

Irish Association for Social Inclusion Opportunities CLG
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2019

Crowleys DFK
Chartered Accountants and Statutory Audit Firm
16/17 College Green
Dublin 2

Company Number: 508840
Charity Number: 20578
Charities Regulatory Authority Number: 20081775

Irish Association for Social Inclusion Opportunities CLG

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Irish Association for Social Inclusion Opportunities CLG

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Patrick Lynch (Chairperson) Bernadette Gray (Appointed 30 May 2019) Patricia Callan Thomas Carey (Resigned 26th November 2019) Mrs Justice Catherine McGuinness Denis McHugh (Resigned 26th November 2019) Dr Mary Rogan (Resigned 1st August 2019) John Trethowan (Resigned 21st May 2019) Deirdre Healy (Appointed 4 February 2019) John Lumsden (Appointed 30 May 2019)
Company Secretary	Deirdre Healy (Appointed 1 August 2019) Dr Mary Rogan (Resigned 1 August 2019)
Charity Number	20578
Charities Regulatory Authority Number	20081775
Company Number	508840
Registered Office and Principal Address	Block 3 Grove Court Grove Road Blanchardstown Dublin 15
Auditors	Crowleys DFK Chartered Accountants and Statutory Audit Firm 16/17 College Green Dublin 2
Bankers	AIB West End Retail Park Blanchardstown Dublin 9
Solicitors	Drumgoole Solicitors 102 Upper Drumcondra Road Dublin 9

Irish Association for Social Inclusion Opportunities CLG TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2019

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2019.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital.

Mission, Objectives and Strategy

Objectives

Our main objectives are as follows:

- To provide a range of services to persons who have come into conflict with the law or who are at risk of coming into contact with the law
- To assist those referred to become independent, socially integrated and personally productive through client-centered, desistance focused rehabilitative, employment, educational and vocational interventions
- To establish the development of excellence in practice across the full range of our criminal justice services
- To ensure the efficient use of resources in the pursuit of stakeholder objectives
- To develop collaborative working relationships that foster a more inclusive Ireland, promote opportunity and a shared responsibility in reducing recidivism
- To inspire hope

Irish Association for Social Inclusion Opportunities CLG
TRUSTEES' ANNUAL REPORT
for the financial year ended 31 December 2019

Achievements and Performance

Linkage Service Expected Performance Indicators (EPI's)

Linkage Service Field	Annual Totals	
	EPI	Actual
New Referrals in 2019 (Unique Individuals)	1850 (1560)	2,021 (1,691)
Total fully engaged with service	1388	1,725 (1,447)
Total Did Not Engage	185 (Tracking)	290
Total Not Progression Ready / Alternative Pathways Identified	278 (Tracking)	575
Currently Active		568
• Active: Initial Assessment Stage		95
• Active: Progression Potential Stage		111
• Active: Progression Ready Stage		156
• Active: Job Seeking		67
• Active: Retention Stage		103
• Active: Referrals for Other Types of Supports		36
Total Placements secured:		
Employment	270	349
Education	160	142
Training	230	359
Total Groupwork Participants	60	59
Total Community Return Completed	140	117
Total Community Service Supports	15	28
Total Guidance Only Completed	75	56
Total Outcomes to date (from those who engaged)	950	1,110

Narrative
<p>Employment: 226 clients were placed in full time employment, 97 in part-time employment and 26 have variable hours. Main sectors include industry, accommodation/food services and construction.</p> <p>Education: 41 placements in Adult/Further Education. 26 clients are undertaking PLC courses & 13 clients are attending Third Level courses such as Digital Marketing, Sports Science and Social Care</p> <p>Training: 104 placements in a wide variety of ETB vocational training courses including Culinary Skills, Construction Skills Traineeship, Form working, Practical Computer Skills & Forklift Driving. 95 clients undergoing training as part of a Probation Project- the majority of which are driving related.</p> <p>Community Return 117 Clients had completed the Community Return Scheme by the end of 2019. 53 of these have been re-referred for guidance & placement.</p> <p>Sample reasons for not fully engaging: Entered treatment programme, Inappropriate Referral, No further support requested, Not Progression Ready, Mental Health Needs, Childcare Needs, Relocated, Returned to Court for Breach of Order, Returned to Custody.</p>

Irish Association for Social Inclusion Opportunities CLG
TRUSTEES' ANNUAL REPORT
for the financial year ended 31 December 2019

