

NATIONAL WOMEN'S COUNCIL OF IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

NATIONAL WOMEN'S COUNCIL OF IRELAND

COMPANY INFORMATION

Directors	Louise Lovett Sarah Benson Rosaleen McDonagh Suzanna Griffin Catriona Graham Nuala Ryan Ellen O'Malley Dunlop Sinead Keane Ashimedua Okonkwo Ini Usanga Vivienne Glanville	(Appointed 30 July 2018) (Appointed 30 July 2018) (Appointed 30 July 2018) (Appointed 30 July 2018)
Secretary	Anne Gibney	
Company number	241868	
Registered office	100 North King Street Dublin 7	
Auditor	Browne Murphy Hughes Chartered & Certified Accountants & Statutory Auditors, 28 Upper Fitzwilliam Street, Dublin 2	
Bankers	Bank of Ireland Lower Baggot Street Dublin 2	
Solicitors	Gartlan Furey Solicitors 20 Fitzwilliam Square Dublin 2	

NATIONAL WOMEN'S COUNCIL OF IRELAND

CONTENTS

	Page
Directors' report	1 – 11
Directors' responsibilities statement	12
Independent auditor's report	13 – 15
Income and expenditure account	16
Statement of comprehensive income	17
Statement of financial position	18
Statement of changes in equity	19
Notes to the financial statements	20 - 27

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2018

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

NWCI MISSION, VISION AND VALUES

The National Women's Council of Ireland's/Comhairle Naisiunta na mBan (NWCI) mission is to lead and to be a catalyst in the achievement of equality for women. We are the national representative organisation for women and women's groups in Ireland. A non-governmental, not for profit organisation, founded in 1973, we seek to achieve equality for women. We represent and take our mandate from our 180 member groups from across a diversity of backgrounds, sectors and geographical locations. We also have a growing number of individual members who support the campaign for women's equality in Ireland.

Our mandate is to take action to ensure that the voices of women in all their diversity are heard.

Our vision is of an Ireland and of a world where women can achieve their full potential in a just and equal society.

NWCI Values & Beliefs

NWCI's values and beliefs shape and inform all the work we do. They include:

Feminism. NWCI is a feminist organisation. We believe that feminism is about equality. We work to change society so that women and men have an equal say in the decisions that affect their lives. Policies and practices of Government and the systems and institutions of administration in society must be informed by feminist principles to achieve equality, end poverty, social exclusion, violence, sexism, homophobia and racism by promoting human rights for all. NWCI recognises the multiple forms of discrimination that many women experience and using feminism is a means of giving a voice to all women, reflecting their authentic lived experience. Feminism aims to end patriarchy, whereby men are preferred over and their needs and wishes met to the cost of women's equality, by men's promotion of their advancement in all social structures, including politics, public life, economic and family life. Patriarchy is detrimental to the integrity and dignity of both men and women. Feminism promotes the release of women's talent, the realisation of women's creative potential and the enabling of all women's contribution to the wider social, economic, political and cultural development of society'.

Solidarity between women in all their diversity, through empowerment, collaboration and participation of all women in Ireland and globally. NWCI recognises that women are not a homogenous group and values the diversity of women including: younger women, older women, women with disabilities, women living in rural, urban and suburban locations, women from minority ethnic groups, Traveller women, lesbian, bisexual and transgendered women and disadvantaged women. We acknowledge that all women have an intersectionality to their identity. We believe in supporting empowerment, participation and collaboration as a means to strengthen and deepen both the spirit and practice of solidarity.

Collective action, collaboration and participation. NWCI is committed to work, where possible, based on collective action, collaboration and through participation, as preferential ways to achieve an equal and inclusive society where there is equality for all women. Collaborations with and highlighting the work of member organisations is critical to this principle.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

The recognition of care in our society and the redistribution of care work between women and men. We see the recognition and valuing of affective care as fundamental to the achievement of equality for women. Affective care refers to human dependence and interdependence and the right to give and receive love and care. We believe care work is essential to the common good. It fulfils vital social and economic functions. There is a need for a much greater contribution of men to care and care work, as traditionally this work was almost exclusively ascribed to women. Care work is conducted in the home and a range of spheres. It includes care work in the paid economy which is often characterised by low pay and poor working conditions for the predominantly female workers. NWCI is committed to advancing the rights of all care providers and care recipients to adequate working conditions and quality of care.

Importance of human rights, global interdependence, justice and sustainability. NWCI believes in the dignity and human rights of all human beings. These rights are universal, inalienable and indivisible. Human rights frameworks are essential elements and mechanisms for holding those who violate human rights to account. We believe that sustainability is a global concern, which requires a balance between environmental concerns, social equality and economic development. We work to ensure that the needs of the present generation are met without compromising the right of future generations to live in a better, safer, cleaner world by minimizing our impact on our shared environment and its resources.

Intersectionality. NWCI acknowledges the intersectionality of women's lived experiences and in particular seeks to end discrimination on the grounds of gender, family status, religion, race, age, sexual orientation, marital status, disability, ethnicity or membership of the Travelling community.

