

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

Limited by Guarantee

FINANCIAL STATEMENTS

31st DECEMBER 2013

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

FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2013

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

OFFICERS AND PROFESSIONAL ADVISERS

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
Siobhan O'Donoghue
Salome Mbugua
Miriam Holt
Catherine Lynch
Sarah Benson
Shiela Dickson*
Frances Byrne
Sharon Perry*
Rosaleen McDonagh*
Suzanna Griffin*

Company secretary

Anne Gibney

Registered office

2/3 Parnell Square East
Dublin 1

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 2013

The directors have pleasure in presenting their report and the financial statements of the company for the year ended 31st December 2013.

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 2013 the company had eleven members who have each guaranteed the liabilities of the Company up to a maximum of €1.00

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

YEAR ENDED 31st DECEMBER 2013

GOVERNANCE AND MANAGEMENT

We comply with the Governance Code for community, voluntary and charitable organisations in Ireland. We confirm that a review of our organisation's compliance with the principles outlined in this Code was conducted in June 2013.

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 monthly and its term of office is two years. As well as meeting monthly, 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 use 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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YEAR ENDED 31st DECEMBER 2013

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 six members. Three members are NWCI Directors. The Chairperson of the Audit Committee shall be a Director of the NWCI.

- 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;
- Reviewing reports on the Company's superannuation plan and compliance with relevant laws and regulate
- Monitoring the establishment of an appropriate internal control framework, including information systems and considering enhancements;

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- 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 four members, three 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 2013

NWCI celebrated our 40th anniversary in 2013 by highlighting the achievements that have been made for women's rights and the changes that are necessary to ensure full equality between women and men in Ireland.

In 2013, we also worked with our membership and key stakeholders to develop a new direction for the NWCI. 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.

The main work and activities of NWCI for 2013 are as follows;

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

Valuing Care Work

Childcare: We continued to campaign for quality affordable childcare for all in 2013. We actively campaigned for the introduction of a 2nd pre-school year and provision for out of school hour's childcare.

We jointly hosted a seminar on developing a Scandinavian model of Childcare on 4th of March in EU House with OPEN, Start Strong and Barnardos. We also launched the results of a joint survey on childcare at the seminar.

Constitutional Convention: The Constitutional Convention held a session on Article 41 on women's role in modern Irish society. We made submissions and presentations to the Convention. It was a very successful outcome for NWCI. Our recommendations were taken on board and the Convention voted to remove article 41 and replace it with an article on care and agreed to include a separate clause on gender equality in the Constitution. It also recommended that the Government should adopt greater measures to increase numbers of women in politics.

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A woman's right to health and bodily integrity

Gender Mainstreaming in Health: NWCI secured funding from the HSE to support the implementation of the framework document "Equal but Different" –A Framework for Integrating Gender Equality in Health Service Policy, planning and delivery. To this end we produced 3 'Gender Matters' resources for those involved in health service planning and delivery:

- i. A training for trainers manual to raise awareness of gender as a key determinant of health and how to mainstream a gender dimension into HSE policy planning,
- ii. A user friendly guide to gender mainstreaming and;
- iii. A practical toolkit to implement gender mainstreaming in policy and health service delivery

Women and Smoking

During 2013 NWCI continued its collaboration with the Irish Cancer Society on their ongoing and successful campaign to raise awareness of the crisis of women dying from lung cancer. The purpose of this campaign is to - identify the reasons why women smoke, difficulties in giving up smoking and what can be done by all sections of society to address this crisis. The NWCI and the Irish Cancer Society launched a conference report in January titled "2013 Time to Face the Crisis: Women and Smoking in Ireland". NWCI participate in the "We Can Quit" Advisory group of the Irish Cancer Society to oversee a piece of action research into women and smoking.

