

Company Registration No. 241868 (Eire)

NATIONAL WOMEN'S COUNCIL OF IRELAND
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

NATIONAL WOMEN'S COUNCIL OF IRELAND

COMPANY INFORMATION

Directors	Jennifer Okeke Campbell Shirley Scott Margaret Martin Norah Burns Amina Moustafa Megan Giblin Luzia Antonio Berechet Rebekah Connolly Maeve McCafferty Rosemarie Hayden	(Elected 13 June 2024) (Elected 13 June 2024) (Elected 13 June 2024) (Elected 13 June 2024) (Elected 16 October 2024)
Secretary	Anne Gibney	
Company number	241868	
Registered office	100 North King Street Dublin 7	
Auditor	Browne Murphy Hughes Chartered & Certified Accountants & Statutory Auditors, 28 Upper Fitzwilliam Street, Dublin 2	
Bankers	Bank of Ireland Lower Baggot Street Dublin 2	
Solicitors	Gartlan Furey Solicitors 20 Fitzwilliam Square Dublin 2	

NATIONAL WOMEN'S COUNCIL OF IRELAND

CONTENTS

	Page
Directors' report	1 - 8
Directors' responsibilities statement	9
Independent auditor's report	10 - 12
Income and expenditure account	13
Statement of comprehensive income	14
Statement of financial position	15
Statement of changes in reserves	16
Statement of cash flows	17
Notes to the financial statements	18 - 24

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The directors present their annual report and financial statements for the year ended 31 December 2024.

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 I) is limited by guarantee and does not have a share capital. At 31 December 2024 the company had ten members who have each guaranteed the liabilities of the Company up to a maximum of €1.27.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024. 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 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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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
- 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

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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 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 2024

Some of the work activities of NWC for 2024 are as follows: full details are available in our Annual Report.

Certificate Programme in Collaboration with Maynooth University

Starting in January 2024 and concluding in July 2024, Feminist Communities for Climate Justice and Maynooth University's Department of Applied Social Studies ran a first of its kind certificate training programme, *Community Work in a Changing Ireland: Feminist Climate Justice*. Over twenty weeks, twenty-one diverse participants from all over Ireland passionate about climate change and engaged with their local communities, attended online and in-person sessions on Maynooth University campus, learning about community work and community development, feminism and climate justice.

The participants completed tasks such as reflective essays, examined the role of social inequalities in relation to climate change, and designed community work approaches to case studies of climate injustice happening in Ireland. They also carried out study visits, learning from workers in community spaces all over Ireland and the ways that climate change interlaps with their work.

Launch of the *Feminist Climate Justice Report*

In April 2024, Feminist Communities for Climate Justice – a joint project between NWC and Community Work Ireland – launched the *Feminist Climate Justice Report* at the Banking Hall in Cork. The report, authored by Dr. Fiona Dukelow, Dr. Catherine Forde and Edith Busteed, is the first of its kind in Ireland and examines the impacts of climate policies on women and marginalised communities, from the perspective of intersectional feminist climate justice. The report explores six key pillars: energy & housing; transport; care; health; food, land use, agriculture & biodiversity; and just transition.

The report illustrates how climate change will hit already disadvantaged groups in our societies harder, and that the current approach to climate policy in Ireland worsens this disadvantage as it does not pay adequate attention to social justice. Domestic data gaps on how climate change and climate policies impact groups like women, Travellers, disabled people and people seeking asylum means that we lack the evidence to create climate policies which do not worsen social inequality.

NWC's Youth Advisory Panel

The Youth Advisory Panel continues to grow and develop. Members took part in online training with Women on Air in January to enhance their media skills. We held four meetings throughout the year including opportunities to get to know NWC staff and their respective areas of work. At an in-person event in April, members were in conversation with Siona Cahill who shared her leadership journey and activism tips. They participated in our campaigns including signature collecting for an EU wide campaign on abortion access. We are delighted that a member was elected onto the board, participated at a Women's Parliamentary Caucus Reproductive Health workshop. Members joined the Department of Foreign Affairs youth consultation on the development of next Women Peace and Security event online. We also collaborated with the Dublin Rape Crisis Centre on a session as part of their "we consent"

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

ambassador programme and plan to develop this further in 2025. In conjunction with the Feminist Communities for Climate Justice we hosted an event as part of EIGE Gender Equality Forum in December.