Protection and respect for the bodily integrity and security of women and girls. NWCI believes that bodily integrity is a human right and the right to make one's own choices about one's body for oneself is a basic personal freedom. The violation of this right is at the heart of every act of gender based violence, it is at the core of the prohibition of abortion. It is essential that rights of women and girls to bodily integrity worldwide are protected and vindicated within every state provided legal system.

Promote women's and girls' leadership to achieve an equal society. Inequalities at structural levels must be removed to create an equal society; this includes a move away from male dominated policy and political, public and private realms of decision making which are dominated by men. Examining the role of women in leadership, including at the local level where barriers to access must be challenged, promoting women into decision making spaces at every level, promoting women's leadership in all spheres of social, political, economic and cultural life is a key to dismantling patriarchal structures and promotes solidarity amongst women and the generation of sustainable gender equal societies.

Right of women to economic independence. NWCI believes that every woman has a right to economic independence and that such a right pertains to women in employment or on welfare. We will challenge systems which maintain women's economic inequality and we will promote systems and policies which support women's economic independence.

Committed to build a society based on equality, respect, dignity and inclusivity. NWCI believes that women have the right to live in a society where equality principles rest on an understanding of respect, dignity and inclusivity for all women.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

LEGAL STATUS

Founded in 1973, the National Women's Council of Ireland Limited is the registered name of the Company. The National Women's Council of Ireland (NWCI) is limited by guarantee and does not have a share capital. At 31 December 2018 the company had eleven members who have each guaranteed the liabilities of the Company up to a maximum of €1.27.

GOVERNANCE AND MANAGEMENT

We comply with the Governance Code for community, voluntary and charitable organisations in Ireland. A review of our organisation's compliance with the principles outlined in this Code was conducted in July 2017.

This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review set out actions and completion dates for any issues that the assessment identified as needing to be addressed.

The governing body of the NWCI is called the Executive Board and the individual members are called Executive board members. This group has ultimate responsibility for the NWCI, overseeing and ensuring the overall direction, effectiveness and accountability of the organisation.

The role of the Executive Board is to oversee the business of the Company as per the Articles and Memorandum of Association.

The Executive Board meets regularly and its term of office is two years. As well as meeting regularly, a number of Board Sub-Committees are operated which are made up of Board and Staff representatives working on specific areas. In addition, Board Members may be part of an advisory committee/focus group or other working groups along with member groups for an event or project.

The Board is constituted from the membership of the NWCI; the membership elects the individual members of the Executive Board and also directly elects both the Chairperson and Deputy Chairperson at an Annual General Meeting every two years. When selecting candidates for election, the membership must be mindful that the executive board must include; three executive board members who reside outside Dublin and four members from groups who specifically target and work with certain designated categories of disadvantaged or marginalised member organisations.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

The Executive Board

Role:

- Board members direct the organisation ensuring that it has proper plans, procedures, policies, structures and resources in place to achieve its objectives
- Board members are accountable for the organisation which they govern and must ensure the organisation's procedures are reviewed, that risk is managed and account accurately to funders, members and other stakeholders for both its activities and financial affairs.

Responsibilities include:

- Complying with all statutory obligations
- Regularly reviewing and confirming annually the adequacy of internal financial and other controls
- Overseeing major items of expenditure
- Establishing and monitoring procedures for the retirement and re-appointment of Board members and the Director
- Employment of Director and employees
- Establishing and monitoring procedures for managing potential conflicts of interest
- Maintaining appropriate relationship with the external auditor
- Establishing a procedure for confidential reporting and meaningful follow-up of matters raised
- Participating in the preparation of a strategic
- Reviewing the Board's operation and effectiveness

AUDIT/FINANCE SUBCOMMITTEE

The primary purpose of the Audit/Finance Sub Committee is to make recommendations to the Board and assist the Board discharge its responsibility in the following areas:

- Ensuring the Company adopts, maintains and applies appropriate accounting and financial reporting processes and procedures
- Facilitating the independence of the external audit process and addressing issues arising from the audit process and
- Ensuring the Company maintains effective risk management and internal control systems

The Audit Committee shall comprise not less than three members. Two members shall be NWCi Directors. One member can be co-opted as per the Memo & Arts of the NWCi. Meetings shall be held at least four times a year.