Women and Osteoporosis

NWCI and the Irish Osteoporosis Society held a roundtable "*Women and Osteoporosis – All you need to know*" which took place on May 14th. There was great interest in this information roundtable and the aim was to raise awareness amongst our membership and beyond on the impact of this silent disease on women in Ireland

Access to Safe and Legal Abortion

NWCI continued to campaign and advocate for legislation to provide abortion where women's lives are at risk. In January 2014, we presented to the Joint Oireachtas Committee on Health and Children on the government's intention to introduce legislation, while keeping alive our online campaign so that the public could communicate to their TD's on what should be included in such legislation. We published a policy position paper on abortion in March to articulate our mandate to members and friends and used social media to raise awareness of and clarify some of the common myths on abortion.

To mark International Women's Week, NWCI held a joint seminar with Doctors for Choice, a member organisation, on "*Abortion in Ireland – The Lives and Health of Women*", which gave voice to doctors in Ireland who advocate a pro-choice agenda. When the Heads of Bill were published in April, NWCI prepared an information brief for our members on the main tenets of the Bill and made a detailed submission to the Joint Oireachtas Committee on Health and Children regarding its concerns in relation to the draft legislation.

Violence Against Women

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. Over 2,300 emails were sent by over 200 people to their local representatives. NWCI held a joint roundtable with Amnesty International on the 11th of July with a representative speaker from the Council of Europe on the Convention.

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The NWCI chairs the Observatory on Violence against Women. In December 2013, the Observatory launched its publication "Violence against Women: An Issue of Gender", to emphasise the importance of a gendered response to all forms of violence against women and to call for Ireland to sign and ratify the Council of Europe Convention on Violence Against Women.

The Y Factor – Youth Voices for Women's Equality

On 1st February 2013 The Y Factor project was formally launched at a hugely successful celebratory event at the Dublin City Council Wood Quay Venue. The Y Factor is an NWCI initiative that aims to support young women and men as advocates and leaders for women's equality. Throughout 2013 the project has been successful in a number of ways:

Engaging young people to take lead roles in the project: 10 young women from a diverse range of backgrounds form a Steering Group, which identifies and oversees the implementation of The Y Factor's key priorities. The Steering Group also forms part of the project's evaluation team, 8 young women make up a working group that drives the "Your Health Matters" campaign, A communications subgroup comprises young members who advise and support the Y Factor's communications work, 2 young volunteers (one male/one female) manage and sustain The Y Factor's social media platforms on a 6-month part-time voluntary contract.

Pilot education and awareness-raising programme: The Y Factor developed and delivered a pilot education and awareness-raising programme in 3 schools and 3 youth projects around the country between November 2012 and May 2013. This pilot has been evaluated and an advisory group established to identify how best to mainstream education and awareness-raising in formal and non-formal education settings into the future. The advisory group is made up of a variety of experts from the education and youth work sectors, and from NGO's who have done similar work.

"Your Health Matters" – a campaign to promote positive attitudes to young women and their health :

This campaign issue was identified by our youth supporters as a priority issue for The Y Factor. The campaign rationale and strategy are driven by the Health Campaign Working Group. "Your Health Matters" aims to raise awareness on how young people experience accessing health information and health services, to empower young people to know what they can expect in relation to healthcare provision and to promote dialogue and discussion between healthcare providers and young people with a view to improving service delivery.

Women in Decision Making

We invited the Executive Director of UN Women, Michelle Bachelet to address a joint meeting with the 50:50 Group on Women and Political Equality chaired by, Minister Kathleen Lynch.

We held a joint members meeting with the EWL on increasing the numbers of women on public and private Boards. The meeting was very well attended and we received very positive feedback. It generated significant media coverage and we published an opinion piece in the Irish Examiner.

Leadership Initiative

We were successful in our application to the Leadership Initiative to support our work to increase the numbers of Women on Public and Private Boards.

