

**NATIONAL WOMEN'S COUNCIL OF  
IRELAND -  
AMALGAMATED**

**Limited by Guarantee**

**FINANCIAL STATEMENTS**

**31st DECEMBER 2014**

# **NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE**

## **FINANCIAL STATEMENTS**

**YEAR ENDED 31st DECEMBER 2014**

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# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## OFFICERS AND PROFESSIONAL ADVISERS

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The details below are in respect of both companies, National Women's Council of Ireland Limited (Limited by Guarantee) and National Women's Council of Ireland Education and Training Limited (Limited by Guarantee) except where indicated otherwise

### **The board of directors**

Moninne Griffith  
Louise Lovett\*  
Oluwayemi Solaru Adenuga\*  
Miriam Holt  
Saorlaith Ni Bhroin  
Sarah Benson  
Sheila Dickson  
Frances Byrne  
Aoife Smith  
Rosaleen McDonagh\*  
Suzanna Griffin \*

### **Company secretary**

Anne Gibney

### **Registered office**

100 North King Street  
Dublin 7

### **Auditor**

Grant Thornton  
Chartered Accountants  
& Registered Auditor  
24 - 26 City Quay  
Dublin 2

### **Bankers**

Bank of Ireland  
Lower Baggot Street  
Dublin 2

### **Solicitors**

Gartlan Furey Solicitors  
20 Fitzwilliam Square  
Dublin 2

\* Indicates directorship of National Women's Council of Ireland only

# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## THE DIRECTORS' REPORT

YEAR ENDED 31st DECEMBER 2014

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The directors have pleasure in presenting their report and the financial statements of the company for the year ended 31st December 2014.

### NWCI MISSION, VISION AND VALUES

National Women's Council of Ireland is the leading national women's membership organisation seeking equality between women and men. We represent our membership which includes 170 member groups as well as a wide range of supporting group and individual members from a diversity of backgrounds, sectors and locations. Our **mission** is to lead and to be a catalyst for change in the achievement of equality between women and men. We articulate the views and experiences of our members and make sure their voices are heard wherever decisions are made which affect the lives of women.

Our **vision** is of an Ireland, and of a world, where there is full equality between women and men. Our **values and beliefs** shape what we do and how we work, key among these are that we are a **feminist** organisation. We believe that feminism is about working to change society so that women and men have an equal say in the decisions that affect their lives.

We are aware that women are not a homogenous group and very keen to reflect in our work the **diversity** that exists among all women.

We believe that care work is essential to the common good, it performs vital social and economic functions. We see the recognition and valuing of affective care as fundamental to full equality for women.

We believe in the **fundamental dignity and human rights** of all human beings. We recognise that these rights are universal, inalienable and indivisible.

We believe the right to makes one's own choices about one's body for oneself is at the very core of personal freedom. **Bodily integrity** is a human right.

We know that tackling inequality and creating a more equal society requires **tackling structural inequalities** as well as a shift in the balance from self-interested 'consumerism' to a friendlier and more collaborative society. We believe that **women in leadership positions** (at all levels of society, locally, regionally, nationally and internationally) and the women's sector offer key sources of leadership and skills in relation to this change process.

### 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 2014 the company had eleven members who have each guaranteed the liabilities of the Company up to a maximum of €1.27.

### GROUP COMPANIES

NWCI's consolidated financial statements combine the activities of NWCI, a not-for-profit organisation and the NWCI Education & Training Ltd, is a registered charity, recognised by the Revenue Commissioners as having registered charity status – charity no CHY 11760.

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## THE DIRECTORS' REPORT

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### 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 August 2014.

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 as agreed at the 2009 AGM, four members from groups who specifically target and work with certain designated categories of disadvantaged or marginalised member organisations.

### BOARD RESPONSIBILITIES

- Direction – the Board sets the NWCI's direction and ensures that the organisation does not stray from its purpose. It also ensures that there is sufficient and realistic planning, target-setting and monitoring and that proper structures are in place;
- Assets – the Board ensures that the physical, financial and human assets of the organisation, including the board are properly monitored and effectively utilised;
- Accountability - ensuring that the organisation accounts for its monetary funds and its spending activities to all the relevant stakeholders;
- Legality - ensuring that the organisation acts legally e.g. in relation to health and safety; company law requirements etc.
- Big Picture - The exercise of governance means keeping an eye on the big picture rather than being drawn in to a level of detail that is a function of management and operations.
- Desirable Knowledge and Experience
- Knowledge/experience of working on gender equality and women's issues.
- Knowledge/experience of how organisations work.
- Knowledge and skills in one or more areas of Board Governance: policy, strategic planning, finance/fundraising, employment issues and legal.

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### ROLE OF EXECUTIVE BOARD

The Executive Board has evolved over time, moving away from being completely responsible for management, as the organisation has employed professional staff.

The Board is committed itself to a policy making role within the context of a best practice model of good governance. The professional staff members implement that policy through a strategic plan over a three-year period.