Responsibilities

The responsibilities of the Audit Committee shall include, but are not limited to the following:

1. Financial Reporting

- Review the annual budget which is presented for approval to the Board
- Reviewing financial statements and other financial information distributed to the Board
- Monitoring the procedures in place to ensure the Company is in compliance with the Companies Act and other legislative and reporting requirements;
- Reviewing related party transactions and considering the adequacy of disclosure of those transactions in the financial statements; and

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

2. Risk Management and Internal Control

Monitoring risk management and the internal controls instituted;

- Reviewing risk management practices in consultation with other subcommittees, where appropriate
- Monitoring the establishment of an appropriate internal control framework, including information systems and considering enhancements;
- Reviewing external audit reports and, where major deficiencies or breakdowns in controls or procedures have been identified, monitoring remedial action taken by management to ensure such action is appropriate and prompt;
- Reviewing reports on any major defalcations, frauds and thefts from the Company;
- Initiating and supervising special investigations;
- Reviewing reports on the adequacy of insurance coverage
- To oversee any investments

Governance Subcommittee

The primary purpose of the Governance Sub-committee is to make recommendations to the Board and assist the Board discharge its responsibility in the following areas:

- Ensure there is a robust and effective process for the evaluation and performance of the board, board Committees and individual directors
- Ensure the Board fulfils its legal, ethical, and functional responsibilities
- Ensure the company maintains effective risk management and internal control systems
- The Governance sub-committee shall comprise not less than three members. Two members shall be NWCI Directors. New members can be co-opted as per the Memo & Arts of the NWCI. Meetings shall be held at least four times a year

Responsibilities

The Governance Sub-Committee is responsible for advising the Board on effective governance of the organisation through:

- Ensuring that governance policies and procedures are developed and periodically reviewed
- Ensuring that risk management and internal controls are developed and periodically reviewed in consultation with other sub-committees, where appropriate.
- Ensuring that induction and training programmes are provided for board members
- Ensuring regular review of the performance of the board as a whole

Risk Management and Internal controls

- Development and maintenance of a Risk Register
- Review the adequacy of the Company's policies and procedures regarding internal controls and risk management.
- Discuss with management the scope and quality of systems of internal control and the risk management framework
- Review the findings of investigations into any failures of internal controls or infringements of laws, rules and regulations
- Review of any employee issue that may develop into a major risk
- Appraise the Board of significant developments in the course of performing the above duties

Employment Subcommittee

Purpose

The primary purpose of the Employment Sub-committee is to make recommendations to the Board and assist the Board discharge its responsibility in the following areas:

- Conduct a review of the NWCI Employment Policy in accordance with the Strategic Plan process and make recommendations to the Board on changes and updates that as required
 - Ensure the employment policies are up to date with current employment law
 - Carry out duties as specified within the Employment Policy regarding - recruitment, disciplinary and grievance procedures, redundancy etc.
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NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

- To lead the recruitment process of the Director and ensure 1-1 support is implemented for the Director.
- To receive reports on personnel and Human Resource issues from the Director and where relevant Head of Finance and Operations at Committee meetings.
- To recommend staff salary scales, increment process, pension benefits to the Board

The Committee shall comprise not less than three members. Two members shall be NWCI Directors. New members can be co-opted as per the Memo & Arts of the NWCI. Meetings shall be held at least three times a year, or when required.

OUR WORK IN 2018

Some of the work activities of NWCI for 2018 are as follows; full details are available in our Annual Report

Women in Rural Communities – Members and Friends Meeting

Women living in rural communities was the theme of our members and friends meeting in partnership with Longford Women's Link that we organised in April 2018. Our members working in rural communities have made huge contributions to the advancement of equality for women, especially those most marginalised such as disabled women, Traveller and Roma women, women who are parenting alone and migrant women. The event highlighted the need to prioritise resourcing and supporting the engagement and participation of women and girls in order to create sustainable and vibrant rural communities. Speakers made contributions on poverty in rural communities, the importance of community work approaches and on cross border cooperation. Issues raised from participants included women's employment, transport and the feeling that women are still not being heard.

Together for Yes

NWCI was one of the three lead organisations of Together for Yes (TFY), the national civil society campaign to remove the 8th Amendment from the Constitution.

Over the course of three months, Together for Yes ran an immensely successful campaign that resulted in the resounding Yes vote on 25th May 2018. On that day 66.4% of the Irish electorate voted to remove the 8th Amendment from the Constitution and for ensuring that women can access abortion care here in Ireland.

Every Women

In the lead up to the Together for Yes campaign, NWCI continued to raise awareness about the 8th Amendment with the promotion of our Every Woman Model for reproductive healthcare in Ireland, launched in 2017.

We organised a regional event in Galway, where Garry Hynes, Artistic Director of the Druid Theatre, Dr Máirín O'Nualláin, Psychiatrist, Dorothy Melvin, Co-Founder of the Family Planning Clinic Galway and Elaine Byrnes, Doctoral Researcher at NUIG School of Psychology endorsed the model and spoke about the need for changing Ireland's abortion laws.

Women Making History – AGM Morning Event

Members and supporters came together at Women Making History - NWCI's AGM morning event on 21 June 2018 to mark the resounding yes vote in the referendum to repeal the 8th Amendment from the Irish Constitution. Speakers discussed the factors that contributed to the success of the campaign and the key issues for women's equality going forward.

Keynote speaker Simon Harris, Minister for Health, confirmed the Government's commitment to introduce legislation for the provision of abortion care in Ireland and the development of a specific Women's Health Action Plan.

The event was followed by NWCI's Annual General Meeting where group members elected a new Board of the organisation and approved 14 motions brought forward by the membership.