The Abortion Working Group

Throughout 2024, NWC continued to lead and convene the Abortion Working Group (AWG), a coalition of over 20 health care providers and civil society organisations across the island of Ireland. The AWG functions as a vital mechanism to coordinate sexual health and reproductive rights advocacy amongst civil society groups in Ireland. During this reporting period, NWC facilitated the AWG to garner the views of a diverse range of stakeholders to inform engagement with key decision makers – this included Government representatives, senior civil servants across various departmental forums, and the Health Service Executive (HSE).

The Women's Health Action Plan

In May 2024, the Department of Health launched the new Women's Health Action Plan, an update to the previous plan which aims to address the specific health needs of women across the country. The plan focuses on a broad range of issues, from reproductive health to mental health, and emphasises improving access to services and closing gaps in healthcare provision for women.

NWC was tasked with leading Action 6D, which involves investigating the experiences of marginalised women in accessing the Free Contraception Scheme. This action aims to uncover any barriers faced by women from diverse backgrounds, ensuring that the scheme is equitable and reaches all those who need it. While work began in 2024 to select a suitable research team, the survey and focus groups will take place in 2025.

Additionally, NWC began working with the Department of Health to deliver on Action 1E, which commits to establishing a Women's Health Forum. This forum began in 2024, and by the end of the year NWC had conducted listening exercises with 30 women from various priority groups of women – including Roma women, women experiencing homelessness and addiction, migrant women, the LGBT+ community, and disabled women. These sessions will continue into 2025, with a report of the findings expected later that year.

Sex for Rent' Exploitation

In May 2024 *'Sex for Rent' An NWC Report on Sexual Exploitation and Sexual Harassment in the Rental Housing Market* was launched to much media attention. This research, funded by Community Foundation Ireland and the European Women's Lobby was the first of its kind in Ireland and its launch saw 350 register to be part of the discussion on the headline findings. In October 2024 NWC Director, Orla O'Connor, spoke at a briefing about the issue in Leinster House ahead of the general election, along with Feargha Ní Bhroin (VAW Officer) and Ann-Marie O'Reilly National Advocacy Manager with Threshold. Orla made the point that women in housing precarity today in Ireland are being forced to choose between homelessness and sexual exploitation. The main takeaway from the briefing was that legislation has an important role to play in protecting women from this kind of legislation but that ensuring access to secure, good quality and affordable housing for all members of society is the only sure way of protecting the most vulnerable women from domestic and sexual violence.

SPHE report launch

Since 2021, NWC has actively contributed to the redevelopment of the Social, Personal, and Health Education (SPHE) curricula undertaken by the National Council for Curriculum and Assessment (NCCA). Our submissions and inputs to NCCA have provided a feminist and gender-sensitive lens to the redevelopment and implementation of the new SPHE curricula, aligning with our commitment to the prevention pillar of the Third National Strategy on Domestic, Sexual, and Gender-Based Violence (DSGBV). NWC advocates for the integration of Relationships and Sexuality Education (RSE) into compulsory SPHE education to advance gender equality, promote public health, and prevent violence against women. The input and feedback from NWC's member organisations have been invaluable in this process.

Influencing the next National Strategy for Women and Girls

NWC actively engaged in the Department of Children, Equality, Disability, Integration and Youth's consultation on the next National Strategy for Women and Girls (NSWG). Our submission was underpinned by consultation with our diverse membership, including a dedicated members meeting in September, and by promoting the consultation process across our networks.

This engagement provided an important space for members to reflect on progress under the current NSWG, identify ongoing and emerging challenges, and shape priorities for the next strategy. Key issues raised included leadership, economic equality, visibility and participation, healthcare, and gender mainstreaming, alongside critical gaps in areas

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

such as housing, homelessness, poverty, and violence against women.

