for government funding will be obtained for the next 12 months from the date of signing of these financial statements. The directors, therefore, consider it appropriate to adopt the going concern basis in preparing the company's financial statements.

5. INCOME						
5.1	CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2024	2023	
		€	€	€	€	
	Grants from governments and other co-funders:					
	Income from charitable activities	-	-	-	19	
	SICAP	-	2,033,026	2,033,026	1,885,753	
	Tus Programme	-	902,981	902,981	1,152,404	
	Other Programmes	-	870,480	870,480	1,057,371	
	Buchi / ROMA	-	108,480	108,480	100,149	
	Healthy Ireland	-	-	-	13,577	
	LAES	1,378,471	-	1,378,471	1,894,136	
	Achieve	-	-	-	93,483	
	Workability	-	195,601	195,601	-	
	CSP	-	340,759	340,759	-	
	Access	-	75,315	75,315	-	
	Community Safety Innovation Fund	-	74,929	74,929	-	
	Healthy Food Made Easy/We Can Quit	-	119,303	119,303	-	
	Place Based Leadership	-	39,461	39,461	-	
	HSE - Roma Intergenerational Funding	-	48,266	48,266	-	
		<u>1,378,471</u>	<u>4,808,601</u>	<u>6,187,072</u>	<u>6,196,892</u>	
5.2	OTHER INCOME	Unrestricted Funds	Restricted Funds	2024	2023	
		€	€	€	€	
	Other income	-	41	41	-	
6. EXPENDITURE						
6.1	CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2024	2023
		€	€	€	€	€
	Expenditure on charitable activities	<u>5,880,798</u>	-	<u>213,899</u>	<u>6,094,697</u>	<u>5,817,751</u>

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

continued

6.2 SUPPORT COSTS	Charitable Activities €	2024 €	2023 €
Bank Charges	665	665	344
Legal and professional	12,851	12,851	23,160
Depreciation	10,126	10,126	5,488
Office & sundry costs	145,215	145,215	129,232
Premises running cost	45,042	45,042	52,220
	<u>213,899</u>	<u>213,899</u>	<u>210,444</u>
7. ANALYSIS OF SUPPORT COSTS	Basis of Apportionment	2024 €	2023 €
Bank Charges	Project Activity	665	344
Legal and professional	Project Activity	12,851	23,160
Depreciation	Project Activity	10,126	5,488
Office & sundry costs	Project activity	145,215	129,232
Premises running cost	Project Activity	45,042	52,220
		<u>213,899</u>	<u>210,444</u>
8. NET INCOME		2024 €	2023 €
Net Income is stated after charging/(crediting):			
Depreciation of tangible assets		10,126	5,488
Operating lease rentals			
- Motor vehicles		8,474	-
Auditor's remuneration:			
- audit services		8,639	7,707
		<u>8,639</u>	<u>7,707</u>
9. EMPLOYEES AND REMUNERATION			
Number of employees			
The average number of persons employed during the financial year was as follows:			
	2024 Number	2023 Number	
Average number of employees	<u>111</u>	<u>130</u>	
The staff costs comprise:			
	2024 €	2023 €	
Wages and salaries	3,116,108	3,076,156	
Social security costs	253,952	220,447	
Pension costs	73,114	70,980	
	<u>3,443,174</u>	<u>3,367,583</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 31 December 2024 was €792,604 (60 employees) (31 December 2023 : €1,042,318 (65 employees)) as per POBAL.

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

10. 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:

	2024 Number of Employees	2023 Number of Employees
€60,000 - €69,999	4	5
€70,000 - €79,999	1	-
€80,000 - €89,999	-	1
€90,000- €99,999	1	-
	<u>1</u>	<u>1</u>

No other employee of the company had total employee benefits (excluding employer pension costs) >€100,000 in the reporting period.

Employer pension contribution costs were €73,114 in the year ended 31 December 2024.