World Community Development Conference June 2018

NWCI took part in the World Community Development Conference in June 2018. The event provided a unique opportunity for practitioners, participants, academics, policy makers, funders and other stakeholders to share perspectives on current contexts and challenges for community work. The conference was organised jointly by Community Work Ireland, the Department of Applied Social Studies, Maynooth University, and the International Association for Community Development. Over 400 delegates from all over Ireland and the world took part. NWCI were part of the advisory group of the World Community Development Conference.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

#ItStopsNow

2018 marked the second year of NWCI's leadership of the EU funded ESHTe Project (Ending Sexual Violence and Harassment in Third level Education). Together with partners in Scotland, Lithuania and Cyprus we launched the 'It Stops Now' campaign in Higher Education Institutes across Ireland and Europe.

In April we completed focus groups with staff and students across Ireland, giving us a deeper understanding of the prevailing issues and concerns facing higher education institutes in relation to sexual violence and harassment. In total 25 face to face sessions took place with over 250 stakeholders across the four partner countries, the majority of which took place in Ireland.

The focus groups heavily informed the 'It Stops Now' public awareness campaign which was launched in October. The campaign was rolled out in over 15 institutes in Ireland alone consisting of a campaign video, posters, stickers and a mural. Key messages of the campaign are:

- Believe and support survivors
- Before you say it, do it or post it – check they consent
- Don't stand by, speak up

In late 2018, we were delighted to be invited by the Minister for Higher Education, Mary Mitchell O'Connor to sit on an expert group to create a framework for the higher education sector to tackle sexual violence and harassment.

#FeministPresident

As part of the presidential election campaign, NWCI launched a public discussion on women's equality using #FeministPresident. The aim was to inform the public about the views and perspectives of candidates on advancing women's equality and rights for women so that voters were able to make an informed decision on Election Day.

For this project, NWCI asked all presidential candidates a series of questions in relation to women's equality. They included what actions candidates had taken to advance women's equality and if they considered themselves to be a feminist. The answers were published in the Sunday Independent, on 14 October 2018, and on our website.

Creating a Safer Ireland for Women: Ratifying the Istanbul Convention

As part of the 16 Days of Action on Violence against Women, the Irish Observatory on Violence Against Women, convened by NWCI, held an important seminar in December to call on the Government to ratify the Istanbul Convention, and to ensure a strong community monitoring of Ireland's compliance with the Convention.

The event, chaired by Sinead O'Carroll news editor of TheJournal.ie, and opened by Minister Mary Mitchell O'Connor, included presentations by international expert Rosa Logar, Director of the Domestic Violence Intervention Centre Vienna and Noeline Blackwell, CEO Dublin Rape Crisis Centre. Their input was followed by an insightful panel discussion with Tessa Collins, Pavee Point, Salome Mbugua, AkiDwA-The Migrant Women's Network, Moe Reynolds, Domestic Violence Specialist Longford Women's Link, Mary-Louise Lynch, Intimate Abuse Intervention, Joan Mullen, Tusla and Marion Walsh, COSC.

Gender Budgeting

In 2018 NWCI advanced our work on gender budgeting using our 'Gender Budgeting is Good Budgeting' publication as a framework. The framework presents a practical way of realising the Irish Government's commitment to harness the potential of the budget process to advance equality, reduce poverty and strengthen social and economic rights. In February NWCI appeared before the Budgetary Oversight Committee, to provide an assessment on the Equality Budgeting piloting initiative led by the Department of Public Expenditure and Reform (DEPR). The pilots led by DEPR were undertaken by six other government departments and NWCI commended the progress made so far in rolling out equality budgeting and departments' commitment to begin analysing how budgetary measures can result in greater equality between women and men.

Budget 2019

Investing in Women's Futures – Pre-Budget Submission

The national Budget process being the principal expression of Government's priorities, is the critical opportunity to tackle structural, systemic issues and advance gender equality. Investing in Women's Futures, NWCI's 2019 pre-budget submissions to the Department of Finance and Department of Employment Affairs and Social Protection (DEASP), set out our arguments for ensuring that a core economic priority must be increasing our investment in

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

public services and strengthening social protections as critical ways to delivering full gender equality. We advocated for these principles at the National Economic Dialogue, at the DEASP pre-budget forum and other pre-budget lobbying opportunities.

Closing the Gender Pay Gap

In 2018, NWCI's Director addressed a Government Symposium to advance measures to address the gender pay gap. In attendance were senior policymakers, business representatives, trades unions and academics. While it was accepted that there is no one solution to closing the pay gap, wage transparency emerged as a key consideration. This is something we had highlighted in our 2017 submission to Government on Closing the Gender Pay Gap. The aim of such a move is to hold organisations publicly accountable for their pay structures and the actions taken to eliminate the practices that serve to perpetuate the gender pay gap. In July, we published our position paper Pay Transparency to Close the Gender Pay Gap, which detailed what we would like to see form part of any new legislation proposing to govern this approach. In November, NWCI appeared by invitation before the Joint Committee on Justice and Equality as part of the pre-legislative scrutiny of the General Scheme of the Gender Pay Gap Information Bill; (a bill designed to facilitate wage transparency). NWCI commented on the general scope of the legislation and argued that it should apply to all employers with 50 or more employees. The statistical information should be accompanied by a narrative and an action plan to remedy the gap, the information be made publicly available, and the penalties for non-compliance should be set at a level at which the cost of noncompliance is significant.