#### The Executive Board ensures that:

- It formulates overall governance of the organisation, including policy development and the development of the strategic plan, in conjunction with the membership and staff.
- Board members and staff jointly undertake to act with integrity, at all times treating discussions about the business of NWCI as confidential.
- A Director is appointed to manage the organisation.
- The Director receives, through the Chairperson, regular support, supervision and annual appraisal.
- The implementation of the Strategic Plan is overseen.
- A model of good governance and leadership is provided.
- Its Board members are informed of, and publicly support the policy positions and services developed and provided by the NWCI.
- Its Board members act as ambassadors for the NWCI.
- Its Board members act as a resource – e.g. sub-committees may draw on the expertise of individual board members.
- The board may be consulted on submissions to government

A Board member's entirely voluntary involvement in the non-profit context demands a considerable time commitment and also a deeply held commitment to achieve equality for women and to the feminist ethos of the organisation. Rewards for Board Members are intangible, no financial payment may be made, save for expenses incurred

### 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. Meetings shall be held at least four times a year. The Audit Committee has five members. Three members are NWCI Directors. The Chairperson of the Audit Committee shall be the Chairperson of the NWCI.

Terms of reference include the following key responsibilities:

- 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;
- Ensuring the Company maintains effective risk management and internal control systems;
- 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;

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- Reviewing reports on the Company's superannuation plan and compliance with relevant laws and regulation;
- 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;
- To oversee any investments

### GOVERNANCE SUBCOMMITTEE

The governance Subcommittee has five members, two of whom are Directors and two members from the senior Management Team. The fifth member is an independent legal adviser. The committee meet as required and prior to AGM's. The objective of the committee is to oversee the AGM and to ensure proper procedure is followed.

### EMPLOYMENT SUBCOMMITTEE

The Employment subcommittee has seven members, six board members and the Director of the NWCI. The committee meets when required. Responsibility for updating the NWCI Employment Hand book lies with this subcommittee.

### OUR WORK IN 2014-

The NWCI purchased a new home in 2014. The NWCI has been in existence for over 40 years and in that time have moved premises a number of times. However in 2014 we purchased our own building with the assistance of a grant from Atlantic Philanthropies. Our new premises is 100 North King Street, Dublin 7 and is a resource for our members and friends. We can offer our members a free self-contained Education/ Training room which is wheelchair accessible.

Our new Strategic Plan 'Leading the Change for Women's Equality' (2013-2015) sets out our vision, mission and values and core goals that we believe can deliver substantial change for women's rights and equality in Ireland.

NWCI continued to work with the Gender Equality Division of the Department of Justice and Equality to implement the strategic objectives of the National Women's Strategy.

**Some of the work and activities of NWCI for 2014 is as follows; Full details are available in our Annual Report**

#### **Goal 1: Seeking Substantive improvements in equality and human rights for women**

##### **Gender mainstreaming in health programme**

This programme is funded by the HSE to integrate gender analysis into health policies and practices of the State.

On March 31<sup>st</sup> as part of NWCI's Gender Mainstreaming in Health project we held a national seminar on Gender Mainstreaming in Health to spotlight the different needs faced by men and women when it comes to health service planning and delivery. Three resources highlighting why "*Gender Matters*" in the health services were launched at the seminar:

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- A User Friendly Guide to Gender Mainstreaming
- A Toolkit for Gender Mainstreaming
- A Training Resource Pack on gender Mainstreaming.

In September the NWCI attended a multi-stakeholder consultation held by the Department of Health at which we raised from the plenary floor the need for a social determinants model of healthcare, informed by disaggregated data. We also attended and had an information stall at a national conference on health hosted by the Irish Institute of Public Health.

Exploratory work was carried out to establish gender mainstreaming demonstration projects within the HSE or with HSE-funded agencies, in part fulfilment of funding agreement by the HSE. Commitments were secured for two projects: one in partnership with Pavee Point and Finglas HSE Primary Care Teams and one with the Clondalkin Drugs Task Force. An agreement was also made with the National Advocacy Unit of the HSE to feed into the revision of the HSE Your Service, Your Say 'Safer to Ask' series of materials and to facilitate consultations with a variety of stakeholders throughout Ireland, including women from marginalised communities, on a draft HSE maternity charter. The Charter document outlines what women can expect from Irish maternity services and what their responsibilities are when engaging with the maternity services.

The NWCI also began working with the Irish Nurses and Midwives Organisation to pursue accreditation for the Gender Matters training, developed as part of the gender mainstreaming in health programme, funded by the HSE.

### **Women and Mental Health**

The NWCI submitted a bid for the second time to the international organising committee of the World Congress on Women's Mental Health to host the Congress in Dublin in 2017. This work was done in cooperation with event management company Conference Partners.

### **Violence Against Women**

In 2013 the NWCI established an e-action campaign to encourage the Irish government to sign and ratify the Council of Europe Convention on Violence Against Women during Ireland's Presidency of the EU for the month of June. The NWCI continued to advocate publicly for Ireland to sign and ratify the Convention.

The NWCI chairs the Observatory on Violence against Women. In August 2014, the NWCI made a submission to the Department of Foreign Affairs and Trade as part of their consultation on the second National Action Plan on Women, Peace and Security.