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Economic Independence for Women

We published a **Policy Brief on Women and Economic Independence** This included an analysis of:

- Social impact assessment of Budget 2013
- Maternity Benefit
- Employment & Unemployment
- Occupation
- Occupations – losses & gains
- Women & Poverty
- Gender Pay Gap
- Child Benefit

We published our **Pre Budget 2014 submission** and organised briefings for politicians and attended the Department of Social Protection Pre Budget Forum. The submission included recommendations in the following areas

- Supporting women into Employment
- Income Adequacy
- Child Income Supports and Childcare
- Protecting Vulnerable Women
- Women and Health
- Violence Against Women
- Supporting Women's Sector

Goal 2: Growing and mobilising an active and vocal membership

Membership

We opened up our membership criteria so that now any group or organisation that supports our vision our mission and values can join us in the campaign for women's equality. 16 new organisations joined NWCI in 2013.

Members Meetings

Our members meetings throughout 2013 provided NWCI members and friends from throughout Ireland with an important opportunity to come together, network with each other, develop new contacts and discuss key issues of relevance to the advancement of women's equality in Ireland and globally. Our first members meeting was held on March 8th, a joint event with the EU Commission for International Women's Day to celebrate 40 years of the NWCI and of Ireland's membership of the EU. Mary O'Rourke, Carol Hunt, Roisin Ingle and Gillian McInerney from the Y Factor, all gave inputs. Singer Mary Coughlan provided a wonderful session and closed the evening. Our second members meeting was held in association with the European Women's Lobby on April 25th, on the theme of; "*Women on Boards: the next steps*". Keynote speakers were; Francis Jacobs (Head of European Parliament Office, Dublin) Margaret E. Ward (ClearInk), Vivienne Jupp (Chair CIE, co-founder Board Diversity Initiative), Orlaith Carmody (Board members of RTÉ) and Fiona O'Connor (Head of Executive Recruitment, Deloitte).

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On Thursday May 30th, we held our third members meeting in Galway on the theme of “*40 Years membership of the European Union – 40 Years of NWCI Action for Women’s Equality – where are we now?*” Guest Speakers at the event included; Dr. Niamh Reilly, Senior Lecturer, Global Women's Studies Centre, NUI Galway, Bridget Kelly, Galway Travellers Movement and Chairperson, National Traveller Women’s Forum, Councillor Sally Ann Flanagan, Tuam Town Council, Maria Onyemeluke Migrant Rights Centre Ireland, Senator Lorraine Higgins, Olwen Dawe, Secretary and Vice President Designate, Network Ireland and Charlotte Farer NUIG Feminist Society and Pro Choice Galway.

On Sept. 25th, we held our 4th and final members meeting for 2013 in the lead up to the Seanad Referendum which we entitled - “*Keep or Abolish the Seanad- the Impact on Women?*”, which was chaired by Carol Hunt, columnist with Sunday Independent. Both sides of the debate were represented on the panel; Regina Doherty, TD, Senator Katherine Zappone, Noel Whelan and Martina Devlin.

AGM

Our 2013 AGM was held on Friday 14th June. Prior to the AGM, we held a morning event entitled ‘*Leading the Change for Women’s Equality! NWCI Celebrating 40 Years*’ open to NWCI members and friends. At the event our new strategic plan ‘*Leading the Change for Women’s Equality*’, was launched by Minister Kathleen Lynch, Minister of State Department of Health and Department of Justice & Equality. Keynote speakers were Dr. Rhona Mahony – Master of the National Maternity Hospital, Holles Street and Ceri Goddard – Chief Executive Officer of the Fawcett Society - UK’s leading campaign for women’s equality and women’s rights.

The AGM itself was a great success with lively and stimulating discussion and 14 motions passed on the themes of:

- Promoting young women’s participation in the NWCI;
- Support for Women’s Community Development Projects ;
- Migrant Women who are experiencing domestic violence;
- Upholding women’s human rights, women’s dignity and women’s choices in pregnancy and childbirth; Regulating the AU Pair Industry in Ireland;
- Women in history, Women and Economic Independence;
- Awareness about racism and discrimination;
- Taking Action for the Turn off the Red Light Campaign;
- Quotas for the appointment of women to State Boards;
- Council of Europe Convention on preventing and combating violence against women in domestic violence;
- Implications of new government proposals for women; and
- Family Reunification.