GATE Service Key Performance Indicators (KPI's)

GATE Service	Annual Totals	
Field	KPI	Actual
New Referrals in 2019 <i>(Unique Individuals)</i>	610	806 <i>(697)</i>
Total engaged with service	549	687
Total Did Not Engage	61 <i>(Tracking)</i>	119
Currently Active with service:		291
• Active 1: Initial Assessment Stage: Guidance Block		39
• Active 3: Progression Potential: Guidance Block		152
• Active 4: Progression Ready: Guidance Block		69
• Active 5: Job Seeking: Guidance Block		19
• Active 6: Retention Stage: Guidance Block		0
• Active: Referrals for Other Types of Supports		12
Total Not Progression Ready		27
Total Pathways Identified		829
Total Placements secured:		
Employment	75	143
Training/Education	178	197
Total Temporary Release/Community Return Preparation		2
Total Groupwork Participants		3
Total Guidance Only Completed		29

Narrative
<p>Employment: Pre-release: 35 clients on CE or CE Drug Rehabilitation Schemes, 44 clients employed on day release Temporary Release (TR)</p> <p>Post release: 27 clients on CE/CE Drug Rehabilitation Schemes, 3 secured casual/seasonal work and 34 secured paid/permanent jobs.</p> <p>Education: Pre-release: Courses include Community & Youth Work, Sports Nutrition, Accounting & Social Studies</p> <p>Post-release: Courses include Culinary Arts, Applied Social Studies, Career Preparation, Leaving Cert. & Pathways</p> <p>Training: Pre-release: 5 clients secured training as part of a Probation Project, and 3 as part of a Social Enterprise. 5 undertaking training on day-release TR</p> <p>Post-release: 22 clients undertaking training with Probation Projects, 26 secured Community/Resource centre based training. Courses include Barbering, construction courses, equine training, literacy support and welding.</p> <p>Sample Reasons for not fully engaging: Entered treatment programme, Inappropriate Referral, No further support requested, Refused service, Transferred to another TEO, Transfer to another prison.</p>

Irish Association for Social Inclusion Opportunities CLG
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for the financial year ended 31 December 2019

Resettlement Service Key Performance Indicators (KPI's)

Resettlement Service	Annual Totals	
Field	KPI	Actual
New Client Referrals in 2019	800	1,500
Total Resettlement Outcomes	504	2,120
Resettlement Planning (Engaged)	600	1,477
With supported access to pre-& post release essential services	360	1,145
Number of housing applications		371
Number of Social Welfare applications		273
Number of Medical Card Applications		449
Group work complete (participants)		1
And supported stability post-release	144	975

Narrative
<p>Clients availed of a wide range of prison and community-based supports, both pre and post release. The database has been developed to capture in greater detail the work of Resettlement Coordinators, for example, referrals to addiction counselling / treatment, housing applications, Medical Card Applications and Social Welfare/Finance Applications.</p>

Community Support Scheme (CSS) 2019 Update

Community Support Scheme	2019
Field	
CSS New Client Referrals in 2019	150
Status/Outcomes	
Active	32
No further support requested	1
CSS Complete	103
CSS Incomplete	14

Supported Employment Service (SES) 2019 Update

Supported Employment Service	2019
Field	
Clients Engaged 2019	15
Status/Outcomes	
Active	6
Engaged but Discontinued	4
Placed in Employment	5
Not met to date	0

Irish Association for Social Inclusion Opportunities CLG

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2019

Financial Review

The results for the financial year are set out on page 14 and additional notes are provided showing income and expenditure in greater detail.

Financial Results

At the end of the financial year the charity has assets of €806,378 (2018 - €752,803) and liabilities of €705,642 (2018 - €628,368). The net assets of the charity have decreased by €(23,699).

Future Developments

The charity plans to continue its current levels of activities.

Trustees and Secretary

The trustees who served throughout the financial year, except as noted, were as follows:

Patrick Lynch (Chairperson)
Bernadette Gray (Appointed 30 May 2019)
Patricia Callan
Thomas Carey (Resigned 26th November 2019)
Mrs Justice Catherine McGuinness
Denis McHugh (Resigned 26th November 2019)
Dr Mary Rogan (Resigned 1st August 2019)
John Trethowan (Resigned 21st May 2019)
Deirdre Healy (Appointed 4 February 2019)
John Lumsden (Appointed 30 May 2019)

In accordance with the Constitution, the trustees retire by rotation and, being eligible, offer themselves for re-election.

