

Company Registration No. 241868 (Eire)

**NATIONAL WOMEN'S COUNCIL OF IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

NATIONAL WOMEN'S COUNCIL OF IRELAND

COMPANY INFORMATION

Directors	Nuala Ryan Ethel Buckley Jennifer Okeke Campbell Shirley Scott Margaret Martin Norah Burns Sarah Monaghan Sara Phillips Collette O'Regan Amina Moustafa	(Appointed 18 October 2022) (Appointed 19 October 2022)
Secretary	Anne Gibney	
Company number	241868	
Registered office	100 North King Street Dublin 7	
Auditor	Browne Murphy Hughes Chartered & Certified Accountants & Statutory Auditors, 28 Upper Fitzwilliam Street, Dublin 2	
Bankers	Bank of Ireland Lower Baggot Street Dublin 2	
Solicitors	Gartlan Furey Solicitors 20 Fitzwilliam Square Dublin 2	

NATIONAL WOMEN'S COUNCIL OF IRELAND

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NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The directors present their annual report and financial statements for the year ended 31 December 2022.

AMBITION, PURPOSE AND LIVING VALUES

The ambition of the National Women's Council of Ireland is an Ireland where every woman enjoys true equality and no woman is left behind. This ambition shapes and informs our work, and, with our living values, how we work.

We are a movement-building organisation rooted in our membership, working on the whole island of Ireland. We are also part of the international movement to protect and advance women's and girls' rights.

Our purpose is to lead action for the achievement of women's equality through mobilising, influencing, and building solidarity.

OUR LIVING VALUES

Our living values guide us. They are given expression in our work, and in how we work, as an organisation.

We are committed to being:

Feminist:

Feminism is a core and essential value of our organisation. This means we consistently act to achieve true equality for all women and girls.

Inclusive:

We are active in ensuring that no woman is left behind in our journey to achieve true equality.

Fearless:

Our ambition and purpose means that we are fearless leaders for all women, actively challenging that which is in the way of the achievement of true equality.

Caring:

We value care, including its full expression in how we act as an organisation.

Strategic:

Being effective and successful in advancing our purpose requires us to be strategic; Showing leadership and strength in collaborations with partners, prioritising our work and making choices that are achievable and future-oriented.

Diverse:

The women of Ireland are a diverse group, and we are their voice, therefore we bring diversity to everything we do and how we operate as an organisation.

Diversity for NWC includes – but is not limited to - disabled women, migrant women, women of color, lone parents, women in the North of Ireland, women experiencing poverty, addiction and homelessness, women from working class communities and the LGBTQI+ community, women of all faiths and none, Traveller and Roma women, women from other ethnic minorities, women in prostitution and survivors of gender based violence and trauma, survivors of institutional abuse, young women and older women, rural women, women in prisons, undocumented women and women living in Direct Provision.

LEGAL STATUS

Founded in 1973, the National Women's Council of Ireland CLG is the registered name of the Company. The National Women's Council of Ireland (NWC) is limited by guarantee and does not have a share capital. At 31 December 2022 the company had ten members who have each guaranteed the liabilities of the Company up to a maximum of €1.27.

GOVERNANCE AND MANAGEMENT

We comply with the Governance Code for community, voluntary and charitable organisations in Ireland. A review of our organisation's compliance with the principles outlined in this Code was conducted in July 2022. This review was based on an assessment of our organisational practice against the recommended actions for each principle.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

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 NWC is called the Executive Board and the individual members are called Executive board members. This group has ultimate responsibility for the NWC, 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 Constitution.

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

The Executive Board

Role:

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

Responsibilities include:

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

FINANCE SUBCOMMITTEE

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

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

The Finance Subcommittee comprises not less than three members. Two members are NWC Directors. One member can be co-opted as per the Constitution of the NWC. Meetings held at least four times a year.

Responsibilities

The responsibilities of the Finance Subcommittee shall include, but are not limited to the following:

1. Financial Reporting

- Review the annual budget which is presented for approval to the Board

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

- Reviewing financial statements and other financial information distributed to the Board
- Monitoring the procedures in place to ensure the Company is in compliance with the Companies Act and other legislative and reporting requirements.
- Reviewing related party transactions and considering the adequacy of disclosure of those transactions in the financial statements; and
- Reviewing reports on the Company's superannuation plan and compliance with relevant laws and regulations.

2. Risk Management and Internal Control

Monitoring risk assessment and the internal controls.