Goal 3: Building Alliances that contribute to the achievement of women’s equality

Bethany Home Survivors – We held a round table event with Bethany Home survivors on April 17th, their families and supporters and built a network of supporters (NWCI members, NGOs and academics) who wrote an open letter in support of the survivors of the Bethany home.

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North South Project – We participated as project partners in the “*Women and Peace Building – developing shared learning*” project in association with the Community Foundation for Northern Ireland and the Women’s Resource and Development Agency. In 2013, a series of workshops were held with women in the North and South of Ireland providing a space to explore experiences of the conflict in the North of Ireland and identify ways of moving forward together towards the advancement of human rights and equality for women North and South. A seminar was held in Sligo on the theme of Women’s Community and Political Participation on May 2nd and a cross border seminar on the same theme was held on Thursday, 16th May in Enniskillen on Nov 12th a North/South seminar entitled “*Women: Dealing with the Past*” was held in Belfast.

Justice for Magdalenes – We supported our member group Justice for Magdalenes following publication of the Mc Aleese report through media work, the organisation of a joint vigil outside the Dáil on the night of the Dáil debate and the organisation of a joint Magdalene Symposium. An event co-ordinated with SIPTU and UCD Women’s Studies Centre to plan a joint symposium held in Liberty Hall on Saturday Sept 28th. The symposium was a one day event attended by over 200 participants the majority of whom were Magdalene survivors and their families, involving the display of archival materials, testimonials from survivors, art exhibitions, music, discussion panels and an evening of celebration.

UN Resolution 1325 - Monitoring Irelands Action Plan – 3 NWCI representatives participated on the Department of Foreign Monitoring Group, to oversee the implementation of 1325 National Action Plan on UNSCR 1325.

Women’s Human rights Alliance – We continued to act as convenors of the Women’s Human Rights Alliance in 2013 and WHRA made a submission to the Human Rights Committee in Geneva in relation to the examination of Ireland’s next report under the International Covenant on Civil and Political Rights (ICCPR)

Galway Platform – We participated in a national working group hosted by the Galway Centre for Human Rights at NUIG (representing WHRA and NWCI) to develop a joint position paper on human rights in the Review of Irish Foreign Policy.

International Work

- We hosted a North South roundtable in association with the Liberia Support Group with women civil society leaders from Liberia. Dorothy Tooman, Caroline Jones and Kwote Williams made presentations on the issues and challenges facing women’s organisations in post conflict Liberia.
- We provided support (publicity, venue and communications with politicians) to the Irish Syria solidarity group in relation to a number of events and Oireachtas briefings they organised throughout the year.
- **Frontline Defenders** – We will collaborate with Frontline Defenders at their “Dublin Platform” 3 day event for human rights defenders in October (9th – 11th). An evening women’s human rights defenders seminar will be co-hosted by NWCI and Frontline Defenders.

EIGE Project: NWCI was the Irish expert for a pilot project that EIGE commissioned, to develop a library on Women's' Equality in their offices in Vilnius

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YEAR ENDED 31st DECEMBER 2013

Goal 4: Sustaining ourselves as a strong, democratic organisation

Throughout 2013 financial sustainability continued to be a key priority for NWCI. We recruited a part time fundraiser to assist in the development and implementation of an income generation strategy for the organisation. In addition, we dedicated much time to locating suitable premises for purchase by NWCI Education & Training including office space for rental to other NGOs as an income generation mechanism.

Successful Funding Applications

We received approval for a number of projects in 2013;

Leadership Initiative Programme - to initiate our work to increase women's representation on Boards.

EU Year of Citizen - for the Communicating Europe Initiative.

Joseph Rowntree Charitable Trust - to support our 'women into politics' work for 3 years.

European Institute for Gender Equality - for a six month project to develop a database of literature on gender equality in Ireland in specific areas from 1995-2013.

FINANCIAL RESULTS

The financial results for the year ended 31st December 2013 are shown in the Consolidated Statement of Financial Activities on page 16.

These results show a net deficit of €110,824 (2012: net surplus €170,800).