The secretaries who served during the financial year were;

Deirdre Healy (Appointed 1 August 2019)
Dr Mary Rogan (Resigned 1 August 2019)

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Irish Association for Social Inclusion Opportunities CLG subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- The Statement on Guiding Principles for Fundraising
- The Charities Governance Code
- GDPR

Exemptions from Disclosure

There are no omissions of the name of any Trustees, executive officers or senior staff members for any extenuating circumstances.

Reserves Policy

The purpose of the reserve policy for IASIO is to ensure the stability of the programmes, employment and the on-going operations of the organisation. The Reserves are intended to provide for situations such as unanticipated loss in funding.

The Board of IASIO judges that it needs to have prudent reserves levels that allow it to:

- Meet its obligations as an employer by paying redundancy payments to its staff at the statutory minimum level.
- Continue to implement its obligations as an employer to implement its activity plans subject to available resources should an important income stream cease unexpectedly or be delayed.

If in the event of IASIO having to be wound up or having to cease business a 3 months termination period in writing will be served to the organisation. The quarterly funding provided in advance by the Irish Prison Service and Probation Service is considered sufficient income to offset the financial obligations. This income can be used to fund a notice period of one month to staff and any statutory notice and other payment obligations e.g. such as statutory wind down cost, audit fees etc.

Irish Association for Social Inclusion Opportunities CLG TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2019

Post Balance Sheet Events

Subsequent to the financial year end, the Covid-19 virus spread worldwide. In common with many other countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of this virus. In early March 2020, many businesses closed voluntarily and throughout the month more restrictions were placed on people and businesses. On 28 March, all "non-essential" businesses were ordered to close temporarily.

As a result our office has closed, employees are working remotely where possible. Our organisation has been in a good situation in so far as our funding is unlikely to be affected. All of our funders have been engaging with us in supporting us based on the fact that our activities are seen as essential services. We have also been asked to increase working hours for some part time staff members to deal with the demand for our services of which funding has been approved.

In response to Covid-19, during the week of 16 March 2020, the management team put in place our business continuity plan and monitoring of same on a weekly basis.

In light of these events, the trustees believe that there would be no negative financial effects on our organisation.

As it is the opinion of the trustees that the above events are non-adjusting events, the financial results of the organisation have not been adjusted for the impact these events have had on the organisation since the balance sheet date.

Going Concern

The trustees have prepared budgets for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the trustees consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the charity was unable to continue as a going concern.

Statement on Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

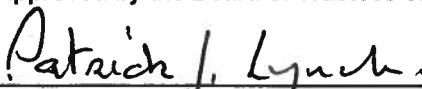
Auditors

Crowleys DFK (Chartered Accountants and Statutory Audit Firm) were appointed auditors by the trustees to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Block 3 Grove Court, Grove Road, Blanchardstown, Dublin 15.

Approved by the Board of Trustees on 27/7/20 and signed on its behalf by:


Patrick Lynch (Chairperson)
Trustee


Bernadette Gray
Trustee

Irish Association for Social Inclusion Opportunities CLG TRUSTEES' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2019

The trustees, who are also directors of Irish Association for Social Inclusion Opportunities CLG for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the trustees as the directors to prepare financial statements for each financial year. Under the law the trustees 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" issued by the Financial Reporting Council. Under company law, the trustees 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 charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

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


- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015);
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, 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 charity will continue in operation.

The trustees confirm that they have complied with the above requirements in preparing the financial statements.

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

Approved by the Board of Trustees on 27/7/20 and signed on its behalf by:


Patrick Lynch (Chairperson)
Trustee


Bernadette Gray
Trustee

INDEPENDENT AUDITOR'S REPORT

to the Members of Irish Association for Social Inclusion Opportunities CLG

for the financial year ended 31 December 2019

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Irish Association for Social Inclusion Opportunities CLG for the financial year ended 31 December 2019 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2019 and of its net incoming resources for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; 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 further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with 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 the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other Information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- in our opinion, the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Trustees' Annual Report has been prepared in accordance with the Companies Act 2014.

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Irish Association for Social Inclusion Opportunities CLG

for the financial year ended 31 December 2019

Matters on which we are required to report by exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Trustees' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of trustees' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement set out on page 10 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they 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 trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

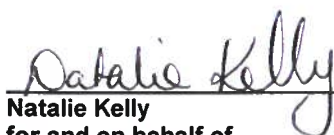
Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 13, which is to be read as an integral part of our report.