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

Governance Subcommittee

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

- Ensure there is a robust and effective process for the evaluation and performance of the board, board Committees and individual directors
- Ensure the Board fulfils its legal, ethical, and functional responsibilities
- Ensure the company maintains effective risk management and internal control systems

The Governance sub-committee comprises not less than three members. Two members are NWC Directors. New members can be co-opted as per the Constitution of the NWC. Meetings held at least four times a year

Responsibilities

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

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

Risk Management and Internal controls

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

Employment Subcommittee

Purpose

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

- Conduct a review of the NWC Employment Policies in accordance with the Strategic Plan process and
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NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

- make recommendations to the Board on changes and updates that are required
- Ensure the employment policies are up to date with current employment law
- Carry out duties as specified within the Employment Policy regarding - recruitment, disciplinary and grievance procedures, redundancy etc.
- To lead the recruitment process of the Director and ensure 1-1 support is implemented for the Director.
- To receive reports on personnel and Human Resource issues from the Director and where relevant Head of Finance and Operations at Committee meetings.
- To recommend staff salary scales, increment process and pension benefits to the Board

The Committee comprises not less than three members. Two members are NWC Directors. New members can be co-opted as per the Constitution of the NWC. Meetings held at least three times a year, or when required.

OUR WORK IN 2022

Some of the work activities of NWC for 2022 are as follows: full details are available in our Annual Report

Celebrating International Women's Day – No Woman Left Behind Rally

Last year, in the post-lockdown space, we sensed an eagerness to return to traditional styles of demonstration and protest for many campaign groups and members of NWC. The outpouring of sorrow and anger surrounding the high-profile cases of violence against women over the course of the pandemic and in the case of Aishling Murphy needed a central mobilising point to turn those feelings into empowered action.

The National Women's Council organised a protest rally for IWD to demand political leadership and bring together women from across Ireland on the key issue's women face. The rally entitled #NoWomanLeftBehind took place outside the Dáil on March 5th.

All-island Women's Forum

In 2022, the work of the NWC All-island Women's Forum continued as a historic opportunity for the National Women's Council to develop its all-island work.

The Women's Forum represented a contribution by the National Women's Council to the Irish Government's Shared Island initiative in the Department of an Taoiseach, by enhancing civil society links and supporting engagement by women, across communities and traditions on the island.

The forum brings together a diversity of women's groups and individuals on a cross-border basis to examine issues and areas of commonality between Northern Ireland and the South. It is made up of 28 members, 14 from Northern Ireland and 14 from the South.

ESHTE project and It Stops Now campaign

In 2021 NWC, as part of the Higher Education Authority (HEA) expert Advisory Group on Ending Sexual Violence and Sexual Harassment, developed standardised national surveys to monitor student and staff experiences of sexual violence and sexual harassment. These were run in all publicly funded higher education institutions (HEI) in Ireland.

In January 2022, the results were launched by Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris T.D.

Shifting the Narrative – AGM Morning Event

NWC hosted a discussion on 'an inclusive, feminist model of care' as part of our AGM in June. Minister for Children, Equality, Disability, Integration and Youth Roderic O'Gorman TD opened the session via recorded message. Internationally recognised expert on care, Prof Ursula Barry, delivered a keynote speech.

The session heard from Mariaam Bhatti from the Great Care Coop, a cooperative project set up by care workers, from Margaret Turley and Derval McDonagh on the supports that women with intellectual disabilities need to live a good life, and from Senator Ivana Bacik, Chair of the Joint Oireachtas Committee on Gender Equality.

Beyond Exploitation Campaign

Beyond Exploitation is Ireland's civil society campaign for equality and freedom from sexual exploitation. It is led by NWC with partner organisations Ruhama and the Immigrant Council of Ireland. In 2022 we welcomed the ground-breaking recognition of prostitution and sexual exploitation as a form of violence against women in the newly published Third National Domestic, Sexual and Gender-Based Violence Strategy.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Balance the odds Campaign

In 2021, NWC made substantial progress with our #BalancetheOdds campaign for more women on boards. The campaign video, produced by videographers, "The Reelists", was shortlisted as "Best writing idea" by Shark Advertising Awards.

Supporting Family Friendly and Inclusive Local Government

Caring responsibilities are recognised as a key barrier to women putting themselves forward for election and remaining in political life. Seven of twenty-eight councillors since the 2019 Local Elections who have 'stood down' or resigned their seats for personal or career purposes were younger, first-time women councillors. With support from the Department of Housing, Planning and Local Government, research was carried out to examine the current issues for councillors with caring and family responsibilities in and inform practical recommendations and guidance on how to address these barriers in a toolkit.

Specialist Women's Mental Health Group

NWC is committed to ensuring that mental health policy and services meet the distinct needs of women and girls. In 2022, we played a central role in the implementation of Ireland's national mental health policy, Sharing the Vision, in a gender-sensitive way by sitting on the National Implementation and Monitoring Committee's Specialist Women's Mental Health Group. In 2022, we supported with drafting and peer reviewing recommendations for the group's final report *Embedding Women's Mental Health* in Sharing the Vision.

Gender-Sensitive Mental Health Research

To further support the implementation of Sharing the Vision in a way that responds to the unique needs of women and girls, NWC commissioned research to look at how services in primary care and the community are catering to the needs of women and girls, and identify solutions to help them become more gender-sensitive. The contract was awarded to Quality Matters, an independent research consultancy, and the report will be published in 2023.