Realising women's right to health

Out of Silence – Women's Mental Health

Improving mental health supports and services for women is a central part of NWCI's work on women's health. In November, NWCI launched a new report, 'Out of Silence, women's mental health in their own words'.

Women's voices are too often absent from the discussions on mental health in Ireland. NWCI's report aims to bring women's mental health out of this silence. Based on conversations with over 100 women from across Ireland, the 'Out of silence' report documents for the first time the specific mental health needs of women and girls in Ireland and highlights necessary steps to prioritise prevention and provision of services going forward.

Women's Mental Health Network launched

The 'Out of Silence' report launch coincided with the first meeting of the Women's Mental Health Network, a new collaboration between NWCI and Saint Patrick's Mental Health Services. The Network aims to provide a forum for information-sharing and networking among interested parties, and to advance interdisciplinary and multi-agency collaboration to progress shared aims and goals in the promotion of women's mental health.

NWCI's health programme is supported by Health Promotion and Improvement, Strategic Planning and Transformation in the HSE.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

Directors and secretary

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Louise Lovett	
Miriam Holt	(Resigned 30 July 2018)
Sarah Benson	
Sheila Dickson	(Resigned 30 July 2018)
Rosaleen McDonagh	
Suzanna Griffin	
Catriona Graham	
Pauline Sargent	(Resigned 30 July 2018)
Nuala Ryan	
Olwen Dawe	(Resigned 30 July 2018)
Ellen O'Malley Dunlop	
Sinead Keane	(Appointed 30 July 2018)
Ashimiedua Okonkwo	(Appointed 30 July 2018)
Ini Usanga	(Appointed 30 July 2018)
Vivienne Glanville	(Appointed 30 July 2018)

Results and dividends

The results for the year are set out on page 17.

RESERVES POLICY

NWCI's policy is to maintain unrestricted reserves at a minimum level to ensure the long-term viability of the organisation. Reserves to be maintained at a level which ensures that NWCI's core activity could continue during a period of unforeseen difficulty. It takes into account risks associated with each stream of income and expenditure being different from that budgeted, planned activity level and the organisations commitments. The results for the year are set out on page 17. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €44,709 at 31/12/2018. The directors regard this level of unrestricted funds as inadequate for contingency purposes and have resolved to try to increase the level of unrestricted reserves in the future. At the year end the balance sheet shows unrestricted reserves of €44,709 and restricted reserves of €104,927 which will be carried forward to 2019. Restricted reserves will be used to carry out agreed programmes during 2019.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

STAFF AND CONTRACTORS

The Board would like to express their appreciation to the dedication and hard work of all their staff. The NWCI is committed to equality of opportunity in employment. All employment decisions at the NWCI are based on competencies that include experience, abilities and qualifications. The organisation supports the implementation of positive action programmes to remove barriers to equality and promote concepts of diversity and equality of opportunity in all of its employment. It is our policy that the principles and practices of equality of opportunity should apply to all conditions of service for our employees, including recruitment, placement, selection, promotion, career development, training, pension and leave entitlements.

The NWCI is committed to ensuring the health, safety and well-being at work of its employees, student interns, contractors and visitors. It is committed to providing and maintaining a safe place of work, safe systems of work, safe equipment and safe procedures, in so far as is reasonably practicable, and in accordance with relevant legislation. This policy sets out the NWCI's programme for managing and safeguarding Health and Safety.

Accounting records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility by employing qualified and experienced staff and ensuring that sufficient company resources are available for the task.

The accounting records are held at the company's registered office, 100 North King Street, Dublin 7.

Auditor

In accordance with the Companies Act 2014, section 383(2), Browne Murphy & Hughes continue in office as auditor of the company.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

Statement of disclosure to auditor

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

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

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

On behalf of the board

.....
Sarah Benson
Deputy Chairperson
.....

.....
Ellen O'Malley Dunlop
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2018

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 that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in 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 surplus or deficit of the company for that 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 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 audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board

.....
Sarah Benson
Deputy Chairperson
.....

.....
Ellen O'Malley Dunlop
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

Opinion

We have audited the financial statements of National Women's Council of Ireland (the 'company') for the year ended 31 December 2018 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity and the related notes. The relevant 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.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2018 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

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

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

We have nothing to report in this regard.

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

Opinions on other matters prescribed by the Companies Act 2014

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

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

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

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and 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' report.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

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

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors 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.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

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

This 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.