Through our submission, NWC emphasised the need for an ambitious, intersectional strategy that addresses the lived realities of women and girls in all their diversity. We highlighted the need for targeted action to tackle systemic inequalities and improve outcomes, particularly for marginalised groups including migrant women, disabled women, LGBTQI+ individuals, and women experiencing poverty or homelessness.

NWC also participated in the in-person IPSOS consultation events and actively promoted these sessions among our membership to ensure broad engagement. In addition, we contributed as guest speakers to the preparatory session for the Youth Assembly on the NSWG, supporting the inclusion of young women's voices.

Growing and promoting a diverse and inclusive feminism

As part of the Dublin Arts and Human Rights Festival we organised an online discussion to explore where women are organising. Women have always been at the forefront of organising, campaigning and agitating for change across many crucial issues. Their style, determination and flexibility has often been overlooked. This online discussion captured how and where women are leading in the current struggles for housing, workers' rights, anti-racism and reproductive rights on the island and globally.

Pension Auto-Enrolment report

In December 2024, we launched the report ***Still Stuck in the Gap: Pensions Auto enrolment from a Gender and Care Lens***, a collaboration between the National Women's Council and TASC (Thinktank for Action on Social Change) authored by Oisín Gilmore, which highlights the inequalities faced by women in the pension system as a result of gender and care inequalities. It outlined the likely impacts that the Government's new Auto-enrolment Scheme will have on those inequalities, and practical policy recommendations to tackle these issues.

The report found that while the forthcoming Pension Auto-enrolment Scheme will increase pension coverage, it will not address the structural inequalities faced by women in our pension system, and may even make them worse. Pension auto-enrolment, due to start in September 2025, is the biggest reform to the Irish pension system since the 1960s, and while it is likely to increase occupational pension coverage for those in employment, it is not likely to have an impact in tackling the gender pension gap, currently at around 35% – and may exacerbate it.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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	(End of term 12 June 2024)
Ethel Buckley	(End of term 12 June 2024)
Jennifer Okeke Campbell	
Shirley Scott	
Margaret Martin	
Norah Burns	
Sarah Monaghan	(End of term 12 June 2024)
Sara Phillips	(End of term 12 June 2024)
Collette O'Regan	(End of term 12 June 2024)
Amina Moustafa	
Megan Giblin	(Elected 13 June 2024)
Luzia Antonio Berechet	(Elected 13 June 2024)
Rebekah Connolly	(Elected 13 June 2024)
Maeve McCafferty	(Elected 13 June 2024)
Rosemarie Hayden	(Elected 16 October 2024)

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 15. Over the last number of years, the company accumulated unrestricted reserves as a contingency fund, which amounts to €336,195 at 31/12/2024. 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 €336,195 and restricted reserves of €73,495 which will be carried forward to 2025. Restricted reserves will be used to carry out agreed programmes during 2025. Exchequer funding exceed 50% of our income.

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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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


.....
Jennifer Okeke Campbell
Director

14/05/2025


.....
Margaret Martin
Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2024

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 the 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:

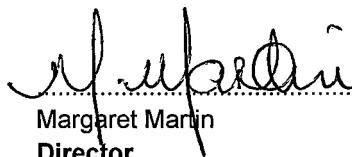
- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those 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



Jennifer Okeke Campbell
Director



Margaret Martin
Director

Date: 14/05/2025

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 2024 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 2024 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://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

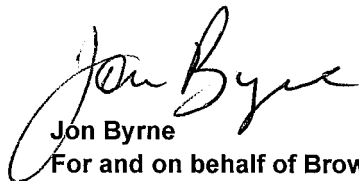
NATIONAL WOMEN'S COUNCIL OF IRELAND

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: 14/5/2025

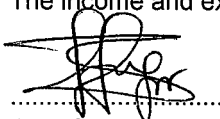
NATIONAL WOMEN'S COUNCIL OF IRELAND

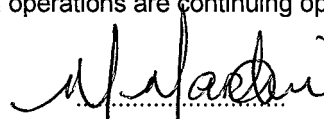
INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