Campaigning for abortion access

The Review of the Health (Regulation of Termination of Pregnancy) Act continued to be a major focus for our team throughout 2022. With our Abortion Access campaign, we have been calling for:

- Full decriminalisation of abortion in line with WHO guidance to remove the chilling effect on healthcare providers.
- Removal of the mandatory three days wait period to ensure timely access to abortion care.
- Removal of the 12-weeks gestational limit and enabling of abortion on request up to viability to ensure that no woman or pregnant person is forced to travel abroad for essential reproductive healthcare.

SPHE

As part of our integrated model for reproductive healthcare, we continued to advocate for inclusive and objective comprehensive relationships and sexuality education in schools. We made submissions to two public consultations from the National Council for Curriculum and Assessment (NCCA) on the draft Junior Cycle curriculum and on the background paper and brief for the redevelopment of the senior cycle curriculum.

Ending Gender Based Violence and Exploitation

Launch of the Third National (Zero Tolerance) Strategy

NWC, together with Safe Ireland and the Department of Justice, was part of the executive group that co-designed the Zero Tolerance Strategy on DSGBV launched in 2022. As advocated by NWC and other civil society organisations, the Strategy is victim centred and covers every aspect of violence against women ranging from domestic abuse to sexual violence and prostitution and sexual exploitation. It also places great emphasis on intersectional needs and experiences, reflected in the implementation plan's Actions across the 4 Pillars, including disabled women, Traveller and Roma and migrant women Travellers, women in prostitution, and victims of human trafficking, and members of the LGBTQI+ community. The strategy fully aligns with the Istanbul Convention, our blueprint for policies and actions on violence against women, covering all four pillars of the Convention, including prevention, protection, prosecution and infrastructure.

Observatory on Violence Against Women

In August, the Irish Observatory on Violence Against Women and Girls produced Ireland's first shadow report to the GREVIO Committee, as part of Ireland's review under the Istanbul Convention.

The report, done with the support of The Community Foundation for Ireland, is a joint submission by Observatory members and was informed by data obtained in consultation with key specialist service providers in Ireland, both Observatory and non-Observatory members. The report contributed to Ireland's fulfilment of the Istanbul

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Convention (the international treaty obligation to tackle violence against all women in all its forms) and to the dialogue between the Irish Government and GREVIO (the independent expert body responsible for monitoring implementation of the Istanbul Convention). The report highlights State obligations relating to issues raised by key service providers as part of the consultation process.

Campaigning on Childcare

Campaigning for a public model of childcare is a core part of all of NWC's work and featured prominently in many submissions, campaigns, events, meetings, and as part of our public commentary throughout the year.

Delivering a universal, public childcare model with additional investment of €250m in Budget 2023 to address affordability for low-income families and workforce pay was our number 1 priority in Budget 2023.

NWC partnered with Rethink Ireland on a study on the impact of childcare on women's economic mobility. We spoke at member events, to politicians and to the media on the need for a universal, public model of childcare.

Pre-Budget Campaign

NWC's 2023 pre-budget submission *Shaping Our Future: Tackling the cost of living for women in Budget 2023* focused on addressing cost of living through investment in public services and income supports. Our campaign focused on the disproportionate impact of rising costs on women on low incomes.

Work with the disabled women's group

NWC is fully committed to continue to build and support our engagement with disabled women. We facilitated members of the disabled women's group to meet with Care Visions Research in UCC. Some members also took part in the report to Grevio on Ireland's evaluation under the Istanbul Convention.

We held a session with an independent facilitator with the disabled women's group to discuss the future of the group and how the group continues to work with NWC. The disabled women's group have made a huge contribution of their time and expertise to NWC in so many ways so far and we look forward to continuing to engage disabled women in policy and campaigns work particular on violence against women, the care referendum and leadership. We will also continue to engage with our existing group members that represent disabled women including ILMI, Mental Health Reform and Irish Deaf Women. We delivered a session on influencing local government to the ILMI strategies for change group.

Claiming our space - Women in rural communities

With support from the Department of Rural and Community Development, we delivered an engaging and interactive conference to celebrate International day of rural women on Friday 14th October in Monaghan. Between January and October 2022, eight focus groups (two in person) were held with a diverse range of women's groups to hear the issues that were important to them, to inform the planning and delivery of the conference and support their participation and engagement at the conference. Over 800 women responded to an online survey sharing what was for them and what they would like to see addressed to ensure equality for all women in rural areas.