11. TANGIBLE FIXED ASSETS

	Buildings freehold	Fixtures, fittings and equipment	Motor vehicles	Computer equipment	Total
	€	€	€	€	€
Cost					
At 1 January 2024	202,426	130,311	14,400	151,287	498,424
Additions	-	-	-	14,869	14,869
At 31 December 2024	<u>202,426</u>	<u>130,311</u>	<u>14,400</u>	<u>166,156</u>	<u>513,293</u>
Depreciation					
At 1 January 2024	129,460	129,762	14,400	149,406	423,028
Charge for the financial year	4,048	183	-	5,895	10,126
At 31 December 2024	<u>133,508</u>	<u>129,945</u>	<u>14,400</u>	<u>155,301</u>	<u>433,154</u>
Net book value					
At 31 December 2024	<u>68,918</u>	<u>366</u>	<u>-</u>	<u>10,855</u>	<u>80,139</u>
At 31 December 2023	<u>72,966</u>	<u>549</u>	<u>-</u>	<u>1,881</u>	<u>75,396</u>

12. DEBTORS

	2024 €	2023 €
Trade debtors	154,990	91,717
Other debtors	198,009	186,859
Prepayments	1,536	1,536
	<u>354,535</u>	<u>280,112</u>

Included in "Other debtors" is an advance payment refundable to the company of €170,870.

Under the terms of the LAES scheme Service Level Agreement, Empower Local Development Company Limited By Guarantee gave this advance payment to Dublin Northwest Area Partnership CLG. This advance payment is fully recoverable by Empower Local Development Company Limited By Guarantee at 31 December 2024.

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

continued

13. CASH AND CASH EQUIVALENTS		2024	2023
		€	€
	Cash and bank balances	2,020,368	1,683,189
		<u> </u>	<u> </u>
14. CREDITORS		2024	2023
Amounts falling due within one year		€	€
	Trade creditors	66,276	31,090
	Taxation and social security costs	76,156	61,093
	DSP Float	559,986	559,986
	Accruals & other creditors	85,317	30,400
	Deferred Income	777,727	558,964
		<u> </u>	<u> </u>
		1,565,462	1,241,533
		<u> </u>	<u> </u>

The Department of Social Protection advance under the LAES Service Level Agreement of €559,986 was included in the DSP Float at both year ends. This represented a float received by this project in advance in the 2022 year.

15. STATE FUNDING (PER DEPARTMENT OF FINANCE CIRCULAR 13/2014)

Funder	Department of Rural and Community Development/Fingal County Council (Agency: POBAL)
Programme	Social Inclusion & Community Activation
Term	12 Months
Fund taken to income in period	€2,033,026
Cash received in period	€2,033,026
Capital grant	€Nil
Fund due (deferred) 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

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

Funder	Department of Rural & Community Development (Agency: POBAL)
Programme	Community Services Programme
Term	12 Months
Fund taken to income in period	€112,507
Cash received in period	€101,022
Capital grant	€Nil
Fund due (deferred) at period end	€11,485
Float funding in place	€Nil
Purpose of fund	Service Delivery
Restriction in use	Funds may only be used for the purpose of the programme
Funder	Department of Health
Programme	Community & Voluntary Support Grant- Social Prescribing under 55's
Term	12 Months
Fund taken to income in period	€62,175
Cash received in period	€60,262
Capital grant	€Nil
Fund due (deferred) at period end	€1,913
Float funding in place	€Nil
Purpose of fund	Service Delivery
Restriction in use	Funds may only be used for purpose of the programme
Funder	Department of Health
Programme	Community & Voluntary Support Grant- Community Connector
Term	12 Months
Fund taken to income in period	€55,216
Cash received in period	€60,247
Capital grant	€Nil
Fund due (deferred) at period end	(€5,031)
Float funding in place	€Nil
Purpose of fund	Service Delivery
Restriction in use	Funds may only be used for the purpose of the fund

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

Funder	Department of Social Protection (Agency: POBAL)
Programme	Tus
Term	12 Months
Fund taken to income in period	€110,377
Cash received in period	€117,079
Capital grant	€Nil
Fund due (deferred) at period end	(€6,702)
Float funding in place	€Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for the purpose of the delivery
Funder	Department of Education and Skills
Programme	Higher Education Equality of Access
Term	12 Months
Fund taken to income in period	€75,315
Cash received in period	€71,255
Capital grant	€Nil
Fund due (deferred) at period end	€4,060
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 & Smoking cessation – We Can Quit
Term	12 Month
Fund taken to income in period	€119,303
Cash received in period	€108,350
Capital grant	€Nil
Fund due (deferred) at period end	€10,953
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 2024