		Restricted Funds 2024 €	Unrestricted Funds 2024 €	Total 2024 €	Total 2023 €
	Notes				
Incoming Resources					
Donations	3	11,515	79,002	90,517	48,473
Activities	3	1,176,189	39,400	1,215,589	1,309,536
Total incoming resources		<u>1,187,704</u>	<u>118,402</u>	<u>1,306,106</u>	<u>1,358,009</u>
Resources Expended					
Raising funds	4	(9,023)	(3,389)	(12,412)	(12,274)
Activities	6	(1,309,732)	(46,085)	(1,355,817)	(1,241,115)
Total Resources Expended		<u>(1,318,755)</u>	<u>(49,474)</u>	<u>(1,368,229)</u>	<u>(1,253,389)</u>
Net (deficit)/surplus for the financial year		<u>(131,051)</u>	<u>68,928</u>	<u>(62,123)</u>	<u>104,620</u>

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


 Jennifer Okeke Campbell
 Director


 Margaret Martin
 Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 €	2023 €
(Deficit)/surplus for the year	(62,123)	104,620
Other comprehensive income	-	-
Total comprehensive income for the year	<u>(62,123)</u>	<u>104,620</u>

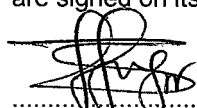
NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF FINANCIAL POSITION


AS AT 31 DECEMBER 2024

	Notes	2024 €	€	2023 €	€
Current assets					
Debtors	12	13,582		8,212	
Cash at bank and in hand		512,557		522,943	
		<u>526,139</u>		<u>531,155</u>	
Creditors: amounts falling due within one year	13	(116,449)		(59,342)	
Net current assets			409,690		471,813
Reserves					
Restricted Funds			73,495		204,546
Unrestricted Funds	15		336,195		267,267
Members' funds			409,690		471,813

The financial statements were approved by the board of directors and authorised for issue on 14/05/2025 and are signed on its behalf by:



 Jennifer Okeke Campbell
 Director



 Margaret Martin
 Director

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CHANGES IN RESERVES FOR THE YEAR ENDED 31 DECEMBER 2024

	Income and expenditure €
Balance at 1 January 2023	367,193
Year ended 31 December 2023: Surplus and total comprehensive income for the year	104,620
Balance at 31 December 2023	471,813
Year ended 31 December 2024: (Deficit) and total comprehensive income for the year	(62,123)
Balance at 31 December 2024	409,690

NATIONAL WOMEN'S COUNCIL OF IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 €	€	2023 €	€
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	18		(10,386)		161,103
Net (decrease)/increase in cash and cash equivalents			(10,386)		161,103
Cash and cash equivalents at beginning of year			522,943		361,839
Cash and cash equivalents at end of year			512,557		522,943

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024

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 2024

3 Incoming Resources

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

	Restricted 2024 €	Unrestricted 2024 €	Total Funds 2024 €	2023 €
Donations				
Members' subscriptions	-	42,471	42,471	38,317
Donations	11,515	36,531	48,046	10,156
	<u>11,515</u>	<u>79,002</u>	<u>90,517</u>	<u>48,473</u>
Activities				
Department of Children, Equality, Disability, Integration & Youth	680,850	-	680,850	644,887
Department of Justice & Equality	48,251	-	48,251	13,036
Department of Rural and Community Development (Social Partnership)	18,840	-	18,840	18,840
HSE	118,000	-	118,000	133,296
SSNO - Department of Rural and Community Development	91,689	-	91,689	90,146
Pobal - Department of Environment, Climate & Communication	124,876	-	124,876	124,975
Centre for Reproductive Rights	35,000	-	35,000	15,000
Department of Foreign Affairs - Shared Island Civil Society Fund	10,000	-	10,000	37,790
Community Foundation of Ireland	5,000	-	5,000	111,711
Department of Housing, Planning & Local Government	-	-	-	14,566
Dept. of Further and Higher Education, Research, Innovation and Science	-	-	-	18,585
Department of Social Protection	2,823	-	2,823	-
Misc. Grants	30,860	-	30,860	-
Stephens Green Trust	5,000	-	5,000	15,000
IHREC	5,000	-	5,000	7,200
Other	-	39,400	39,400	64,504
	<u>1,176,189</u>	<u>39,400</u>	<u>1,215,589</u>	<u>1,309,536</u>