Responding to the Ukraine War – members meeting

The National Women's Council stands in solidarity with the women and people in Ukraine and the thousands of refugees who have come to Ireland. Most of those who have arrived are women and children who have unique and specific needs that must be addressed to facilitate their integration in Ireland, including the provision of appropriate accommodation that both meets their needs and complies with safeguarding legislation for children and vulnerable adults. We created a space to support our members to share their experiences of working with Ukrainian Refugees. Our members; Community Work Ireland, Immigrant Council of Ireland, Womens Collective Ireland South Kerry and West Clare Family Resource Centre discussed the impact of the conflict on women and children, the fragmented responses from government and the challenges being faced by service providers and community organisations in providing wrap around supports for refugees. They called for a specialist professional coordinated response and the need for a gender informed response that can respond to the diversity of women and their vulnerabilities to exploitation. Our members have responded hugely positively despite the pressures and impact in rural communities which have inadequate provision of transport, childcare and health.

Feminist economic policy

As a feminist organisation, NWC recognises that a more equitable collection and distribution of public resources is required to advance gender equality. Throughout 2022, we continued to bring feminist economic principles into economic decision-making spaces.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

NWC made a *Submission to the Commission on Taxation and Welfare*, supported by TASC. We also took part in the Commission on Taxation and Welfare Stakeholder Engagement, speaking about key work and welfare issues for women's equality. NWC took part in an EU wide study commissioned by EIGE, the European Institute for Gender Equality, on gender equality and gender mainstreaming in COVID-19 recovery plans. We highlighted the lack of attention to gender equality in Ireland's plan.

On foot of an invitation from the Dept of the Taoiseach, NWC made a *Submission on the EU semester and Ireland's National Reform Programme*. We met with the EU commission as part of their engagement with the EU Semester and Recovery and Resilience Plan and highlighted the lack of investment in the care economy in these EU economic instruments.

Championing feminist and just climate action

In 2022 in partnership with Community Work Ireland, we wrote a successful application for a 3-year project. The Building a Feminist Community Work approach to Climate Action Project will improve climate action policies, reflecting women's equality and community work values.

The project will amplify the voices of women and marginalised communities most impacted by climate change. It will build momentum in the community and women's equality sector to understand, engage with and influence climate action policies from a feminist and community work perspective.

Directors and secretary

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

Nuala Ryan

Ethel Buckley

Jennifer Okeke Campbell

Shirley Scott

Margaret Martin

Norah Burns

Sarah Monaghan

Sara Phillips

Collette O'Regan

(Appointed 18 October 2022)

Amina Moustafa

(Appointed 19 October 2022)

Results and dividends

The results for the year are set out on page 13.

PRINCIPAL RISKS AND UNCERTAINTIES

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 14. Over the last number of years the company accumulated unrestricted reserves as a contingency fund, which amounts to €189,740 at 31/12/2022. The directors regard this level of unrestricted funds as inadequate for contingency purposes and have resolved to try to increase the level of unrestricted reserves in the future. At the year end the balance sheet shows unrestricted reserves of €189,740 and restricted reserves of €177,452 which will be carried forward to 2023. Restricted reserves will be used to carry out agreed programmes during 2023. Exchequer funding exceed 50% of our income.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

STAFF AND CONTRACTORS

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

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

Accounting records

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

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

Auditor

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

Statement of disclosure to auditor

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

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

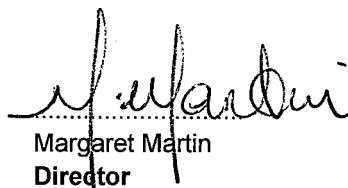
This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

On behalf of the board


Nuala Ryan

Director

19/4/2023


Margaret Martin
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

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

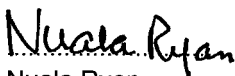
Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

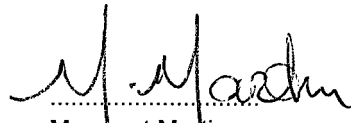
In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board


Nuala Ryan
Director
19/4/2023


Margaret Martin
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

Opinion

We have audited the financial statements of National Women's Council of Ireland (the 'company') for the year ended 31 December 2022 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

Opinions on other matters prescribed by the Companies Act 2014

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

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

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the company. We have nothing to report in this regard.

Responsibilities of directors for the financial statements

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

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the company's financial statements is located on the IAASA's website at: <https://www.iaasa.ie/Publications/Auditing-standards/Standards-Guidance-for-Auditors-in-Ireland/Description-of-the-auditor-s-responsibilities-for>. This description forms part of our auditor's report.

NATIONAL WOMEN'S COUNCIL OF IRELAND

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF NATIONAL WOMEN'S COUNCIL OF IRELAND

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

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jon Byrne

For and on behalf of Browne Murphy & Hughes

Chartered & Certified Accountants

& Statutory Auditors

28 Upper Fitzwilliam Street

Dublin 2

Date:

19/4/23

NATIONAL WOMEN'S COUNCIL OF IRELAND

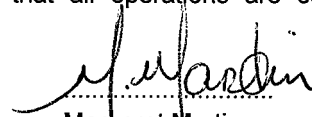
INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Restricted Funds 2022 €	Unrestricted Funds 2022 €	Total 2022 €	Total 2021 €
Incoming Resources					
Donations	3	-	59,536	59,536	54,170
Charitable Activities	3	1,023,607	49,996	1,073,603	1,085,374
Total incoming resources		1,023,607	109,532	1,133,139	1,139,544
Resources Expended					
Raising funds	4	(9,039)	(2,714)	(11,753)	(11,691)
Charitable Activities	6	(1,105,190)	(35,062)	(1,140,252)	(987,216)
Total Resources Expended		(1,114,229)	(37,776)	(1,152,005)	(998,907)
Net surplus for the financial year		(90,622)	71,756	(18,866)	140,637

The income and expenditure account has been prepared on the basis that all operations are continuing operations.