Funder	Department of Health
Programme	Peer Worker and Period Dignity Pilot
Term	12 Months
Fund taken to income in period	€28,688
Cash received in period	€28,688
Capital grant	€Nil
Fund due (deferred) 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
Funder	Department of Social Protection (Agency: POBAL)
Programme	Workability
Term	12 months
Fund taken to income in the period	€195,601
Cash received in period	€199,911
Capital grant	€Nil
Fund due (deferred) at period end	(€4,310)
Float funding in place	€Nil
Purpose of fund	
Restriction in use	
Funder	Department of Children, Equality, Disability, Integration and Youth
Programme	ROMA Employment Project (ROMA Community Inclusion Project)
Term	12 Months
Fund taken to income in period	€82,002
Cash received in period	€75,000
Capital grant	€Nil
Fund due (deferred) at period end	€7,002
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 2024

	€93,483
	€Nil
Funder	Department of Health
Programme	Foodbank
Term	12 Months
Fund taken to income in period	€30,000
Cash received in period	€30,000
Capital grant	€Nil
Fund due (deferred) 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
Funder	Department of Health
Programme	Community & Voluntary Support Grant- Social Prescribing over 55's
Term	12 months
Fund taken to income in period	€31,919
Cash received in period	€31,940
Capital grant	€Nil
Fund due (deferred) at period end	(€21)
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 2024

Funder	Department of Health
Programme	Roma Health Advisory
Term	12 months
Fund taken to income in period	€27,919
Cash received in period	€25,287
Capital grant	€Nil
Fund due (deferred) at period end	€2,632
Float funding in place	€Nil
Purpose of fund	Service delivery
Restriction in use	Funds may only be used for the purpose of the programme
Funder	Department of Children, Equality, Disability, Integration and Youth
Programme	International Protection Fund 2023/2024
Term	12 months
Fund taken to income in period	€26,424
Cash received in period	€100,000
Capital grant	€Nil
Fund due (deferred) at period end	(€93,576)
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 2024

Agency	POBAL
Funder	Department of Social Protection
Programme	TUS Scheme Payroll
Term	12 months
Fund taken to income in period	€792,604
Expenditure in the financial year	€792,604
Capital grant	€Nil
Fund due (deferred) 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
Funder	Department of Children, Equality, Disability, Integration and Youth
Programme	Communities Integration Fund 2023
Term	12 months
Fund taken to income in period	€Nil
Cash received in period	€5,000
Capital grant	€Nil
Fund due (deferred) at period end	(€5,000)
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 2024

Funder	Tusla, Child and Family Agency (Agency: Health Service Executive)
Programme	Food Poverty
Term	12 months
Fund taken to income in period	€15,000
Cash received in period	€15,000
Capital grant	€Nil
Fund due (deferred) 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
Funder	Tusla, Child and Family Agency (Agency: Health Service Executive)
Programme	IPA Grant - Ukraine Funding
Term	12 months
Fund taken to income in period	€177,463
Cash received in period	€148,806
Capital grant	€Nil
Fund due (deferred) at period end	(€60,420)
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 2024

Funder	Tusla, Child and Family Agency (Agency: Health Service Executive)
Programme	IPA Funding 2024
Term	12 months
Fund taken to income in period	€50,000
Cash received in period	€50,000
Capital grant	€Nil
Fund due (deferred) at period end	€Nil
Float funding in place	€Nil
Purpose of fund	Service delivery
Restriction on use	Funds may only be used for purpose of the programme
Funder	Department of Justice and Equality
Programme	Community Safety Innovation Fund
Term	2 years
Fund taken to income in the period	€74,929
Cash received in period	€Nil
Capital grant	€Nil
Fund due (deferred) at period end	(€3,097)
Float funding in place	€Nil
Purpose of fund	Service delivery
Restriction on use	Funds may only be used for purpose of the programme
Funder	Tusla, Child and Family Agency (Agency: Health Service Executive)
Programme	Parent Participation Grant
Term	12 months
Fund taken to income in period	€6,780
Cash received in period	€7,100
Capital grant	€Nil
Fund due (deferred) at period end	(€320)
Float funding in place	€Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for purpose of the programme