4 Raising Funds

	Restricted 2024 €	Unrestricted 2024 €	Total 2024 €	Total 2023 €
Wages & Salaries	<u>9,023</u>	<u>3,389</u>	<u>12,412</u>	<u>12,274</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

5 ALLOCATION OF GOVERNANCE AND SUPPORT COSTS

	Restricted 2024	Unrestricted 2024	Total 2024	Total 2023
Support Costs				
Staff Costs	959,757	(3,389)	956,368	865,678
Office Running Costs	37,379	-	37,379	40,135
Rent & Cleaning	97,604	-	97,604	94,777
Communications & Information	30,709	-	30,709	28,410
	<u>1,125,449</u>	<u>(3,389)</u>	<u>1,122,060</u>	<u>1,029,000</u>

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

	Restricted 2024	Unrestricted 2024	Total 2024	Total 2023
Governance Costs				
Audit and Accountancy	7,500	-	7,500	4,680
Professional Fees	14,983	2,333	17,316	8,155
Executive & Statutory Costs	19,628	-	19,628	18,871
Members Meetings Costs	486	-	486	732
	<u>42,597</u>	<u>2,333</u>	<u>44,930</u>	<u>32,438</u>

6 ANALYSIS OF EXPENDITURE

	Restricted 2024 €	Unrestricted 2024 €	Total 2024 €	Total 2023 €
Direct Project Costs	141,686	47,141	188,827	179,677
Support Costs	1,125,449	(3,389)	1,122,060	1,029,000
Governance Costs	42,597	2,333	44,930	32,438
	<u>1,309,732</u>	<u>46,085</u>	<u>1,355,817</u>	<u>1,241,115</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

7 Auditor's remuneration

	2024	2023
	€	€
Fees payable to the company's auditor and associates:		
For audit services		
Audit of the financial statements of the company	7,500	4,680

8 Employees

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

	2024 Number	2023 Number
Employees	19	17

Their aggregate remuneration comprised:

	2024 €	2023 €
Wages and salaries	840,383	756,415
Social security costs	92,468	80,991
Pension costs	38,452	32,169
	971,303	869,575

The remuneration to key management personnel related to five people and totalled €369,143 in 2024 (2023: 5 €332,112)

The number of employees whose remuneration is greater than €60,000 is 2 (2023:2).
This is broken down as follows:

	2024	2023
€60,000 -€70,000	1	1
€70,000 -€80,000	-	-
€80,000 -€90,000	1	1

9 Retirement benefit schemes

	2024 €	2023 €
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	38,452	32,169

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.

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

10 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 2024.

11 Financial instruments

	2024 €	2023 €
Carrying amount of financial assets		
Debt instruments measured at amortised cost	521,542	522,943

12 Debtors

	2024 €	2023 €
Amounts falling due within one year:		
Other debtors	235	-
Prepayments and accrued income	13,347	8,212
	13,582	8,212

13 Creditors: amounts falling due within one year

	Notes	2024 €	2023 €
PAYE and social security		22,940	20,795
Government grants deferred		60,800	-
Accruals		32,709	38,547
		116,449	59,342

14 Members' liability

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

15 Income and expenditure account

	Opening Balance €	Income €	Expenditure €	Closing Balance €
Restricted Funds	204,546	1,187,704	(1,318,755)	73,495
Unrestricted Funds	267,267	118,402	(49,474)	336,195
	471,813	1,306,106	(1,368,229)	409,690

NATIONAL WOMEN'S COUNCIL OF IRELAND

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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

	2024 €	2023 €
(Deficit)/surplus for the year	(62,123)	104,620
Movements in working capital:		
(Increase)/decrease in debtors	(5,370)	42,983
(Decrease)/increase in creditors	(3,693)	13,500
Increase in deferred income	60,800	-
Cash (absorbed by)/generated from operations	(10,386)	161,103

19 Analysis of changes in net funds

	1 January 2024 €	Cash flows €	31 December 2024 €
Cash at bank and in hand	522,943	(10,386)	512,557

20 Approval of financial statements

The directors approved the financial statements on 14/05/2025.

