

Ireland Annual Report 2021



Testimonials

"It is clearly evident that Narrative 4 has a major influence on the positive school experience for most students."

Patricia Gordon



"I think we got closer as a group because we know more about each other now." "I didn't think I would be able to speak in front of the class, but I'm glad I did now." Student

"This training has the power to make a long lasting positive impact on the world."

Aisling, Limerick Education and Training Board/ Foroige



Student



A letter from Colum

In Ireland we have always valued the position of the storyteller, from the fireside to the stage to the physical page. As much as our world is held together with quarks, we are also held together by our stories.

> In 2012 I co-founded Narrative 4, along with Lisa Consiglio, and several other writers and educators, in response to the realisation that barriers are being put in place, and stereotypes reinforced at an alarming rate in Ireland and across the world. We wanted to create a platform for young people to openly listen and share their stories with each other. Through the story exchange, our shared humanity becomes apparent.

I am continually filled with hope for the future when I meet the young people and educators involved with Narrative 4. They have the humanity and the skills to shape and make this world a kinder, more empathic place.

We honour the work of the young people and their teachers on these pages. And we invite you to drop into our centre on O'Connell Street in Limerick, where the story of Narrative 4 Ireland first began.

L.C. Pm

Colum McCann Co-Founder of Narrative 4 Chairperson of Narrative 4 Ireland

Narrative 4 Ireland In Numbers 2021



in 2021

Facilitators trained

300



35%

Of secondary schools have a N4 trained teacher





Schools have a Narrative 4 trained facilitator on their staff



109

Training workshops held



1,688 Hours of training delivered in 2021



15,500 Young people engaged in 2021



Introduction

Our work is about making the world a kinder, more empathetic place by using evidenced-based methods.

Our empathy education units based on the principles of circle work are a cathartic activity that builds resilience, peer support and instills a sense of hope in young people. In 2021, we expanded our reach from having trained educators in 18% of secondary schools at the end of 2020 to 35% of schools in 2021. We have ambitious plans to reach 50% of secondary schools in the next 12 months.

In 2022, we launched the Empathy School Award for secondary schools that recognises schools that foster kindness, lead with compassion and promote empathy among their students and staff.

We look forward to working closely with more inspiring schools, teachers & youth workers in the coming year and we thank the incredible funders who allow this work to happen.

ames Lamb

Dr James Lawlor Director of Narrative 4 Ireland













Story Exchange in Schools

"Our Student Council took part in Narrative 4 empathy, respect & listening workshops. Each of our student leaders took part in their first story exchange. It was a fantastic experience and each participant engaged with respect & enthusiasm. One of the key takeaways from the session was that:

one of the most sincere forms of respect is actually listening to what another has to say"

Beaufort College Navan

Empathy Education





Empathy School Awards

The Empathy School Award is a new national award that recognises secondary schools that foster kindness, lead with compassion and promote empathy among their students and staff. There are three awards: Bronze, Silver and Gold.

"I think we can all see why something like this is so timely. The world is very fractured at the moment, barriers are being reinforced and hate crimes and online bullying are rising. We need to dig deeper when it comes to bringing people back together"

> Louise Cantillon, Empathy School Award Ambassador







Students of Ceim ar Cheim Probation Service Moyross and members of the Gardaí took part in a Story Exchange with their teachers and N4 trained facilitators Richie Hannafin and Joe Power.

> "I really enjoyed telling my story and hearing my story be told. It felt really validating."

Student



Rethink Ireland

This year is the final year of our Youth Mental Health Award with Rethink Ireland. In 2018, we won this award which came with 4 years of funding and support. During this time Rethink have helped us scale our work from a regional organisation to a national one! Thank you Rethink Ireland for believing in our work.



Narrative 4 Ireland Staff & Board



Lisa Consiglio CEO and Cofounder Narrative 4 Inc.



Laura Duff Programme Assistant



Gautam Gangoli COO Narrative 4 Inc.



Oisín Cooke Programme Assistant



Dr. James Lawlor

Director of

Narrative 4 Ireland

Colum McCann Chair of Board and Cofounder of Narrative 4 Inc.



Rachel Gleeson Programme Officer

Vicki Nash

Board Member



Bill Shipsey Board Member



Susie Lopez Board Member



Colm Mac Con Iomaire Board Member



Our Sponsors









CREATIVE IRELAND









An Roinn Forbartha Tuaithe agus Pobail







SUZIE LOPEZ

LORETA BRENNAN-GLUCKSMAN



Virtual Facilitator Training

In 2021 we trained 300 facilitators online. After the 8 hours CPD, facilitators gain access to resources to bring the story exchange to their educational, youth and community spaces.