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

Our report is made solely to the charity'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 charity'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 any responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Natalie Kelly
for and on behalf of
CROWLEYS DFK
Chartered Accountants and Statutory Audit Firm
16/17 College Green
Dublin 2

27/07/2020

Irish Association for Social Inclusion Opportunities CLG
APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT
for the financial year ended 31 December 2019

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Irish Association for Social Inclusion Opportunities CLG
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2019

	Notes	Restricted Funds 2019 €	Total 2019 €	Restricted Funds 2018 €	Total 2018 €
Income					
Charitable activities					
- Grants from governments and other co-funders	5.1	<u>2,191,386</u>	<u>2,191,386</u>	<u>2,226,134</u>	<u>2,226,134</u>
Expenditure					
Charitable activities	6.1	<u>2,215,085</u>	<u>2,215,085</u>	<u>2,101,699</u>	<u>2,101,699</u>
Net income/(expenditure)		<u>(23,699)</u>	<u>(23,699)</u>	<u>124,435</u>	<u>124,435</u>
Transfers between funds		-	-	-	-
Net movement in funds for the financial year		<u>(23,699)</u>	<u>(23,699)</u>	<u>124,435</u>	<u>124,435</u>
Reconciliation of funds					
Balances brought forward at 1 January 2019	16	<u>124,435</u>	<u>124,435</u>	-	-
Balances carried forward at 31 December 2019		<u><u>100,736</u></u>	<u><u>100,736</u></u>	<u><u>124,435</u></u>	<u><u>124,435</u></u>

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

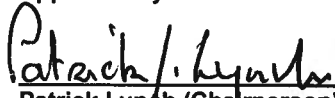
Irish Association for Social Inclusion Opportunities CLG

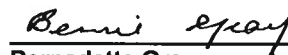
BALANCE SHEET

as at 31 December 2019

	Notes	2019 €	2018 €
Fixed Assets			
Tangible assets	11	<u>7,076</u>	<u>10,945</u>
Current Assets			
Debtors	12	799	337
Cash at bank and in hand		<u>798,503</u>	<u>741,521</u>
		<u>799,302</u>	<u>741,858</u>
Creditors: Amounts falling due within one year	13	<u>(705,642)</u>	<u>(628,368)</u>
Net Current Assets		<u>93,660</u>	<u>113,490</u>
Total Assets less Current Liabilities		<u>100,736</u>	<u>124,435</u>
Funds			
Restricted funds		<u>100,736</u>	<u>124,435</u>
Total funds	16	<u>100,736</u>	<u>124,435</u>

Approved by the Board of Trustees on 27/7/20 and signed on its behalf by:


 Patrick Lynch (Chairperson)
 Trustee


 Bernadette Gray
 Trustee

Irish Association for Social Inclusion Opportunities CLG**STATEMENT OF CASH FLOWS**

for the financial year ended 31 December 2019

	Notes	2019 €	2018 €
Cash flows from operating activities			
Net movement in funds		(23,699)	124,435
Adjustments for:			
Depreciation		7,011	7,305
Amortisation of capital grants received		-	(4,443)
		<u>(16,688)</u>	<u>127,297</u>
Movements in working capital:			
Movement in debtors		(462)	9,157
Movement in creditors		77,274	137,478
		<u>60,124</u>	<u>273,932</u>
Cash flows from investing activities			
Payments to acquire tangible assets		(3,142)	(14,094)
		<u>56,982</u>	<u>259,838</u>
Net increase in cash and cash equivalents		741,521	481,683
Cash and cash equivalents at 1 January 2019		741,521	481,683
Cash and cash equivalents at 31 December 2019	18	<u>798,503</u>	<u>741,521</u>

Irish Association for Social Inclusion Opportunities CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

1. GENERAL INFORMATION

IASIO is a company limited by guarantee (registered under Part 18 of the Companies Act 2014) incorporated and registered in the Republic of Ireland (CRO Number: 508840). The registered office of the company is Block 3 Grove Court, Grove Road, Blanchardstown, Dublin 15 which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)", Irish statute comprising the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland.

As permitted by the Companies Act 2014, the charity has varied the standard formats in that Act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Voluntary income or capital is included in the Statement of Financial Activities when the charity is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the charity has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accrual's basis.