Empower Local Development Company Limited By Guarantee**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

Funder	Department of Rural and Community Development
Programme	Place Based Leadership Development Programme
Term	12 months
Fund taken to income in period	€39,461
Cash received in period	€232,100
Capital grant	€Nil
Fund due (deferred) at period end	(€192,639)
Float funding in place	€Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for purpose of the programme
Funder	Health Service Executive
Programme	Pay Restoration
Term	12 months
Fund taken to income in period	€Nil
Cash received in period	€3,699
Capital grant	€Nil
Fund due (deferred) at period end	(€3,699)
Float funding in place	€Nil
Purpose of fund	Service Delivery
Restriction on use	Funds may only be used for purpose of the programme
	Grants are accounted for in line with Circular 13/2014 Management of and accountability for Grants from Exchequer funds by the Department of Public Expenditure.

16. RESERVES

	2024	2023
	€	€
At the beginning of the year	797,164	418,023
Surplus for the financial year	92,416	379,141
At the end of the year	<u>889,580</u>	<u>797,164</u>

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

17. FUNDS					
17.1 RECONCILIATION OF MOVEMENT IN FUNDS			Unrestricted Funds	Restricted Funds	Total Funds
			€	€	€
At 1 January 2023			120,835	297,188	418,023
Movement during the financial year			332,710	46,431	379,141
At 31 December 2023			453,545	343,619	797,164
Movement during the financial year			19,215	73,201	92,416
At 31 December 2024			472,760	416,820	889,580
17.2 ANALYSIS OF MOVEMENTS ON FUNDS					
	Balance 1 January 2024	Income	Expenditure	Transfers between funds	Balance 31 December 2024
	€	€	€	€	€
Restricted funds					
Fingal County Council - SICAP	-	2,033,026	2,035,649	-	(2,623)
DSP - Tus Income	(507)	902,981	901,332	-	1,142
Other Programmes	278,914	870,521	852,217	-	297,218
POBAL - Workability	-	195,601	194,051	-	1,550
CSP	65,106	340,759	320,051	-	85,814
Buchi/ROMA	10	108,480	108,374	-	116
Healthy Ireland	(1)	-	-	-	(1)
Higher Education Equality of Access	(1)	75,315	75,315	-	(1)
Achieve	98	-	-	-	98
Community Safety Innovation Fund	-	74,929	74,929	-	-
Healthy Food Made East/We Can Quit	-	119,303	119,303	-	-
HSE - Roma Intergenerational Funding	-	48,266	48,430	-	(164)
Place Based Leadership	-	39,461	5,790	-	33,671
	343,619	4,808,642	4,735,441	-	416,820
Unrestricted funds					
Unrestricted General	170,835	-	-	-	170,835
LAES	282,710	1,378,471	1,359,256	-	301,925
	453,545	1,378,471	(1,359,256)	-	472,760
Total funds	797,164	6,187,113	6,094,697	-	889,580

Included in unrestricted funds is an amount of €301,925 which represents LAES funds which have been ringfenced to fund the LAES project in the final year of the programme. It is projected that in the final year of the LAES programme the company will not be in receipt of any new referrals and associated income.

Empower Local Development Company Limited By Guarantee
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

18. 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 financial 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.

19. CAPITAL COMMITMENTS

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

20. CONTINGENT LIABILITIES

The company had no contingent liabilities at 31 December 2024.

There were no unfulfilled commitments or conditions from non-exchange transactions that have not been recognised in income.

21. RELATED PARTY TRANSACTIONS

There were no related party transactions in the year ended 31 December 2024.

22. POST-BALANCE SHEET EVENTS

The company is experiencing a decline in the number of referrals to the Local Area Employment Service. The directors and management team are actively monitoring this situation and are working with the Department of Social Protection to address this issue. If not resolved, this issue could have a potential implications for "Year 4" of this contract, the financial effects of which cannot be quantified at this time.