Nuala Ryan
Director


Margaret Martin
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 €	2021 €
(Deficit)/surplus for the year	(18,866)	140,637
Other comprehensive income	-	-
Total comprehensive income for the year	<u>(18,866)</u>	<u>140,637</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

	Notes	2022 €	€	2021 €	€
Current assets					
Debtors	11	51,195		9,322	
Cash at bank and in hand		361,839		424,610	
		<u>413,034</u>		<u>433,932</u>	
Creditors: amounts falling due within one year	12	(45,842)		(47,874)	
Net current assets			<u>367,192</u>		<u>386,058</u>
Reserves					
Restricted Funds			177,452		268,074
Unrestricted Funds	14		189,740		117,984
Members' funds			<u>367,192</u>		<u>386,058</u>

The financial statements were approved by the board of directors and authorised for issue on 19/4/2023 and are signed on its behalf by:


Nuala Ryan
Director


Margaret Marjín
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2022

	Income and expenditure €
Balance at 1 January 2021	245,421
Year ended 31 December 2021:	
Surplus and total comprehensive income for the year	140,637
	<hr/>
Balance at 31 December 2021	386,058
Year ended 31 December 2022:	
Deficit and total comprehensive income for the year	(18,866)
	<hr/>
Balance at 31 December 2022	<u>367,192</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 €	€	2021 €	€
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	18		(62,771)		99,639
			<hr/>		<hr/>
Net (decrease)/increase in cash and cash equivalents			(62,771)		99,639
Cash and cash equivalents at beginning of year			424,610		324,971
			<hr/>		<hr/>
Cash and cash equivalents at end of year			361,839		424,610
			<hr/> <hr/>		<hr/> <hr/>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Company information

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

1.1 Accounting convention

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

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

The financial statements have been prepared under the historical cost convention. In preparing the financial statements, the company has referred to guidance included within the Charities SORP (FRS 102) effective since 1 January 2019. The association has adopted best practice to the extent that requirements contained within the aforementioned SORP are applicable to the association.

The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Income and expenditure

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

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

1.4 Cash and cash equivalents

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

1.5 Financial instruments

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

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

Basic financial assets

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

Impairment of financial assets

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

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

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.6 Taxation

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

1.7 Employee benefits

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

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

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

1.8 Retirement benefits

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

1.9 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2 Judgements and key sources of estimation uncertainty

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

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

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

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

3 Incoming Resources

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

	Restricted 2022	Unrestricted 2022	Total Funds 2022	2021
	€	€	€	€
Donations				
Members' subscriptions	-	36,131	36,131	38,865
Donations	-	23,405	23,404	15,305
	<u>-</u>	<u>59,536</u>	<u>59,536</u>	<u>54,170</u>
Charitable Activities				
Department of Children, Equality, Disability, Integration & Youth	611,000	-	611,000	564,496
Department of Justice & Equality	33,830	-	33,830	6,000
Department of Rural and Community Development (Social Partnership)	18,840	-	18,840	18,840
HSE	108,544	-	108,544	130,000
SSNO - Department of Rural and Community Development	88,869	-	88,869	90,000
Centre for Reproductive Rights	30,000	-	30,000	25,000
Department of Foreign Affairs - Reconciliation Fund	55,000	-	55,000	45,321
Novo Tides	27,647	-	27,647	47,694
Community Foundation of Ireland	20,694	-	20,694	31,000
Department of Housing	-	-	-	23,090
Department of Rural and Community Development	10,000	-	10,000	5,000
Dept. of Further and Higher Education, Research, Innovation and Science	19,183	-	19,183	49,044
Other	-	49,996	49,996	49,889
	<u>1,023,607</u>	<u>49,996</u>	<u>1,073,603</u>	<u>1,085,374</u>

4 Raising Funds

	Restricted 2022	Unrestricted 2022	Total 2022	Total 2021
	€	€	€	€
Wages & Salaries	<u>9,039</u>	<u>2,714</u>	<u>11,753</u>	<u>11,691</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2022	Unrestricted 2022	Total 2022	Total 2021
Support Costs				
Staff Costs	802,959	1,847	804,806	704,191
Office Running Costs	32,555	5,293	37,848	33,529
Rent & Cleaning	81,649	16,519	98,168	94,915
Communications & Information	26,270	1,447	27,717	25,588
	<u>943,433</u>	<u>25,106</u>	<u>968,539</u>	<u>858,223</u>