Jon Byrne
for and on behalf of
Browne Murphy & Hughes
Chartered & Certified Accountants
& Statutory Auditors
28 Upper Fitzwilliam Street
Dublin 2

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NATIONAL WOMEN'S COUNCIL OF IRELAND

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2018

		Restricted Funds 2018 €	Unrestricted Funds 2018 €	Total 2018 €	Total 2017 €
	Notes				
Incoming Resources					
Donations	3	17,807	37,673	55,480	24,695
Charitable Activities	3	719,160	20,298	739,458	747,968
Total incoming resources		<u>736,967</u>	<u>57,971</u>	<u>794,938</u>	<u>772,663</u>
Resources Expended					
Raising funds	4	(4,525)	(2,468)	(6,993)	(6,698)
Charitable Activities		<u>(863,926)</u>	<u>(75,784)</u>	<u>(939,710)</u>	<u>(895,523)</u>
Total Resources Expended		<u>(868,451)</u>	<u>(78,252)</u>	<u>(946,703)</u>	<u>(902,221)</u>
Net deficit for the financial year		<u>(131,484)</u>	<u>(20,281)</u>	<u>(151,765)</u>	<u>(129,558)</u>

The Income and Expenditure Account has been prepared on the basis that all operations are continuing operations.

.....
Sarah Benson
Deputy Chairperson

.....
Ellen O'Malley Dunlop
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2018

	2018 €	2017 €
Deficit for the year	(151,765)	(129,558)
Other comprehensive income	-	-
Total comprehensive income for the year	<u>(151,765)</u>	<u>(129,558)</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2018

	Notes	2018 €	€	2017 €	€
Current assets					
Debtors	12	10,337		14,207	
Cash at bank and in hand		177,152		341,758	
		<u>187,489</u>		<u>355,965</u>	
Creditors: amounts falling due within one year	13	(37,853)		(54,564)	
Net current assets			<u>149,636</u>		<u>301,401</u>
Reserves					
Restricted Funds			104,927		236,412
Unrestricted Funds	15		44,709		64,989
Members' funds			<u>149,636</u>		<u>301,401</u>

The financial statements were approved by the board of directors and authorised for issue on and are signed on its behalf by:

.....
Sarah Benson
Deputy Chairperson

.....
Ellen O'Malley Dunlop
Chairperson

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2018

	Income and expenditure €
Balance at 1 January 2017	430,959
Year ended 31 December 2017:	
Deficit and total comprehensive income for the year	(129,558)
Balance at 31 December 2017	301,401
Year ended 31 December 2018:	
Deficit and total comprehensive income for the year	(151,765)
Balance at 31 December 2018	<u>149,636</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Accounting policies

Company information

National Women's Council of Ireland is a limited company domiciled and incorporated in Eire. The registered office is 100 North King Street, Dublin 7.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), as adapted by Section 1A of FRS 102, and the requirements of the Companies Act 2014.

The financial statements are prepared in euros, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention. In preparing the financial statements, the Company has referred to guidance included within the following Statements of Recommended Practice (SORP): Accounting and Reporting for Charities, 2014 FRS 102. The company has adopted best practice to the extent that requirements contained within the aforementioned SORP are applicable to the company.

The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income and expenditure

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	20% Straight Line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

1.5 Cash and cash equivalents

Cash at bank and in hand are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

1 Accounting policies

1.6 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in surplus or deficit.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

1.7 Taxation

The company is a company limited by guarantee and operates in the Not for Profit sector. Any surpluses generated are for the mutual benefit of the members and on that basis no tax has been applied.

1.8 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The directors have not relied upon any such estimates or judgements in the preparation of these financial statements.

3 Incoming Resources

The total turnover of the company for the year has been derived from its principal activity wholly undertaken in Eire.

	Restricted 2018 €	Unrestricted 2018 €	Total Funds 2018 €	2017 €
Donations				
Members' subscriptions	-	34,224	34,224	24,695
Donations - R8 Campaign	17,807	3,449	21,256	-
	<u>17,807</u>	<u>37,673</u>	<u>55,480</u>	<u>24,695</u>
Charitable Activities				
Department of Justice & Equality	519,320	-	519,320	481,756
Department of Community, Rural & Gaeltacht Affairs	18,840	-	18,840	18,840
HSE	91,000	-	91,000	85,000
Pobal SSNO	90,000	-	90,000	90,000
IHREC	-	-	-	12,000
Department of Arts, Heritage, Regional & Rural	-	-	-	5,993
Community Foundation of Ireland	-	-	-	2,500
Other	-	20,298	20,298	51,879
	<u>719,160</u>	<u>20,298</u>	<u>739,458</u>	<u>747,968</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

4 Raising Funds

	Restricted 2018	Unrestricted 2018	Total 2018	Total 2017
	€	€	€	€
Wages & Salaries	4,525	2,468	6,993	6,698

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2018	Unrestricted 2018	Total 2018	Total 2017
Support Costs				
Staff Costs	668,114	50,195	718,309	634,097
Office Running Costs	33,751	2,291	36,042	34,453
Rent & Cleaning & Relocation	62,896	-	62,896	67,202
Communications & Information	24,753	720	25,473	18,287
	<u>789,514</u>	<u>53,206</u>	<u>842,720</u>	<u>754,039</u>

Allocation of staff time is based on job roles within the organisation.