Narrative 4 Company Limited by Guarantee **Financial Statements for the financial year ended 31 December 2021**



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Narrative 4 Company Limited by Guarantee DIRECTORS AND OTHER INFORMATION

Directors	Colum McCann Katherine Nash Colm Mac Con Iomaire William Shipsey Suzanne Lopez
Company Secretary	Katherine Nash
Company Number	594852
Charity Number	20155254
Registered Office and Business Address	58 O'Connell Street Limerick Ireland
Auditors	Liston Lonergan Meade Chartered Accountants Fourth & Fifth Floor Cornmarket Square Limerick Republic of Ireland
Bankers	Permanent TSB 131 O'Connell Street Limeick
	Bank of Ireland 125 O'Connell St. Limerick

Narrative 4 Company Limited by Guarantee DIRECTORS' REPORT

for the financial year ended 31 December 2021

The directors present their report and the audited financial statements for the financial year ended 31 December 2021.

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

There has been no significant change in these activities during the financial year ended 31 December 2021.

Financial Results

The (deficit)/surplus for the financial year after providing for depreciation amounted to €(80,096) (2020 - €149,730).

At the end of the financial year, the company has assets of \in 135,900 (2020 - \in 219,891) and liabilities of \in 5,528 (2020 - \in 9,423). The net assets of the company have decreased by \in (80,096).

Directors and Secretary

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

Colum McCann Katherine Nash Colm Mac Con Iomaire William Shipsey Suzanne Lopez

The secretary who served throughout the financial year was Katherine Nash.

There were no changes in shareholdings between 31 December 2021 and the date of signing the financial statements.

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

Future Developments

The company plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.

Post Balance Sheet Events

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

Auditors

The auditors, Liston Lonergan Meade, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

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 58 O'Connell Street, Limerick.

Signed on behalf of the board

CL.C.P.

Colum McCann Director

Katen Inl . Katherine Nash

Director

14 June 2022

Narrative 4 Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", 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 surplus or deficit 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 for the company financial statements and then 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 business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly 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.

Signed on behalf of the board

Chil. Cm.

Colum McCann Director

later til. Katherine Nash

Director

14 June 2022

INDEPENDENT AUDITOR'S REPORT to the Members of Narrative 4 Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Narrative 4 Company Limited by Guarantee ('the company') for the financial year ended 31 December 2021 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and 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", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

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 2021 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", applying Section 1A of that Standard; 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 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 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 on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

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.

INDEPENDENT AUDITOR'S REPORT to the Members of Narrative 4 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' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions 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 set out on page 5, 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 operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 8, which is to be read as an integral part of our report.

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.

LISTON LONERGAN MEADE

Chartered Accountants Fourth & Fifth Floor Cornmarket Square Limerick Republic of Ireland

14 June 2022

Narrative 4 Company Limited by Guarantee APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

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 the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Narrative 4 Company Limited by Guarantee INCOME AND EXPENDITURE ACCOUNT

		2021	2020
	Notes	€	€
Income		189,852	308,717
Expenditure		(269,948)	(158,987)
(Deficit)/surplus before tax		(80,096)	149,730
Tax on (deficit)/surplus		-	-
(Deficit)/surplus for the financial year		(80,096)	149,730
Total comprehensive income		(80,096)	149,730

Narrative 4 Company Limited by Guarantee **BALANCE SHEET**

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	6	33,372	18,844
Current Assets			
Debtors	7	240	21,250
Cash and cash equivalents		102,288	179,797
		102,528	201,047
Creditors: amounts falling due within one year	8	(5,528)	(9,423)
Net Current Assets		97,000	191,624
Total Assets less Current Liabilities		130,372	210,468
Reserves			
Income and expenditure account		130,372	210,468
Equity attributable to owners of the company		130,372	210,468

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 on 14 June 2022 and signed on its behalf by:

Cr.l. C-_____ Colum McCann

Director Katen h.l.