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

	Restricted 2022	Unrestricted 2022	Total 2022	Total 2021
Governance Costs				
Audit and Accountancy	4,680	-	4,680	4,680
Professional Fees	3,373	387	3,760	9,499
Executive & Statutory Costs	21,854	172	22,026	15,172
Members Meetings Costs	1,000	203	1,203	1,165
	<u>30,907</u>	<u>762</u>	<u>31,669</u>	<u>30,516</u>

6 ANALYSIS OF CHARITABLE EXPENDITURE

	Restricted 2022 €	Unrestricted 2022 €	Total 2022 €	Total 2021 €
Direct Project Costs	130,850	9,194	140,044	81,857
Support Costs	943,433	25,106	968,539	874,842
Governance Costs	30,907	762	31,669	30,517
	<u>1,105,190</u>	<u>35,062</u>	<u>1,140,252</u>	<u>987,216</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

7 Employees

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

	2022 Number	2021 Number
Employees	17	15

Their aggregate remuneration comprised:

	2022 €	2021 €
Wages and salaries	705,370	650,485
Social security costs	76,421	71,329
Pension costs	30,695	23,415
	<u>812,486</u>	<u>745,229</u>

The remuneration to key management personnel related to five people and totalled €337,010 in 2022 (2021: 4 €281,943)

The number of employees whose remuneration is greater than €60,000 is 2 (2021:2).
This is broken down as follows:

	2022	2021
€60,000 -€70,000	1	1
€70,000 -€80,000	1	1

8 Retirement benefit schemes

	2022 €	2021 €
Charge to profit or loss in respect of defined contribution schemes	30,695	23,415

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

9 Taxation

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

We can confirm that the company is fully tax compliant as at 31 December 2022.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

10 Financial instruments

	2022 €	2021 €
Carrying amount of financial assets		
Debt instruments measured at amortised cost	409,270	430,522
Carrying amount of financial liabilities		
Measured at amortised cost	1,161	5,377

11 Debtors

	2022 €	2021 €
Amounts falling due within one year:		
Other debtors	600	-
Prepayments and accrued income	50,595	9,322
	51,195	9,322

12 Creditors: amounts falling due within one year

	2022 €	2021 €
PAYE and social security	16,382	17,938
Other creditors	1,161	5,377
Accruals	28,299	24,559
	45,842	47,874

13 Members' liability

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

14 Income and expenditure account

	Opening Balance €	Income €	Expenditure €	Closing Balance €
Restricted Funds	268,074	1,023,607	(1,114,229)	177,452
Unrestricted Funds	117,984	109,532	(37,776)	189,740
	386,058	1,133,139	(1,152,005)	367,192

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

15 Related party transactions

During the year, the company made rental payments to a related party NWCi E&T totalling €79,000. In addition, the company also received payments in relation to a Service Level Agreement from NWCi E&T in the amount of €37,000.

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

16 Provision of non - audit services

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

17 Ultimate controlling party

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

18 Cash generated from operations

	2022	2021
	€	€
(Deficit)/Surplus for the year	(18,866)	140,637
Movements in working capital:		
(Increase) in debtors	(41,873)	(4,344)
(Decrease)/increase in creditors	(2,032)	5,346
(Decrease) in deferred income	-	(42,000)
Cash (absorbed by)/generated from operations	<u>(62,771)</u>	<u>99,639</u>

19 Analysis of changes in net funds

	1 January 2022	Cash flows	31 December 2022
	€	€	€
Cash at bank and in hand	424,610	(62,771)	361,839

20 Approval of financial statements

The directors approved the financial statements on ...19/4/2023.

NATIONAL WOMEN'S COUNCIL OF IRELAND
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2022

NATIONAL WOMEN'S COUNCIL OF IRELAND

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	€	€
Income		
Department of Justice	33,830	6,000
Department of Children, Equality, Disability, Integration and Youth	611,000	564,496
SSNO - Department of Rural and Community Development	88,869	90,000
Group membership	22,690	19,850
Feminist Changemakers/Individual membership sub	13,441	19,015
Department of Foreign Affairs - Reconciliation Fund	55,000	45,321
HSE	108,544	130,000
Donations	23,404	15,304
Department of Rural & Community Development (Social Partnership)	18,840	18,840
Novo Tides	27,648	47,695
Miscellaneous income	47,846	42,449
Rental income	2,150	7,440
Dept. of Further and Higher Education, Research, Innovation and Science	19,183	49,044
Department of Housing	-	23,090
Centre for Reproductive Rights	30,000	25,000
Community Foundation of Ireland	20,694	31,000
Department of Rural and Community Development	10,000	5,000
	<u>1,133,139</u>	<u>1,139,544</u>
Administrative expenses	(1,152,005)	(998,907)
Operating (deficit)/surplus	<u>(18,866)</u>	<u>140,637</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2022