INCOME

National Women's Council of Ireland (NWCI) and National Women's Council of Ireland (E&T) raised total income of €663,955 for the year ended 31st December 2013 (2012: €893,532)

The difference in the income raised can be attributed to the following; reduction of €50k in the Statutory grant from the Department of Justice and Equality to €300k (2012:€350k). Income received in 2012 from the HSE and Joseph Rowntree was for programme activities in 2012 and 2013, HSE €20,560 (2012: €141,586), Joseph Rowntree Trust €42,899 (2012: €71,014). These are restricted funds.

Restricted funds received in 2012 are carried forward to the following year in order to finish the programme of work and are therefore not part of income raised in 2013. (Restricted funds in 2012 were €192,531).

EXPENDITURE

Total expenditure for the year, at €775k is up 7% on 2012 (€725k). Charitable activities accounts for 94% of expenditure €729k (2012: €677k). Employee numbers have increased in 2013 by one (2012: 7). Cost of generating income has increased by 57% in the year to €30k (2012: 19k). 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 pages 16-17. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €4,922 as at 31.12.2012. 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 €19,387 restricted reserves of €320,978 which will be carried forward to 2014. Restricted reserves will be used to carry out agreed programmes during 2014.

PRINCIPAL RISKS AND UNCERTAINTIES

The principal risks and uncertainties facing the organisation continues to be the sourcing of new funding and the purchase of a permanent office base.

Funding from Government Departments was reduced in 2013 which impacted on the level of activities which we were able to engage in during the year. The possibility of further reductions in Government funding in 2014 pose a risk to the organization.

The submission of new funding applications will continue to be a priority for the organisation throughout 2014 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 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.

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THE DIRECTORS' REPORT

YEAR ENDED 31st DECEMBER 2013

DIRECTORS

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

Catherine Lynch
Moninne Griffith
Siobhan O'Donoghue
Sarah Benson
Frances Byrne
Sharon Perry
Rosaleen Mc Donagh
Suzanna Griffin
Sheila Dickson
Salome Mbugua
Miriam Holt

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 4th Floor, 2/3 Parnell Square East, Dublin 1.

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

Siobhan O' Donoghue
Chairperson

Catherine Lynch
Director

Approved by the directors on 2nd May 2014

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 2013

We have audited the financial statements of National Women's Council of Ireland Limited and the National Women's Council of Ireland Education & Training Limited for the year ended 31st December 2013 which comprise the Income and Expenditure Account, 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).

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITOR

As explained more fully in the Directors' Responsibilities Statement set out on page 2 to 13, 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.

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.

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 2013 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

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.

**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 2013**

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

2nd May 2014

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 2013

	Note	Restricted Funds	Unrestricted Funds	Total 2013	Total 2012
INCOMING RESOURCES		€	€	€	€
Voluntary income					
Grants	2	322,299	300,000	622,299	847,776
Membership subscriptions	2	-	20,371	20,371	21,871
Other	2	11,461	9,196	20,657	23,787
Investment income					
Bank interest		-	628	628	2,098
Total incoming resources		333,760	330,195	663,955	895,532
RESOURCES EXPENDED					
COST OF GENERATING INCOME	15	10,433	19,962	30,395	19,416
CHARITABLE ACTIVITIES	16	442,621	286,813	729,434	676,513
GOVERNANCE COSTS	17	5,995	8,955	14,950	23,430
RELOCATION COSTS		-	-	-	5,373
Total resources expended		459,049	315,730	774,779	724,732
Net (deficit)/surplus resources		(125,289)	14,465	(110,824)	170,800
Total funds at beginning of year	18	446,267	4,922	451,189	280,389
Total funds at end of year	18	320,978	19,387	340,365	451,189

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 2nd May 2014 and are signed on their behalf by:

Siobhan O'Donoghue
Chairperson

Catherine Lynch
Director

The notes on pages 20 to 24 form part of these financial statements.