### **Repealing the 8<sup>th</sup> Amendment**

#### **Reproductive Rights**

NWCI continued to work on reproductive rights, supporting members work around issues such as maternal health and access to contraception and highlighting the need for access to safe, legal abortion. In addition to regular meetings of the NWCI members Abortion Working Group the NWCI actively campaigned for legislation to protect a woman's life during pregnancy and for access to abortion where the mother's life is at risk.



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### Achieving Women's Economic Independence

#### **Budget Directions**

Developed in consultation with our membership, NWCI developed 'Budget Directions' 2015, a substantial submission on Ireland's first post-bailout Budget. Budget Directions looked at key areas for public investment and policy reform with a particular focus on economic equality and independence for women. In addition to a formal launch, NWCI engaged in a range of advocacy and media work around both social and economic aspects of Budget, including television debates and an Op-Ed in the Sunday Business Post on progressive taxation and economic equality.

#### **Social Impact Assessment**

NWCI continued to advocate for the strengthening of institutional measures and mechanisms around gender equality. In addition to contributing to the debate around Equality Budgeting, NWCI also actively promoted the extension and deepening of Social Impact Assessment. As a member of the Community and Voluntary Pillar, NWCI encouraged that body to engage with DEPAR and Dept of Finance around this issue.

#### **Advocacy around Social Welfare Reform, Precarious Work and Public Procurement**

Throughout 2014 NWCI engaged in sustained advocacy work around the need for reform of our social protection system to better promote equality and recognise the realities of care. Over the course of the year we produced submissions, made presentations, participated in consultations, spoke at conferences and contributed to public debate in the media around issues such as pension inequality for women, young women and unemployment, careless versus careful approaches to activation and the failure to engage Qualified Adults or adequately support One Parent Families.

Another key advocacy focus was the importance of a gender analysis within initiatives such as the Low Pay Commission, the rise in precarious work, the impact that non-fixed hour contracts are having on women and the pressures this aggressive casualisation places on our social structures.

In many forms and throughout the year, NWCI highlighted the need for a joined up approach to ensure that enterprise and employment policies support rather than undermine equality. We particularly focused on the current reform of Public Procurement as a key opportunity to attach social criteria and social clauses to all areas of Government spending.

#### **Communicating the Case, 2014**

Our Communications work went from strength to strength in 2014. Here were some of the highlights

3,000 new followers on Twitter, bringing us up to almost 9,000 followers

1,500 new likes on Facebook, bringing us to over 6,000 likes

Working in coalitions with our members to raise the profile of key issues such as family leave and a repeal of the 8<sup>th</sup> Amendment

Covering the first anniversary of Taoiseach Enda Kenny's Magdalene apology on RTE and continuing to hold the Government to account on the issue of medical cards, pensions and redress

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Significant social media events throughout the year, such as #NWCISoapbox and a joint campaign, #NotAnAprilFool highlighting the impact of austerity on women.

A monthly blog from an individual member, group member or supporter

Great coverage of our pre-Budget Submission, including various local and national op-eds against proposed tax cuts and calling for investment in public services

An International Women's Day hub on our website, showcasing all the IWD news and events from our members

Numerous opinion pieces in local and national papers on issues such as care, economic independence, body image and reproductive rights

### **Goal 2 Growing and mobilising an active and vocal membership**

#### **AGM**

Our 2014 AGM was held on 6th June. Prior to the AGM, we held a morning event entitled "So tell me why we still need Feminism" Opened by Minister Kathleen Lynch, Minister of State Department of Health and Department of Justice & Equality. Keynote speakers were Liz O'Donnell, Una Mullaly and Angela Towers.

The AGM itself was a great success with lively and stimulating discussion and 17 motions passed on the themes of:

- Equality for same sex couples
- Engaging in the Beijing + 20 Process
- Abolishment of direct provision system for Asylum
- Quality Public Services
- Women and smoking
- Decriminalise Abortion
- Promoting more Women ethnic organisations' involvement in NWC and their active participation in its activities
- Gender stereotyping
- Maternity Care
- Support for NCCWN Women's Community Development Projects
- Campaign for ratification and implementation by the Irish Government of the Council of Europe Convention on violence Against Women
- Women - The Working Poor
- Early identification and protection of trafficking victims
- The development of a National out-of-school care (OSCAR) policy and practice
- Integrating Gender and Ethnicity within Mental Health Policy and service development
- Repeal the 8th Amendment
- Maternity Leave facilities and benefits for employees and mothers Promoting young women's participation in the NWC;

There was also an election to the Board with 7 Directors retaining their seats and 4 new Candidates elected.

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### **Goal 3: Building Alliances that contribute to the achievement of women's equality**

#### **Supporting Survivors of Institutional Abuse**

We continued our work in 2014 to support the campaigns of survivors of institutional abuse in the Bethany Home and Magdalene laundries.