	31 December 2022 €	31 December 2021 €
EXPENDITURE		
Wages and Salaries (Core)	498,821	462,083
Wages and Salaries (Programme & Project Mgt)	196,549	188,402
Employers PRSI (Core)	54,007	50,300
Employers PRSI (Programme & Project Mgt)	21,309	21,029
Staff Pension Costs (Core)	23,886	18,359
Staff Pension Costs (Programme & Project Mgt)	6,808	5,057
Programme and Project Activities	141,247	83,023
Administration Costs	37,848	27,003
Office and Premises	98,168	93,578
Communications	27,717	22,708
Staff Costs	15,178	9,119
Executive and Statutory Costs	22,026	4,067
Professional Fees	3,761	9,499
Auditors Remuneration	4,680	4,680
	<u>1,152,005</u>	<u>998,907</u>

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2022**

SPONSORING GOVERNMENT DEPARTMENT	Department of Children, Equality, Disability, Integration & Youth	
GRANT PROGRAMME	Gender Equality	
PURPOSE OF GRANT	Gender equality through our work to engage with Government, provide a women's equality analysis on all policy areas, consult with women and women's organisations and to leverage additional private funds to promote women's equality.	
TERM OF THE GRANT	One year 01.01.2022 - 31.12.2022	
TOTAL GRANT	€	611,000
Cash received in year	€	611,000
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	-
Deferred at the end of the year	€	-
Restricted income C/f to 2023	€	-
EXPENDITURE		
Staff Costs	€	521,991
Administration/Office Costs	€	63,780
Project Costs	€	1,500
Consultancy/Governance	€	23,729
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for core staff positions, direct costs for mobile phones, expenses and overhead costs towards light, heat, rent photocopying and audit fees. Grant to cover the cost of AGM and other NWCI activities	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2022**

SPONSORING GOVERNMENT DEPARTMENT	Department of Children, Equality, Disability, Integration & Youth	
GRANT PROGRAMME	Scheme B: Promoting visibility and inclusion of LGBTI+ persons	
PURPOSE OF GRANT	Implementation of the 2021 LGBTI+ Community Services Funding Call	
TERM OF THE GRANT	12 months from 01.01.2022 - 31.12.2022	
TOTAL GRANT	€	8,496
Cash received in year	€	-
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	8,496
Deferred at the end of the year	€	-
Restricted income C/f to 2023	€	6,896
EXPENDITURE		
Staff Costs	€	-
Administration/Office Costs	€	-
Project Costs	€	-
Consultancy/Governance	€	1,600
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: Regional conversations, toolkit and meetings	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2022**

SPONSORING GOVERNMENT DEPARTMENT	Department of Justice & Equality	
GRANT PROGRAMME	Gender Equality	
PURPOSE OF GRANT	To partner with the Department of Justice to provide expert support in relation to the monitoring of the Second National Strategy on Domestic, Sexual and Gender-Based Violence and in the development of its replacement.	
TERM OF THE GRANT	One year 01.01.2022 - 31.12.2022	
TOTAL GRANT	€	6,000
Cash received in year	€	6,000
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	-
Deferred at the end of the year	€	-
Restricted income C/f to 2023	€	-
EXPENDITURE	€	6,000
Staff Costs	€	-
Administration Costs	€	6,000
Project Costs	€	-
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for Administration of the programme of work	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2022**

SPONSORING GOVERNMENT DEPARTMENT	Department of Rural & Community Development	
GRANT PROGRAMME	Organisations of the Community & Voluntary Pillar 2022	
PURPOSE OF GRANT	To assist in our role as a contributor to public policy as a member of the Community & Voluntary Pillar	
TERM OF THE GRANT	One year 01.01.2022 - 31.12.2022	
TOTAL GRANT	€	18,840
Cash received in year	€	18,840
Deferred at the start of the year	€	-
Restricted Income B/f from previous year	€	-
Deferred at the end of the year	€	-
Restricted income C/f to 2023	€	-
EXPENDITURE	€	18,840
Staff Costs	€	18,840
Administration costs	€	-
Project Costs	€	-
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used towards the cost of salary of the Economic Policy Co-ordinator	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022**

SPONSORING GOVERNMENT DEPARTMENT	Dept of Further and Higher Education, Research, Innovation and Science	
GRANT PROGRAMME		
PURPOSE OF GRANT	To support the implementation of the Department of Education & Skills SRSP Framework - to continue the Ending Sexual Violence & Harassment in Third Level Education, ESHTe programme of work	
TERM OF THE GRANT	1st April 2022 - 30th April 2023	
TOTAL GRANT	€	38,475
Cash received in year	€	-
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	-
Deferred at the end of the year		
Accrued Income at end of the year	€	19,183
Restricted income C/f to 2023	€	-
EXPENDITURE	€	19,183
Staff Costs	€	7,297
Administration Costs	€	3,542
Project Costs	€	845
Consultancy/advertising	€	7,500
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for one staff position, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the programme of work.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2022**