NATIONAL WOMEN'S COUNCIL OF IRELAND
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2024

NATIONAL WOMEN'S COUNCIL OF IRELAND

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 €	2023 €
Income		
Department of Justice	48,251	13,036
Department of Children, Equality, Disability, Integration and Youth	680,850	644,887
SSNO - Department of Rural and Community Development	91,689	90,146
Group membership	29,060	26,090
Feminist Changemakers	13,411	12,227
HSE	118,000	133,296
Donations	25,402	10,156
IHREC	5,000	7,200
Department of Rural & Community Development (Social Partnership)	18,840	18,840
Miscellaneous income	57,645	46,244
Rental income	2,400	2,600
European Women Lobby - EWL	-	5,660
Dept. of Further and Higher Education, Research, Innovation and Science	-	18,585
Department of Housing, Planning and Local Government	-	14,566
Centre for Reproductive Rights	35,000	15,000
Community Foundation of Ireland	5,000	111,711
Miscellaneous Grants	40,683	25,000
Pobal - Department of Environment, Climate & Communication	124,876	124,976
Department of Foreign Affairs - Shared Island Civil Society Fund	10,000	37,790
	<u>1,306,106</u>	<u>1,358,010</u>
Administrative expenses	<u>(1,368,229)</u>	<u>(1,253,389)</u>
Operating (deficit)/surplus	<u>(62,123)</u>	<u>104,621</u>

NATIONAL WOMEN'S COUNCIL OF IRELAND

SCHEDULE OF EXPENDITURE

FOR THE YEAR ENDED 31 DECEMBER 2024

	31 December 2024 €	31 December 2023 €
EXPENDITURE		
Wages and Salaries (Core)	513,551	500,433
Wages and Salaries (Programme & Project Mgt)	316,832	245,982
Employers PRSI (Core)	55,910	53,388
Employers PRSI (Programme & Project Mgt)	35,448	26,498
Staff Pension Costs (Core)	19,883	22,047
Staff Pension Costs (Programme & Project Mgt)	18,569	10,122
Programme and Project Activities	189,313	180,409
Administration Costs	37,379	40,135
Office and Premises	97,604	94,778
Communications	30,709	28,409
Staff Costs	8,587	19,482
Executive and Statutory Costs	19,628	18,871
Professional Fees	17,316	8,155
Auditors Remuneration	7,500	4,680
	<u>1,368,229</u>	<u>1,253,389</u>