Following the discovery of an unmarked children's grave in Tuam Co. Galway, the ensuing public outcry and the Government's commitment to establish a Commission of inquiry into the operation of Mother and Baby Homes, we co-ordinated the response from an alliance of NGOs including Justice for Magdalenes Research<sup>1</sup>, NWCI, the Adoption Rights Alliance and the Bethany Survivors Group. The alliance called for international best practice requirements including international experts, independence, the inclusion of the Magdalene Laundries and County Homes together with all Mother and Baby Homes as part of the investigation's terms of reference.

We spoke at the service marking the unveiling of a memorial stone at Mount Jerome Cemetery for children who died at the Bethany Home.

We supported the Annual Flowers for Magdalenes event and organised a Flowers for Magdalenes Service at Bohermore Cemetery, Galway.

NWCI continued to play an active role within the Community and Voluntary Pillar, contributing to collective actions and participating in bilaterals with a number of Departments.

NWCI also continued to work with the Community Platform and participated alongside TASC the Nevin Institute and others in a new initiative on Income Inequality coordinated by Claiming our Future.

#### **Women's Human Rights Alliance**

We continued to act as convenors of the Women's Human Rights Alliance and issued a Shadow Report to the UN on Ireland's implementation of the International Covenant on Civil and Political Rights for the Irish Government's examination by the Committee in July 2014. Recommendations in the Report focused on the themes of; violence against women, women's reproductive rights, Women's Civil and political participation, women in the Constitution, Funding for women's support organisations, Sexual and labour exploitation of women and girls, migrant domestic workers, Direct Provision and the Rights of Women Seeking Asylum in Ireland, Rights of persons belonging to minorities including Travellers, Roma and addressing racism and racist hate crime, women in Magdalene laundries and family reunification.

The WHRA also made a submission to the Department of Foreign Affairs and Trade Review of Irish Foreign Policy.

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<sup>1</sup> Formerly Justice for Magdalenes

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### Global solidarity

#### *Bring Back our Girls*

We developed an online e action campaign letter to the Minister for Foreign Affairs, the Irish Ambassador to Nigeria and the Nigerian Ambassador to Ireland calling on them to make the safe return of the Nigerian girls, kidnapped from their school, a matter of extreme urgency and ensure that all schools are safe places for girls to learn.

#### *Women's Human Rights and Gender Equality in Irish Foreign Policy*

The WHRA issued a submission entitled "Women's Human Rights and Gender Equality in Irish Foreign Policy"<sup>2</sup> to the Department of Foreign Affairs and Trade Review of Ireland's Foreign Policy and External Relations. A wide range of recommendations were put forward including; mainstreaming the human rights of women in all Irish foreign policy and international development policy statements and programmes; continuation and expansion of Ireland's support for GBV and HIV programmes, ratification and implementation of the *Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence* (Istanbul Convention); advancement of women's reproductive rights globally and specific recommendations concerning, women with disability, Roma women, asylum seeking women and domestic workers.

#### *1325 Monitoring Committee*

We continued to participate on the Monitoring Committee to oversee the implementation of Ireland's National Action Plan on UN Resolution 1325 Women, Peace and Security. We engaged in the process of reviewing the plan and made a submission to the Department of Foreign Affairs Conflict Resolution Unit on the 2<sup>nd</sup> National Action Plan. We organised a workshop attended by, representatives of the army, women from conflict zones and others. The resulting report was issued to the Armed Forces to inform their pre and post deployment training and questionnaires on gender equality.

### **EU Progress Project "Initiatives to support the achievement of gender balance in decision-making roles in Ireland" - 2014-2015**

We were invited by the Gender Equality Division in the Department of Justice and Equality to be a partner in this EU funded 2 year project, The aim of the project is to increase awareness of the existence of gender bias and its negative impact in decision making, and provide tools to address it in order to increase the numbers of women at senior levels of decision making in the Irish Civil Service. Key activities include the design and delivery of a training programme to key stakeholders and decision makers in the Irish Civil Service, the production of a training video and a training resource pack. 2 focus group meetings were held with women in the civil service in 2014 to advise on the development of the project. We very much appreciated the attendance, advice and insights of the women from the Departments of Agriculture Food and the Marine, Social Protection, Foreign Affairs and Trade, Justice and Equality and Finance at the focus groups.

### **Local and Community Development**

In response to a range of changes in Local Government, Local development and Community Development structures programmes and processes we wrote letters to all city and county managers calling for ensuring gender balance on all new local Government structures and a focus on gender equality in the development of new local community and economic plans.

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<sup>2</sup> Produced by Dr. Niamh Reilly, Global Women's Studies, NUI Galway

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We made a Submission on the new Social Inclusion Community Activation programme (SICAP – the main local and community development programme in the country) calling for the naming and targeting of women in marginalised communities in the Programme.

We submitted a successful proposal to the Scheme of Supports for National Organisations (SSNO) to pursue our work on gender mainstreaming in local government structures and processes and to enhance our work with members.

We supported NCCWN in their campaign to maintain the autonomy and resourcing of 17 grass roots women's networks working in the most disadvantaged communities.

### **International**

- Our work with the European Women's Lobby

NWCI strengthened its engagement and collaboration with the European Women's Lobby (EWL). A motion in relation to the Mother and Baby Homes Inquiry in Ireland was passed unanimously at their AGM and the NWCI Policy Officer was also elected to the steering Executive of the EWL where she was appointed spokesperson on Socio-Economic issues.