Katherine Nash Director

Narrative 4 Company Limited by Guarantee RECONCILIATION OF MEMBERS' FUNDS

as at 31 December 2021

	Retained surplus	Total
	€	€
At 1 January 2020	60,738	60,738
Surplus for the financial year	149,730	149,730
At 31 December 2020	210,468	210,468
Deficit for the financial year	(80,096)	(80,096)
At 31 December 2021	130,372	130,372

Narrative 4 Company Limited by Guarantee CASH FLOW STATEMENT

		2021	2020
	Notes	€	€
Cash flows from operating activities			
(Deficit)/surplus for the financial year		(80,096)	149,730
Adjustments for:			
Depreciation		6,794	4,128
		(73,302)	153,858
Movements in working capital:			
Movement in debtors		21,010	(15,750)
Movement in creditors		(3,895)	3,378
Cash (used in)/generated from operations		(56,187)	141,486
Cash flows from investing activities			
Payments to acquire tangible assets		(21,322)	(6,226)
Not (do success)/in success in cook and cook a windle the		(77 500)	425.000
Net (decrease)/increase in cash and cash equivalents		(77,509)	135,260
Cash and cash equivalents at beginning of financial year		179,797	44,537
Cash and cash equivalents at end of financial year	12	102,288	179,797

Narrative 4 Company Limited by Guarantee NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. General Information

Narrative 4 Company Limited by Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. 58 O'Connell Street, Limerick, Ireland is the registered office, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. 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 company's financial statements.

Statement of compliance

The financial statements of the company for the year ended 31 December 2021 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

Income

Turnover comprises the invoice value of goods supplied by the company, exclusive of trade discounts and value added tax.

Tangible assets and depreciation

Tangible 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 assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment

12.5% Straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Trade and other 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.

Taxation

The company has a Charitable Tax Exemption and therefore is exempt from Corporation Tax.

Government grants

Capital grants received and receivable are treated as deferred income and amortised to the Income and Expenditure Account annually over the useful economic life of the asset to which it relates. Revenue grants are credited to the Income and Expenditure Account when received.

Narrative 4 Company Limited by Guarantee NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

3. Departure from Companies Act 2014 Presentation

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

Operating (deficit)/surplus	2021 €	2020 €
Operating (deficit)/surplus is stated after charging:	C C	C
Depreciation of tangible assets	6,794	4,128
Government grants received	700	-

5. Employees

4.

6.

7.

The average monthly number of employees, including directors, during the financial year was 3, (2020 - 3).

	2021 Number	2020 Number
Employee	3	3
Tangible assets	Fixtures, fittings and	Total
	equipment €	€
Cost	-	•
At 1 January 2021	33,022	33,022
Additions	21,322	21,322
At 31 December 2021	54,344	54,344
Depreciation		
At 1 January 2021	14,178	14,178
Charge for the financial year	6,794	6,794
At 31 December 2021	20,972	20,972
Net book value		
At 31 December 2021	33,372	33,372
At 31 December 2020	18,844	18,844
Debtors	2021	2020
	€	€
Trade debtors	240	21,250

Narrative 4 Company Limited by Guarantee NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Creditors Amounts falling due within one year	2021 €	2020 €
Trade creditors	619	3,008
Taxation	3,009	3,346
Other creditors	-	2
Pension accrual	-	1,167
Accruals	1,900	1,900
	5,528	9,423

9. Status

8.

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 of 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 $\in 2$.

10. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2021.

11. Post-Balance Sheet Events

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

12.	Cash and cash equivalents	2021 €	2020 €
	Cash and bank balances	102,288	179,797

13. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 14 June 2022.

NARRATIVE 4 COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

NOT COVERED BY THE REPORT OF THE AUDITORS

THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS

Narrative 4 Company Limited by Guarantee SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS TRADING STATEMENT

	Schedule	2021 €	2020 €
Income		190,552	308,717
Gross surplus Percentage		100.0%	100.0%
Overhead expenses	1	(269,948)	(158,987)
		(79,396)	149,730
Miscellaneous income	2	(700)	-
Net (deficit)/surplus		(80,096)	149,730

Narrative 4 Company Limited by Guarantee SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS SCHEDULE 1 : OVERHEAD EXPENSES

	2021 €	2020 €
Administration Expenses		
Wages and salaries	99,472	94,964
Social welfare costs	10,755	9,608
Staff defined contribution pension costs	5,833	4,667
Rent payable	-	387
Insurance	2,809	3,092
Light and heat	_,	27
Cleaning	817	686
Repairs and maintenance	1,327	2,028
Printing, postage and stationery	1,615	1,322
Advertising and marketing	4,137	4,029
Telephone	914	1,027
Computer and software costs	59,264	319
Motor and travel expenses	490	2,435
Travelling and entertainment	166	_,
Legal and professional	43,161	3,750
Programs and outreach	17,831	14,533
Accountancy	9,403	9.321
Bank charges	670	256
Staff welfare	291	1,056
General expenses	613	310
Subscriptions	3,586	1,042
Depreciation of tangible assets	6,794	4,128
	269,948	158,987

Narrative 4 Company Limited by Guarantee SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS SCHEDULE 2 : MISCELLANEOUS INCOME

	2021 €	2020 €
Miscellaneous Income Government grants received	(700)	