SPONSORING GOVERNMENT DEPARTMENT	Department of Foreign Affairs & Trade	
GRANT PROGRAMME	Reconciliation Fund	
PURPOSE OF GRANT	To maintain & develop the space created by the current Forum for all-island cross border cooperation & dialogue. The Forum brings together women's groups and activists to examine issues and areas of commonality North and South.	
TERM OF THE GRANT	12 months 01.01.2023 - 31.12.2023	
TOTAL GRANT	€	55,000
Cash received in year	€	55,000
Deferred at the start of the year		
Restricted income b/f from previous year		
Deferred at the end of the year		
Restricted income C/f to 2023	€	55,000
EXPENDITURE		
Staff Costs	€	-
Administration Costs	€	-
Project Costs	€	-
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the overhead costs, salaries and activities budget to support the programme of work.	

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SPONSORING GOVERNMENT DEPARTMENT	Department of Foreign Affairs	
GRANT PROGRAMME	Reconciliation Fund	
PURPOSE OF GRANT	All-Island Women's Forum - to provide a space for women on an all-island basis for cross border co-operation and dialogue	
TERM OF THE GRANT		
TOTAL GRANT	€	34,344
Cash received in year	€	-
Deferred at the start of the year		
Restricted income b/f from previous year	€	34,344
Deferred at the end of the year		
Restricted income C/f to 2023	€	-
EXPENDITURE	€	34,344
Staff Costs	€	12,101
Administration Costs	€	801
Project Costs	€	21,443
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the overhead costs, salaries and activities budget to support the programme of work.	

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SPONSORING GOVERNMENT DEPARTMENT	Department of Justice & Equality	
GRANT PROGRAMME	Gender Equality	
PURPOSE OF GRANT	To partner with the Department of Justice to provide research on the intersection of Criminal and Civil Jurisdictions on Domestic & Sexual Violence.	
TERM OF THE GRANT	Duration of research	
TOTAL GRANT	€	27,830
Cash received in year	€	27,830
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	-
Deferred at the end of the year	€	-
Restricted income C/f to 2023	€	-
EXPENDITURE	€	27,830
Staff Costs	€	-
Administration Costs	€	3,300
Project Costs	€	-
Consultancy/Advertising Costs	€	24,530
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for Administration of the programme of work - Research and administration	

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SPONSORING GOVERNMENT DEPARTMENT	Health Service Executive - HSE	
GRANT PROGRAMME	Section 39 Health Act 2004	
PURPOSE OF GRANT	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Health Co-ordinator and a full-time health officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the priorities areas of healthy Ireland, a focus on women in national mental health policy and practice and Violence against Women.	
TERM OF THE GRANT	1st January 2022 - 31st December 2022	
TOTAL GRANT	€	143,712
Cash received in year	€	108,544
Deferred at the start of the year		
Restricted income B/f from previous year	€	35,168
Deferred at the end of the year		
Restricted income C/f to 2023	€	9,549
EXPENDITURE	€	134,164
Staff Costs	€	100,315
Administration Costs	€	18,896
Project Costs	€	14,952
Consultancy/advertising	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Health Co-ordinator and a part-time health assistant, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Activities budget to support the priorities areas of healthy Ireland, a focus on women in national mental health policy and practice and Violence against Women.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
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SPONSORING GOVERNMENT DEPARTMENT	Department of Environment, Community & Local Government	
GRANT PROGRAMME	Scheme to Support National Organisations in the Community & Voluntary Sector	
PURPOSE OF GRANT	Funding to cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Coordinator and a part-time Membership Liaison Officer.	
TERM OF THE GRANT	1st July 2019 - 30th June 2022	
TOTAL GRANT	€	270,000
Cash received in year	€	44,246
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	2,571
Deferred at the end of the year	€	-
Restricted income C/f to 2023	€	-
EXPENDITURE		
Staff Costs	€	44,299
Administration Costs	€	2,517
Project Costs	€	-
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Women in Local Government and Development Coordinator and a part-time Membership Liaison Officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees.	

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2022**

SPONSORING GOVERNMENT DEPARTMENT	Department of Environment, Community & Local Government	
GRANT PROGRAMME	Scheme to Support National Organisations in the Community & Voluntary Sector	
PURPOSE OF GRANT	Funding to cover the salary costs, including pension contribution, and associated costs for two core staff positions, a full-time Membership Coordinator and a part-time Membership Liaison Officer.	
TERM OF THE GRANT	1st July 2022 - 30th June 2025	
TOTAL GRANT	€	272,995
Cash received in year	€	44,623
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	-
Deferred at the end of the year	€	-
Restricted income C/f to 2023	€	2,137
EXPENDITURE	€	42,486
Staff Costs	€	41,486
Administration Costs	€	1,000
Project Costs	€	-
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: To cover the salary costs, including pension contribution, and associated costs for two core staff positions, a Membership Co-ordinator and a Membership Liaison Officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees.	