### **Better Europe Alliance**

In 2014, following its exit from the Bailout, Ireland entered the 'Semester' process – this is an important annual engagement between the EU and member countries in which policy recommendations are made around the achievement of joint commitments, both Fiscal Compact targets and the goals set out under Europe 2020. During 2014 NWCI joined with a number of other organisations such as the European Anti Poverty Network to establish a Better Europe Alliance (BEA) and ensure that Civil Society voices were being heard in that important conversation between the EU and Government. Throughout 2014, the BEA made submissions at each stage of the Semester process and met with the Commission, Government Departments and Oireachtas Committees to highlight our ideas and concerns.

### **Other International Work**

- NWCI spoke at a seminar organized by Amnesty and Frontline Defenders to highlight the work of the women human rights defenders in Pakistan.

### **Goal 4 – Sustaining ourselves as a strong, democratic organisation**

Throughout 2014 financial sustainability continued to be a key priority for the NWCI. The NWCI Education and Training was successful in purchasing a building in North King Street.

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### Successful Funding Applications

Pobal – To provide opportunities for women from disadvantaged communities to come together, collectivise their concerns and build solidarity and support

Broadcasting Authority of Ireland – Joint research with Dublin City University ‘Exploring women’s underrepresentation in current affairs radio programming at peak listening times in Ireland’

### FINANCIAL RESULTS

The financial results for the year ended 31<sup>st</sup> December 2014 are shown in the Consolidated Statement of Financial Activities on page 18.

These results show a net surplus of €134,439 (2013: net deficit €110,824).

### INCOME

National Women’s Council of Ireland (NWCI) and National Women’s Council of Ireland (E&T) raised total income of €883,655 for the year ended 31<sup>st</sup> December 2014 (2013: €663,955). Analysis of income is on page 23.

€118,130 restricted funds received in 2014 carried forward to the following year in order to finish the programme of work and are therefore not part of income raised in 2014. (Restricted funds in 2013 were €320,978).

### EXPENDITURE

Total expenditure for the year, at €749k is down 3% on 2013 (€775k). Charitable activities accounts for 94% of expenditure €710k (2013: €729k). Cost of generating income has decreased by 36% in the year to €17,465 (2013:€30k). This is due to the strengthening of NWCI’s policy on income generating. NWCI wish to increase the grants received from membership and non-statutory organisations. We developed a new post of Fundraiser for the organisation on part-time bases to explore new and innovative means of generating donations and fundraising income.

NWCI’s ability to deliver quality, value for money programmes has ensured strong positive relationships continue with Government Departments, Trusts and Philanthropic organisations.

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### 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 18. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €19,387 as at 31<sup>st</sup> December 2013. The directors regard this level of unrestricted funds as inadequate for contingency purposes and have resolved to try to increase the level of unrestricted funds in the future. At the year end the balance sheet shows unrestricted reserve of €42,523 restricted reserves of €432,281 which will be carried forward to 2015. Restricted reserves will be used to carry out agreed programmes during 2015.

### PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks and uncertainties facing the organisation continues to be the sourcing of new funding Atlantic Philanthropies have decided to pull out of Ireland in 2015. This funding will be no longer available from 2015 on.

The submission of new funding applications will continue to be a priority for the organisation throughout 2015 as well as implementing the new Strategic Plan.

NWCI's risk management and internal control lies with the Board of Directors, with the Audit/Finance Subcommittee playing a key supporting and assurance role.

The internal control system aims to monitor the procedures in place to ensure the Company is in compliance with the Companies Act and other legislative and reporting requirements;

Reviewing risk management practices monitor 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

### STAFF AND VOLUNTEERS

The Board would like to express their appreciation to the dedication and hard work of all their staff and volunteers, interns and students. 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

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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.

### IMPORTANT EVENTS SINCE THE YEAR END

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

### DIRECTORS

The directors and secretary who served the company during the year were as follows:

Moninne Griffith  
Louise Lovett  
Oluwayemi Solaru Adenuga  
Miriam Holt  
Saorlaith Ni Bhroin  
Sarah Benson  
Sheila Dickson  
Frances Byrne  
Aoife Smith  
Rosaleen McDonagh  
Suzanna Griffin

The secretary was Anne Gibney

### DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland.

Irish company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that year. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; 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 confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for keeping proper books of account that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and comply with the Companies Acts, 1963 to 2013. The directors 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.

### BOOKS OF ACCOUNT

The directors have employed a suitable qualified person to maintain the company's books and records, which are kept at the company's office at 100 North King Street Dublin 7.



**NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED  
LIMITED BY GUARANTEE**

**THE DIRECTORS' REPORT**

**YEAR ENDED 31st DECEMBER 2014**

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**AUDITOR**

The auditor, Grant Thornton, will continue in office in accordance with section 160(2) of the Companies Act 1963.