No other events occurred between the year end and the date of signing of the auditors report which would require adjustment or disclosure in the financial statements.

23. DIRECTORS REMUNERATION

The directors serve on the board in a voluntary capacity and received no fees or remuneration for their time spent carrying out these duties. No remuneration was paid to the directors during the year ended 31 December 2024 .

24. TAX CLEARANCE

The company is in compliance with relevant circulars, including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".

25. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on
21.12.25

EMPOWER LOCAL DEVELOPMENT COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

NOT COVERED BY THE REPORT OF THE AUDITORS

Empower Local Development Company Limited By Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

Operating Statement
for the financial year ended 31 December 2024

	2024	2023
	€	€
Income		
Donations	-	19
POBAL - Tus Wages	792,604	1,042,318
Fingal County Council - SICAP	2,033,026	1,885,753
Department of Social Protection - Tus Income	110,377	110,086
Department of Education & Skills	75,315	60,308
Health Service Executive	119,303	113,263
Other Projects	781,621	356,279
POBAL - Workability	195,601	-
Healthy Ireland	-	13,577
Community Service Programme Income (CSP)	340,759	303,480
Pobal - Achieve funding	-	93,483
Programme management and admin fees	128,320	145,979
Department of Social Protection - LAES	1,378,471	1,894,136
Department of Justice- Community Safety Innovation Fund	74,929	41,974
Department of Children & Equality - BUCHI / ROMA	82,002	74,210
Employment Project		
HSE- Roma Funding	26,478	25,939
HSE- Roma Peer Worker and Engagement funding	48,266	36,088
	<u>6,187,072</u>	<u>6,196,892</u>
Cost of generating funds		
Wages and salaries	3,116,108	3,076,156
Social security costs	253,952	220,447
Staff pension scheme costs	73,114	70,980
Staff training	-	2,451
Travel & subsistence	-	6,670
Programme management and admin fees	141,333	119,312
DNW Partnership - LAES Delivery costs	635,704	996,938
TUS Programme Delivery Costs	23,858	-
Workability Programme Delivery Costs	44,415	-
CSIF Programme Delivery Costs	16,548	-
CSP Programme Delivery Costs	105,272	169,831
ROMA Programme Delivery Costs	19,382	-
LAES Programme Delivery Costs	23,928	-
Other Programme Delivery Costs	121,026	-
WCQ Programme Delivery Costs	39,549	-
HFME Programme Delivery Costs	17,609	13,862
Student Support Grant	65,315	50,308
Rent & rates	147,489	122,943
	<u>4,844,602</u>	<u>4,849,898</u>
Gross surplus	<u>1,342,470</u>	<u>1,346,994</u>
Expenses		
Training	27,983	56,048
Rent & rates	40,380	33,142
Insurance	21,167	21,675
Light and heat	18,375	27,000
Cleaning & canteen	57,407	41,679
Small Grant expenses	410,359	184,026
Repairs and maintenance	26,667	23,119
Facilities & Services Expenses	2,833	-
Printing, postage and stationery	38,501	22,344
Advertising	18,644	4,480
Expenditure - Northside Homecare	-	9,254

The supplementary information does not form part of the audited financial statements

Empower Local Development Company Limited By Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

Operating Statement
for the financial year ended 31 December 2024

	2024 €	2023 €
Telephone	35,794	31,851
Computer hardware & support costs	70,920	85,873
Office equipment leasing	8,474	-
Motor expenses	1,505	-
External staff	-	6,597
Other project costs	-	29,196
Travelling expenses	14,565	10,256
Legal and professional	4,212	13,338
Accountancy	-	2,115
Auditor's remuneration	8,639	7,707
Bank charges	665	344
Board expenses	14	4,892
Staff welfare	-	2,993
SICAP Goal 1	154,978	142,130
SICAP Goal 2	263,337	196,965
General expenses	2,386	5,235
Subscriptions	12,164	-
Depreciation	10,126	5,488
Charitable donations	-	106
	<u>1,250,095</u>	<u>967,853</u>
Miscellaneous income		
Bank interest	41	-
Net surplus	<u>92,416</u>	<u>379,141</u>