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

BALANCE SHEET

31st DECEMBER 2013

	Note	2013 €	€	2012 €	€
FIXED ASSETS					
Tangible assets	7		197		984
CURRENT ASSETS					
Debtors	8	10,283		8,978	
Cash at bank and in hand		374,213		462,504	
		<u>384,496</u>		<u>471,482</u>	
CREDITORS: Amounts falling due within one year	9	<u>44,328</u>		<u>21,277</u>	
NET CURRENT ASSETS			<u>340,168</u>		<u>450,205</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>340,365</u>		<u>451,189</u>
 RESERVES					
Restricted – building development fund	14		206,050		206,050
Restricted fund – other			114,928		226,920
Unrestricted fund			19,387		18,219
MEMBERS' FUNDS			<u>340,365</u>		<u>451,189</u>

These financial statements were approved by the directors on 2nd May 2014 and are signed on their behalf by:

Siobhan O'Donoghue
Chairperson

Catherine Lynch
Director

The notes on pages 20 to 24 form part of these financial statements.

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

CASH FLOW STATEMENT

31st DECEMBER 2013

Note	2013 €	€	2012 €	€
NET CASH (OUTFLOW) / INFLOW FROM OPERATING ACTIVITIES		(88,621)		(90,542)
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE				
Interest paid	(298)		(622)	
Interest received	628		2,098	
NET CASH INFLOW FROM RETURNS ON INVESTMENTS AND SERVICING OF FINANCE		330		1,476
CAPITAL EXPENDITURE				
Payments to acquire tangible fixed assets	-		-	
NET CASH OUTFLOW FROM CAPITAL EXPENDITURE		-		-
(DECREASE)/INCREASE IN CASH		<u>(88,291)</u>		<u>(89,066)</u>
RECONCILIATION OF OPERATING PROFIT/(LOSS) TO NET CASH INFLOW FROM OPERATING ACTIVITIES				
		2013		2012
		€		€
Net incoming /(outgoing) resources		(111,154)		169,324
Depreciation		787		2,152
Decrease/(increase) in debtors		(8,076)		(7,803)
(Decrease)/increase in creditors		29,822		(254,215)
Net cash (outflow) / inflow from operating activities		<u>(88,621)</u>		<u>(90,542)</u>
RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS				
		2013		2012
		€		€
(Decrease) / Increase in cash in the period		<u>(88,291)</u>		<u>(89,066)</u>
Movement in net funds in the period		<u>(88,291)</u>		<u>(89,066)</u>
Net funds at 1 January 2013		462,504		551,570
Net funds at 31 December 2013		<u>374,213</u>		<u>462,504</u>

The notes on pages 20 to 24 form part of these financial statements.

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

CASH FLOW STATEMENT *(continued)*

YEAR ENDED 31st DECEMBER 2013

ANALYSIS OF CHANGES IN NET FUNDS

	At 1 Jan 2013 €	Cash flows €	At 31 Dec 2013 €
Net cash:			
Cash in hand and at bank	462,504	(88,291)	374,213
Net funds	<u>462,504</u>	<u>(88,291)</u>	<u>374,213</u>

The notes on pages 20 to 24 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 2013

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 Accounting Standards Board, 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 to comply with "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

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 2013

2. VOLUNTARY INCOME

	Restricted 2013 €	Unrestricted 2013 €	Total 2013 €	Total 2012 €
GRANTS RECEIVABLE				
Department of Justice & Equality	-	300,000	300,000	350,000
Department of Community, Rural and Gaeltacht Affairs				
Social Partnership	18,840		18,840	20,000
J Rowntree Trust	42,899	-	42,899	71,014
Equality Authority	-		-	25,000
HSE	20,560	-	20,560	141,586
Atlantic Philanthropies	240,000	-	240,000	240,176
	<u>322,299</u>	<u>300,000</u>	<u>622,299</u>	<u>847,776</u>
MEMBERS SUBSCRIPTIONS	<u>-</u>	<u>20,371</u>	<u>20,371</u>	<u>21,871</u>
OTHER	<u>11,461</u>	<u>9,196</u>	<u>20,657</u>	<u>23,787</u>

3. OPERATING PROFIT

Operating profit is stated after charging:

	2013 €	2012 €
Depreciation of owned fixed assets	787	2,152
Auditor's fees	<u>5,951</u>	<u>6,500</u>

4. PARTICULARS OF EMPLOYEES

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

	2013 No	2012 No
Number of administrative staff	<u>8</u>	<u>7</u>

The aggregate payroll costs of the above were:

	2013 €	2012 €
Wages and salaries	399,541	350,025
Social welfare costs	41,649	35,240
Pension costs	18,393	15,375
	<u>459,583</u>	<u>400,639</u>

The average number of staff employed by the company during the financial year amounted to 8 (2012: 7) and there was one employee with emoluments for the year falling within €70,000 to €80,000 (2012: 1).

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

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2013

5. INTEREST RECEIVABLE

	2013	2012
	€	€
Bank interest receivable	<u>628</u>	<u>2,098</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	Additions	Disposals	Carried forward
	1 Jan 13	€	€	31 Dec 13
	€	€	€	€
COST				
Fixtures & Fittings	<u>44,687</u>	<u>-</u>	<u>-</u>	<u>44,687</u>
	Brought forward	Charges	Disposals	Carried forward
	1 Jan 13	€	€	31 Dec 13
	€	€	€	€
DEPRECIATION				
Fixtures & Fittings	<u>43,703</u>	<u>787</u>	<u>-</u>	<u>44,490</u>
			Brought forward	Carried forward
			1 Jan 13	31 Dec 13
			€	€
NET BOOK VALUE				
Fixtures & Fittings			<u>984</u>	<u>197</u>

8. DEBTORS

	2013	2012
	€	€
Other debtors	5,000	-
Prepayments and accrued income	5,283	8,978
	<u>10,283</u>	<u>8,978</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 2013

9. CREDITORS: Amounts falling due within one year

	2013	2012
	€	€
Accruals and deferred income	31,517	10,457
PAYE and Social Welfare	12,811	10,820
	<u>44,328</u>	<u>21,277</u>

10. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2013 the company had annual commitments under non-cancellable operating leases as set out below.

	Assets other than Land and buildings	
	2013	2012
	€	€
Operating leases which expire:		
Within 2 to 5 years	<u>nil</u>	<u>nil</u>

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

	2013	2012
	€	€
Building Development Fund	<u>206,050</u>	<u>206,050</u>

At the year end, the company had committed to purchase new premises for a consideration of €244,200. The purchases of the premises will be facilitated by a €130,000 mortgage loan.

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

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31st DECEMBER 2013

15. COST OF GENERATING INCOME

	Restricted 2013 €	Unrestricted 2013 €	Total 2013 €	Total 2012 €
Wages and salaries	<u>10,433</u>	<u>19,962</u>	<u>30,395</u>	<u>19,416</u>

16. CHARITIES ACTIVITIES

	Restricted 2013 €	Unrestricted 2013 €	Total 2013 €	Total 2012 €
Direct project costs	125,182	3,045	128,227	125,128
Support costs				
Staff costs	227,309	216,169	443,478	402,368
Office running costs	22,541	16,000	38,541	53,916
Rent and cleaning	43,047	43,821	86,868	82,512
Communications & information	24,542	7,778	32,320	12,589
	<u>442,621</u>	<u>286,813</u>	<u>729,434</u>	<u>676,513</u>

17. GOVERNANCE COSTS

	Restricted 2013 €	Unrestricted 2013 €	Total 2013 €	Total 2012 €
Audit and accountancy	3,163	2,788	5,951	6,720
Executive & statutory costs	2,832	4,499	7,331	10,914
Members management costs	-	1,668	1,668	5,796
	<u>5,995</u>	<u>8,955</u>	<u>14,950</u>	<u>23,430</u>

18. RESERVES

	Opening Balance €	Income €	Expenditure €	Closing Balance €
Building fund	206,050	-	-	206,050
Restricted fund	240,217	333,760	(459,049)	114,928
Unrestricted fund	4,922	330,195	(315,730)	19,387
	<u>451,189</u>	<u>663,955</u>	<u>(774,779)</u>	<u>340,365</u>