	Restricted 2018	Unrestricted 2018	Total 2018	Total 2017
Governance Costs				
Audit and Accountancy	2,110	1,610	3,720	135
Professional Fees	-	9,300	9,300	-
Executive & Statutory Costs	8,419	231	8,650	9,294
Members Meetings Costs	1,225	-	1,225	1,666
	<u>11,754</u>	<u>11,141</u>	<u>22,895</u>	<u>11,095</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2018	Unrestricted 2018	Total 2018	Total 2017
	€	€	€	€
Direct Project Costs	62,658	11,437	74,095	130,390
Support Costs	789,514	53,206	842,720	754,038
Governance Costs	11,754	11,141	22,895	11,095
	<u>863,926</u>	<u>75,784</u>	<u>939,710</u>	<u>895,523</u>

7 Employees

The average monthly number of persons employed by the company during the year was:

	2018 Number	2017 Number
Employees	<u>15</u>	<u>14</u>

Their aggregate remuneration comprised:

	2018 €	2017 €
Wages and salaries	627,583	547,518
Social security costs	64,953	57,721
Pension costs	19,569	18,790
	<u>712,105</u>	<u>624,029</u>

The remuneration to key management personnel related to four people and totalled €265,942 in 2018 (2017: 4 €246,967)

The number of employees whose remuneration is greater than €60,000 is 2 (2017:2).
This is broken down as follows:

	2018	2017
€60,000 -€70,000	1	1
€70,000 -€80,000	1	1

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

8 Retirement benefit schemes

	2018	2017
	€	€
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>19,569</u>	<u>18,790</u>

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

9 Taxation

National Women's Council of Ireland had no trading or investment income in the year and hence no provision for tax is required.

We can confirm that the company is fully tax compliant as at 31 December 2018.

10 Tangible fixed assets

	Fixtures and fittings
	€
Cost	
At 1 January 2018 and 31 December 2018	<u>44,687</u>
Depreciation and impairment	
At 1 January 2018 and 31 December 2018	<u>44,687</u>
Carrying amount	
At 31 December 2018	<u>-</u>
At 31 December 2017	<u>-</u>

11 Financial instruments

	2018	2017
	€	€
Carrying amount of financial assets		
Debt instruments measured at amortised cost	<u>184,611</u>	<u>347,773</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>-</u>	<u>111</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2018

12 Debtors

	2018	2017
	€	€
Amounts falling due within one year:		
Other debtors	7,460	943
Prepayments and accrued income	2,877	13,264
	<u>10,337</u>	<u>14,207</u>

13 Creditors: amounts falling due within one year

	2018	2017
	€	€
PAYE and social security	17,001	18,498
Other creditors	-	111
Accruals	20,852	35,955
	<u>37,853</u>	<u>54,564</u>

14 Members' liability

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.27.

15 Income and expenditure account

	Opening Balance	Income	Expenditure	Closing Balance
	€	€	€	€
Restricted Funds	236,412	736,967	(868,452)	104,927
Unrestricted Funds	64,989	57,971	(78,251)	44,709
	<u>301,401</u>	<u>794,938</u>	<u>(946,703)</u>	<u>149,636</u>

16 Provision of non - audit services

Browne Murphy & Hughes provide non – audit services to the company including assisting with the compilation of the financial statements and the preparation and submission of company secretarial returns.

17 Related party transactions

During the year, the company made payments as rent expenses to a related party totalling €42,000.

At the beginning of the year, a related party owed an amount of €150 to the company. During the year, the company paid an amount of €2,663 to this related party. At the end of the year, the company was owed an amount of €2,813 from this party.

The companies are related by virtue of being under the control of common directors.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2018

18 Controlling party

The company is limited by guarantee. As a result it has no share capital. The directors have ultimate control of the company.

19 Approval of financial statements

The directors approved the financial statements on the

NATIONAL WOMEN'S COUNCIL OF IRELAND
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2018

NATIONAL WOMEN'S COUNCIL OF IRELAND

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2018

	€	2018 €	€	2017 €
Income				
Department of Justice & Equality		519,320		481,756
Pobal -SSNO		90,000		90,000
Group membership		22,690		16,717
Individual membership sub		11,534		7,978
HSE		91,000		85,000
Donations		21,256		3,962
IHREC		-		12,000
Community Foundation of Ireland		-		2,500
DCGRA - Social partnership		18,840		18,840
Miscellaneous income		9,677		36,937
Rental income		10,621		10,980
Department of Arts,Heritage & The Gaeltacht		-		5,993
		<u>794,938</u>		<u>772,663</u>
Administrative expenses		<u>(946,703)</u>		<u>(902,221)</u>
Operating deficit		<u>(151,765)</u>		<u>(129,558)</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2018