Signed on behalf of the director

Frances Byrne  
Director

Miriam Holt  
Director

Approved by the directors on 16<sup>th</sup> April 2015

# **NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED FOR THE YEAR ENDED 31st DECEMBER 2014**

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We have audited the financial statements of National Women's Council of Ireland Limited and National Women's Council of Ireland Education and Training Limited for the year ended 31st December 2014 which comprise the Statement of Financial Activities, Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

This report is made solely to the company's shareholders, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's shareholders 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 shareholders as a body, for our audit work, for this report, or for the opinions we have formed.

### **RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITOR**

As explained more fully in the Directors' Responsibilities Statement set out on page 2 to 14, the directors are responsible for the preparation of the financial statements giving a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's [APB's] Ethical Standards for Auditors.

### **SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the state of the company's affairs as at 31st December 2014 and of its loss for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Acts 1963 to 2013

# **NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED FOR THE YEAR ENDED 31st DECEMBER 2014**

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### **MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY THE COMPANIES ACTS 1963 TO 2013**

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion proper books of account have been kept by the company.
- The financial statements are in agreement with the books of account.
- In our opinion the information given in the directors' report is consistent with the financial statements.

### **MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

We have nothing to report in respect of the provisions in the Companies Acts 1963 to 2013 which require us to report to you if, in our opinion the disclosures of directors' remuneration and transactions specified by law are not made.

24 - 26 City Quay  
Dublin 2

Date 16<sup>th</sup> April 2015

TURLOUGH MULLEN FCA  
For and on behalf of  
GRANT THORNTON  
Chartered Accountants  
& Registered Auditor

# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## INCOME AND EXPENDITURE ACCOUNT

YEAR ENDED 31st DECEMBER 2014

	Note	Restricted Funds	Unrestricted Funds	Total 2014	Total 2013
INCOMING RESOURCES		€	€	€	€
<b>Voluntary income</b>					
Grants	2	475,800	309,905	785,705	622,299
Membership subscriptions		-	22,784	22,784	20,371
Rental Income		-	22,462	22,462	-
Other		14,119	38,181	52,300	20,657
<b>Investment income</b>					
Bank interest		-	404	404	628
<b>Total incoming resources</b>		489,919	393,736	883,655	663,955
<b>RESOURCES EXPENDED</b>					
<b>COST OF GENERATING INCOME</b>	15	3,801	13,664	17,465	30,395
<b>CHARITABLE ACTIVITIES</b>	16	357,517	353,108	710,625	729,434
<b>GOVERNANCE COSTS</b>	17	3,471	10,655	14,126	14,950
<b>RELOCATION COSTS</b>		7,000	-	7,000	-
<b>Total resources expended</b>		371,789	377,427	749,216	774,779
<b>Net (deficit)/surplus resources</b>		118,130	16,309	134,439	(110,824)
Transfer		(6,827)	6,827	-	-
Total funds at beginning of year	18	320,978	19,387	340,365	451,189
<b>Total funds at end of year</b>	18	432,281	42,523	474,804	340,365

All of the activities of the company are classed as continuing.

The company has no recognised gains or losses other than the results for the year as set out above.

These financial statements were approved by the directors on 16<sup>th</sup> April 2015 and are signed on their behalf by:

Frances Byrne  
Director

Miriam Holt  
Director

The notes on pages 22 to 26 form part of these financial statements.

# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## BALANCE SHEET

31st DECEMBER 2014

	Note	2014 €	€	2013 €	€
<b>FIXED ASSETS</b>					
Tangible assets	7		332,584		197
<b>CURRENT ASSETS</b>					
Debtors	8	14,067		10,283	
Cash at bank and in hand		317,619		374,213	
		<u>331,686</u>		<u>384,496</u>	
<b>CREDITORS: Amounts falling due within one year</b>	<b>9</b>	<u>103,796</u>		<u>44,328</u>	
<b>NET CURRENT ASSETS</b>			<u>227,890</u>		<u>340,168</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>560,474</u>		<u>340,365</u>
<b>CREDITORS: Amounts falling due after more than one year</b>	<b>9</b>		85,670		-
			<u>474,804</u>		<u>340,365</u>
<b>RESERVES</b>					
Restricted – building development fund	14		199,223		206,050
Restricted fund – other			233,058		114,928
Unrestricted fund			42,523		19,387
<b>MEMBERS' FUNDS</b>			<u>474,804</u>		<u>340,365</u>

These financial statements were approved by the directors on 16<sup>th</sup> April 2015 and are signed on their behalf by:

Frances Byrne  
Director

Miriam Holt  
Director

The notes on pages 22 to 26 form part of these financial statements.

**NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED  
LIMITED BY GUARANTEE**

**CASH FLOW STATEMENT**

**31st DECEMBER 2014**

Note	2014 €	€	2013 €	€
<b>NET CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES</b>		177,755		(88,621)
<b>RETURNS ON INVESTMENTS AND SERVICING OF FINANCE</b>				
Interest paid	404		(298)	
Interest received	(5,285)		628	
<b>NET CASH (OUTFLOW)/INFLOW FROM RETURNS ON INVESTMENTS AND SERVICING OF FINANCE</b>		(4,881)		330
<b>CAPITAL EXPENDITURE</b>				
Payments to acquire tangible fixed assets	(339,411)		-	
		(339,411)		-
<b>FINANCING</b>				
Increase in bank loans	130,000		-	
Repayment of bank loan	(20,057)		-	
		109,943		-
<b>(DECREASE) IN CASH</b>		<u>(56,594)</u>		<u>(88,291)</u>
<b>RECONCILIATION OF OPERATING PROFIT/(LOSS) TO NET CASH INFLOW FROM OPERATING ACTIVITIES</b>				
		<b>2014</b>		<b>2013</b>
		<b>€</b>		<b>€</b>
Net incoming /(outgoing) resources		139,319		(111,154)
Depreciation		7,025		787
Decrease/(increase) in debtors		(3,784)		(8,076)
(Decrease)/increase in creditors		35,195		29,822
Net cash (outflow) / inflow from operating activities		<u>177,755</u>		<u>(88,621)</u>
<b>RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS</b>				
		<b>2014</b>		<b>2013</b>
		<b>€</b>		<b>€</b>
(Decrease) / Increase in cash in the period		(56,594)		(88,291)
Movement in net funds in the period		<u>(56,594)</u>		<u>(88,291)</u>
Net funds at 1 January 2014		374,213		462,504
Net funds at 31 December 2013		<u>317,619</u>		<u>374,213</u>

The notes on pages 22 to 26 form part of these financial statements.

**NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED  
LIMITED BY GUARANTEE**

**CASH FLOW STATEMENT *(continued)***

**YEAR ENDED 31st DECEMBER 2014**

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**ANALYSIS OF CHANGES IN NET FUNDS**

	<b>At 1 Jan 2014 €</b>	<b>Cash flows €</b>	<b>At 31 Dec 2014 €</b>
Net cash:			
Cash in hand and at bank	374,213	(56,594)	317,619
Net funds	<u>374,213</u>	<u>(56,594)</u>	<u>317,619</u>

**The notes on pages 22 to 26 form part of these financial statements.**

# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2014

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### 1. ACCOUNTING POLICIES

#### **Amalgamation**

These financial statements are the amalgamated financial results of the National Women's Council of Ireland (Limited by Guarantee) and National Women's Council of Ireland Education and Training (Limited by Guarantee), both of which are controlled by the same board, The purpose of the amalgamated financial statements is to reflect the combined activities of both companies as a single organisation.

#### **Basis of accounting**

The financial statements are prepared in accordance with generally accepted accounting principles under the historical cost convention and comply with financial reporting standards of the Financial Reporting Council, as promulgated by the Institute of Chartered Accountants in Ireland, and Irish statute comprising the Companies Acts, 1963 to 2013.

The financial statements have been prepared in accordance with generally accepted accounting principles under the historic cost convention and comply with the financial reporting standards of the Accounting Standards Board, as promulgated by the Institute of Chartered Accountants in Ireland. The financial statements have also been prepared with reference to "Accounting and Reporting by Charities" (Charities SORP) the revised statement of recommended practice issued by the Accounting Standards Board in 2000 and the Accounting Standards Board "Statement on Update Bulletin 1 of the Charities SORP" issued in December 2002, updated in 2005.

#### **Income**

Income is recognised when the right to the income is established.

#### **Fixed assets**

All fixed assets are initially recorded at cost.

#### **Depreciation**

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Fixtures & Fittings	-	20% / 33.33% straight line
Property	-	2% straight line

#### **Operating lease agreements**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.



# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2014

### 2. VOLUNTARY INCOME

	Restricted 2014 €	Unrestricted 2014 €	Total 2014 €	Total 2013 €
<b>GRANTS RECEIVABLE</b>				
Department of Justice & Equality	-	300,000	300,000	300,000
Department of Community, Rural and Gaeltacht Affairs				
Social Partnership	18,840	-	18,840	18,840
J Rowntree Trust	47,564	-	47,564	42,899
HSE	60,000	-	60,000	20,560
Atlantic Philanthropies	280,000	-	280,000	240,000
Pobal	30,276	-	30,276	-
IHREC	15,000	-	15,000	-
Broadcasting Authority of Ireland	18,750	-	18,750	-
Leadership Initiative	5,370	9,905	15,275	-
	475,800	309,905	785,705	622,299
	475,800	309,905	785,705	622,299

### 3. OPERATING PROFIT

Operating profit is stated after charging:

	2014 €	2013 €
Depreciation of owned fixed assets	197	787
Auditor's fees	3,720	5,951
	3,917	6,738

### 4. PARTICULARS OF EMPLOYEES

The average number of staff employed by the company during the financial year amounted to:

	2014 No	2013 No
Number of administrative staff	10	8
	10	8

The aggregate payroll costs of the above were:

	2014 €	2013 €
Wages and salaries	439,739	399,541
Social welfare costs	44,361	41,649
Pension costs	16,497	18,393
	500,597	459,583

The average number of staff employed by the company during the financial year amounted to 10 (2013: 8) and there was one employee with emoluments for the year falling within €70,000 to €80,000 (2013: 1).

# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2014

### 5. INTEREST RECEIVABLE

	2014	2013
	€	€
Bank interest receivable	404	628
	<u>404</u>	<u>628</u>

### 6. TAXATION ON ORDINARY ACTIVITIES

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

### 7. TANGIBLE FIXED ASSETS

	Brought forward 1 Jan 14	Additions	Disposals	Carried forward 31 Dec 14
	€	€	€	€
<b>COST</b>				
Fixtures & Fittings	44,687	-	-	44,687
Freehold Property	-	339,411	-	339,411
	<u>44,687</u>	<u>339,411</u>	<u>-</u>	<u>339,411</u>

	Brought forward 1 Jan 14	Charges	Disposals	Carried forward 31 Dec 14
	€	€	€	€
<b>DEPRECIATION</b>				
Fixtures & Fittings	44,490	197	-	44,687
Freehold Property	-	6,827	-	6,827
	<u>44,490</u>	<u>6,827</u>	<u>-</u>	<u>6,827</u>

	Brought forward 1 Jan 14	Carried forward 31 Dec 14
	€	€
<b>NET BOOK VALUE</b>		
Fixtures & Fittings	197	-
Freehold Property	-	332,584
	<u>197</u>	<u>332,584</u>

### 8. DEBTORS

	2014	2013
	€	€
Other debtors	-	5,000
Prepayments and accrued income	14,067	5,283
	<u>14,067</u>	<u>10,283</u>

All amounts are due within one year.

# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2014

### 9. CREDITORS: Amounts falling due within one year

	2014	2013
	€	€
Accruals and deferred income	67,360	31,517
PAYE and Social Welfare	12,163	12,811
Bank loans	24,273	-
	<u>103,796</u>	<u>44,328</u>

Amounts owing greater than one year for Bank loans amount to €85,670.

Bank of Ireland holds a first legal charge/mortgage over the premises at 100 North King Street, Dublin 7

### 10. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2014 the company had annual commitments under non-cancellable operating leases as set out below.

	Assets other than Land and buildings	
	2014	2013
	€	€
Operating leases which expire:		
Within 2 to 5 years	<u>36,000</u>	<u>nil</u>

The commitment arises in National Women's Council of Ireland to pay rent to National Women's Council of Ireland Education and Training.

### 11. RELATED PARTY TRANSACTIONS

No transactions with related parties were undertaken such as required to be disclosed under Financial Reporting Standard 8.

### 12. CONTROLLING PARTIES

The controlling parties are the board of directors. No director received benefits from the company.

### 13. COMPANY LIMITED BY GUARANTEE

The National Women's Council of Ireland Limited and the National Women's Council of Ireland Education and Training Limited are both limited by guarantee and the liability of each member is limited to €1.27 each.

### 14. BUILDING DEVELOPMENT FUND

	2014	2013
	€	€
Building Development Fund	<u>199,223</u>	<u>206,050</u>

During the year the company purchased a new premises for a consideration of €339,411. The purchases of the premises was facilitated by a €130,000 mortgage loan. The Building Development Fund will be

# NATIONAL WOMEN'S COUNCIL OF IRELAND - AMALGAMATED LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2014

amortised in line with the depreciation on the premises.

### 15. COST OF GENERATING INCOME

	<b>Restricted 2014 €</b>	<b>Unrestricted 2014 €</b>	<b>Total 2014 €</b>	<b>Total 2013 €</b>
Wages and salaries	3,801	13,664	17,465	30,395

### 16. CHARITIES ACTIVITIES

	<b>Restricted 2014 €</b>	<b>Unrestricted 2014 €</b>	<b>Total 2014 €</b>	<b>Total 2013 €</b>
Direct project costs	63,307	5,882	69,189	128,227
<b>Support costs</b>				
Staff costs	253,926	236,259	490,185	443,478
Office running costs	19,107	28,865	47,972	38,541
Rent and cleaning	15,170	73,544	88,714	86,868
Communications & information	6,007	8,558	14,565	32,320
	<u>357,517</u>	<u>353,108</u>	<u>710,625</u>	<u>729,434</u>

### 17. GOVERNANCE COSTS

	<b>Restricted 2014 €</b>	<b>Unrestricted 2014 €</b>	<b>Total 2014 €</b>	<b>Total 2013 €</b>
Audit and accountancy	2,471	1,765	4,236	5,951
Executive & statutory costs	-	7,645	7,645	7,331
Members management costs	1,000	1,245	2,245	1,668
	<u>3,471</u>	<u>10,655</u>	<u>14,126</u>	<u>14,950</u>

### 18. RESERVES

	<b>Opening Balance €</b>	<b>Income €</b>	<b>Expenditure €</b>	<b>Transfer between reserves €</b>	<b>Closing Balance €</b>
Building fund	206,050	-	-	(6,827)	199,223
Restricted fund	114,928	489,919	371,789	-	233,058
Unrestricted fund	19,387	393,736	377,427	6,827	42,523
	<u>340,365</u>	<u>883,655</u>	<u>749,216</u>	<u>--</u>	<u>474,804</u>