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

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 01.01.2024 - 31.12.2024	
TOTAL GRANT	€	678,000
Cash received in year	€	678,000
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 2025	€	-
EXPENDITURE	€	678,000
Staff Costs	€	593,601
Administration/Office Costs	€	62,891
Project Costs	€	455
Consultancy/Governance	€	21,053
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 31 DECEMBER 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of Children, Equality, Disability, Integration & Youth	
GRANT PROGRAMME	Commission on the Status of Women	
PURPOSE OF GRANT	Support participation at CSW	
TERM OF THE GRANT	01.03.2024 - 31.03.2024	
TOTAL GRANT	€	2,850
Cash received in year	€	2,850
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 2025	€	-
EXPENDITURE	€	2,850
Staff Costs	€	-
Administration/Office Costs	€	-
Project Costs	€	-
Consultancy/Governance	€	2,850
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for the delivery of a service: Participation in CSW	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of the Environment, Climate and Communications	
GRANT PROGRAMME	Community Climate Action Programme	
PURPOSE OF GRANT	To fund the development of a capacity building programme and associated resources to support community development and women's organisations to engage in climate policy and climate action from a feminist climate justice perspective with a particular focus on its impact on women and marginalised communities.	
TERM OF THE GRANT	01/10/2022 - 30/09/2025	
TOTAL GRANT	€	499,503
Cash received in year	€	126,876
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	5,492
Deferred at the end of the year	€	-
Restricted income C/f to 2025	€	-
EXPENDITURE	€	157,005
Staff Costs	€	102,086
Administration Costs	€	11,500
Project Costs	€	43,418
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 coordinator and part-time Officer, direct costs for mobile phone expenses and overhead costs towards light, heat, rent photocopying and audit fees. Programme course as per agreement	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of Rural & Community Development	
GRANT PROGRAMME	Organisations of the Community & Voluntary Pillar 2024	
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 01.01.2024 - 31.12.2024	
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 2022	€	-
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 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of Social Protection	
GRANT PROGRAMME	United Nations International Day for the Eradication of Poverty	
PURPOSE OF GRANT	Public Awareness	
TERM OF THE GRANT	01.09.2024 30.11.2024	
TOTAL GRANT	€	2,822.71
Cash received in year	€	2,822.71
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 2025	€	-
	€	-
EXPENDITURE	€	2,822.71
	€	-
Staff Costs	€	-
Administrative costs	€	-
Project Costs	€	2,822.71
Consultancy/advertising	€	-
	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used to carry out research, launch report and arrange 4 regional seminars	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of the Environment, Climate and Communications	
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 Membership Liaison Officer.	
TERM OF THE GRANT	1st July 2022 - 30th June 2025	
TOTAL GRANT	€	272,995.00
Cash received in year	€	91,689.48
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	1,705.60
Deferred at the end of the year	€	-
Restricted income C/f to 2025	€	1,818.23
EXPENDITURE	€	91,576.85
Staff Costs	€	91,576.85
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 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.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of Foreign Affairs: Shared Island Civil Society Fund	
GRANT PROGRAMME	Shared Island Civil Society Fund	
PURPOSE OF GRANT	Women working together to End Violence Against Women and Girls on our Shared Island	
TERM OF THE GRANT	01.01.2025 - 31.12.2025	
TOTAL GRANT	€	50,000
Cash received in year	€	50,000
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	-
Deferred at the end of the year	€	50,000
Restricted income C/f to 2025	€	-
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.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of Foreign Affairs: Communicasting Europe Initiative	
GRANT PROGRAMME	Communicating Europe	
PURPOSE OF GRANT	The Best of Europe for Women – the 2024 EU elections as a catalyst for gender equality	
TERM OF THE GRANT	Duration of project	
TOTAL GRANT	€	10,000.00
Cash received in year	€	10,000.00
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 2025	€	-
EXPENDITURE	€	10,000.00
Staff Costs	€	632.20
Administration Costs	€	1,500.00
Project Costs	€	7,867.80
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.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2024**

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 - 30.01.2024	
TOTAL GRANT	€	55,000.00
Cash received in year	€	-
Deferred at the start of the year	€	-
Restricted income b/f from previous year	€	4,719.90
Deferred at the end of the year	€	-
Restricted income C/f to 2025	€	-
EXPENDITURE	€	4,719.90
Staff Costs	€	4,076.71
Administration Costs	€	643.19
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.	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st DECEMBER 2024**

SPONSORING GOVERNMENT DEPARTMENT	Department of Justice & Equality	
GRANT PROGRAMME	2024 Community Safety Fund (CSF)	
PURPOSE OF GRANT	To develop, create and conduct The Women's Community Safety Café - bringing a gendered lens to the issue of local community safety with a particular focus on the issues of domestic, sexual and gender-based violence.	
TERM OF THE GRANT	Duration of programme	
TOTAL GRANT	€	60,314.00
Cash received in year	€	48,251.20
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 2025	€	48,251.20
EXPENDITURE	€	-
Staff Costs	€	-
Administration Costs	€	-
Project Costs	€	-
Consultancy/Advertising Costs	€	-
CAPITAL GRANTS RECEIVED	€	-
RESTRICTIONS ON USE	Grant to be used for Administration of the programme of work to cover salaries, programme costs and administration	

**NATIONAL WOMENS COUNCIL OF IRELAND
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2024**

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 2024- 31st December 2024	
TOTAL GRANT	€	143,341.16
Cash received in year	€	118,000.00
Deferred at the start of the year		
Restricted income B/f from previous year	€	25,341.16
Deferred at the end of the year		
Restricted income C/f to 2025	€	9,411.31
EXPENDITURE	€	133,929.85
Staff Costs	€	103,652.16
Administration Costs	€	24,044.47
Project Costs	€	6,233.22
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.	