	31 December 2018 €	31 December 2017 €
EXPENDITURE		
Wages and Salaries (Core)	416,984	341,547
Wages and Salaries (Programme & Project Mgt)	210,599	205,971
Employers PRSI (Core)	43,050	38,566
Employers PRSI (Programme & Project Mgt)	21,903	19,155
Staff Pension Costs (Core)	14,708	12,768
Staff Pension Costs (Programme & Project Mgt)	4,861	6,022
Programme and Project Activities	75,321	118,982
Administration Costs	36,042	34,453
Office and Premises	62,896	67,202
Communications	25,472	18,287
Staff Costs	13,198	16,766
Executive and Statutory Costs	8,650	9,294
Professional Fees	9,300	13,074
Auditors Remuneration	3,720	135
	<u>946,703</u>	<u>902,221</u>

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2018**

SPONSORING GOVERNMENT DEPARTMENT	Department of Justice & Equality	
GRANT PROGRAMME	Gender Equality	
PURPOSE OF GRANT	Gender equality through our work to engage with Government, provide a women's equality analysis on all policy areas, consult with women and women's organisations and to leverage additional private funds to promote women's equality.	
TERM OF THE GRANT	One year 01.01.2018 - 31.12.2018	
TOTAL GRANT	€	519,319.78
Grant taken to Income in year	€	519,319.78
Cash received in year	€	519,319.78
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	519,319.78
Staff Costs	€	410,180.06
Administration Costs	€	95,701.94
Project Costs	€	13,437.78
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for core staff positions, direct costs for mobile phones, expenses and overhead costs towards light, heat, rent photocopying and audit fees. Grant to cover the cost of AGM and other NWCI activities	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2018**

SPONSORING GOVERNMENT DEPARTMENT	Department of Housing, Planning, Community & Local Government	
GRANT PROGRAMME	Organisations of the Community & Voluntary Pillar	
PURPOSE OF GRANT	To assist in our role as a contributor to public policy as a member of the Community & Voluntary Pillar	
TERM OF THE GRANT	One year 01.01.2018 - 31.12.2018	
TOTAL GRANT	€	18,840.00
Grant taken to Income in year	€	18,840.00
Cash received in year	€	18,840.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	18,840.00
Staff Costs	€	18,840.00
Administraion costs	€	-
Project Costs	€	-
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used towards the cost of salary of the Economic Policy Co-ordinator	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2018**

SPONSORING GOVERNMENT DEPARTMENT	Health Service Executive - HSE	
GRANT PROGRAMME	Section 39 Health Act 2004	
PURPOSE OF GRANT	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Health Co-ordinator and a part-time health assistant, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the priorities areas of healthy Ireland, a focus on women in national mental health policy and practice and Violence against Women.	
TERM OF THE GRANT	1st January 2018 - 31st December 2018	
TOTAL GRANT	€	91,000.00
Grant taken to Income in year	€	91,000.00
Cash received in year	€	91,000.00
Deferred at the start of the year	€	15,505.00
Deferred at the end of the year	€	10,440.33
EXPENDITURE	€	96,064.67
Staff Costs	€	71,435.45
Administration Costs	€	13,263.53
Project Costs	€	11,365.69
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Health Co-ordinator and a part-time health assistant, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the priorities areas of healthy Ireland, a focus on women in national mental health policy and practice and Violence against Women.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2018**

SPONSORING GOVERNMENT DEPARTMENT	Department of Environment, Community & Local Government	
GRANT PROGRAMME	Scheme to Support National Organisations in the Communiyt & Voluntary Sector	
PURPOSE OF GRANT	Funding to cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Coordinator and a part-time Membership Liaison Officer.	
TERM OF THE GRANT	1st July 2016 - 30th June 2019	
TOTAL GRANT	€	270,000.00
Grant taken to Income in year	€	90,000.00
Cash received in year	€	90,000.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	87,818.93
Staff Costs	€	83,272.74
Administration Costs	€	3,321.45
Project Costs	€	1,224.74
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Co-ordinator and a part-time Membership Liaison Officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2018**

POLITICAL CAMPAIGN	Repeal 8th Amendment Campaign	
INCOME	Fundraising Unrestricted Income NWCI	
PURPOSE	NWCI Campaign to repeal the 8 th amendment from the constitution	
PROJECT DURATION	March 2018 - End May 2018	
TOTAL INCOME	€	55,605.00
Fundraising for NWCI Campaign	€	17,807.00
Unrestricted funding from NWCI	€	37,798.00
Deferred at the start of the year	€	-
Deferred at the end of the year	€	-
EXPENDITURE	€	55,605.00
Staff Costs	€	46,967.50
Administraion costs	€	3,297.10
Project Costs	€	5,340.40
	€	-
	€	-
RESTRICTIONS ON USE	All donations received were received from Irish citizens. All donations exceeding €100 have been recorded with name and address of donor. All expenditure on this politicalcampaign have come from fundraising or from NWCI unrestricted funds.	