Expenditure

All resources expended are accounted for on an accrual's basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

Irish Association for Social Inclusion Opportunities CLG

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Retirement Benefits

Retirement benefits are met by payments to a defined contribution pension fund. Contributions are charged to the Statement of Financial Activities in the year in which they fall due. The assets are held separately from those of the company in an independently administered fund.

Financial Instruments

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in the case of an outright short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Financial Activities.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the charity would receive for the asset if it were to be sold at the balance sheet date.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings, and equipment - 33% Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at year end, is included in debtors.

Creditors

Creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

IASIO is compliant with the relevant tax circulars including circular 44/2006 "Tax Clearance Procedures, Grants, Subsidies and Similar Payments".

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for the financial year ended 31 December 2019

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting for depreciation:

The company provides for depreciation on its tangible fixed assets. Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives. The trustees review on an on-going basis the charge to depreciation to ensure it is consistent with the expected residual value applicable to the different categories of tangibles. The total amount of assets subject to depreciation is €7,076 (2018: €10,945).

Going Concern

The trustees have prepared budgets for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the trustees consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the charity was unable to continue as a going concern.

Useful Lives of Tangible Fixed Assets

Long-lived assets comprising primarily of property, fixtures and fittings, and office equipment represent a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The trustees regularly review these useful lives by considering technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial year.

4. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements and to prepare and submit returns to the Companies Registration Office.

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NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

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5. INCOME					
5.1 CHARITABLE ACTIVITIES		Unrestricted Funds €	Restricted Funds €	2019 €	2018 €
Department of Justice and Equality - The Probation Service - Linkage Service	-	1,196,443		1,196,443	1,269,164
Department of Justice and Equality - Irish Prison Service – Gate Service	-	397,074		397,074	408,984
Department of Justice and Equality - Irish Prison Service - Resettlement Service	-	489,842		489,842	440,536
Department of Justice and Equality - Irish Prison Service - Resettlement CSS Service	-	42,633		42,633	39,451
Former Offenders Fund	-	39,000		39,000	55,661
Support Employment	-	26,394		26,394	6,395
Prisoner Support Network	-	-		-	1,500
Capital grant amortisation	-	-		-	4,443
		<u>-</u>	<u>2,191,386</u>	<u>2,191,386</u>	<u>2,226,134</u>

The total of the income derived by the charity relates from its activities in the Republic of Ireland.

The Department of Justice and Equality through the Probation Service provide funding for the Linkage Service. In 2019, the total budget received for Linkage activities amounted to €1,196,443, which consisted of grant funding of €1,240,000, a further spend of €5,605 from the reserves and a transfer of reserves of €49,155 related to the 2018 closing reserves. The grant received is restricted and is provided in accordance with the terms and conditions of an annual service level agreement. The purpose of the grant is to provide training and employment services.

6. EXPENDITURE						
6.1 CHARITABLE ACTIVITIES		Direct Costs €	Other Costs €	Support Costs €	2019 €	2018 €
Department of Justice and Equality - The Probation Service - Linkage Service	-	995,843		240,252	1,236,095	1,210,152
Department of Justice and Equality - Irish Prison Service - Gate Service	-	323,303		71,386	394,689	388,911
Department of Justice and Equality - Irish Prison Service – Resettlement Service	-	410,848		65,613	476,461	418,542
Department of Justice and Equality - Irish Prison Service - Resettlement CSS Service	-	41,466		150	41,616	31,419
Former Offenders Fund	-	31,019		-	31,019	38,152
Support Employment	-	24,699		-	24,699	6,395
Prisoner Support Network	-	506		-	506	994
Governance Costs (Note 6.2)	-	10,000		-	10,000	7,134
		<u>-</u>	<u>1,837,684</u>	<u>377,401</u>	<u>2,215,085</u>	<u>2,101,699</u>
		<u>-</u>	<u>1,837,684</u>	<u>377,401</u>	<u>2,215,085</u>	<u>2,101,699</u>
6.2 GOVERNANCE COSTS		Direct Costs €	Other Costs €	Support Costs €	2019 €	2018 €
Audit and Accountancy	-	-	10,000	-	10,000	6,765
Legal and Professional	-	-	-	-	-	369
		<u>-</u>	<u>10,000</u>	<u>-</u>	<u>10,000</u>	<u>7,134</u>
		<u>-</u>	<u>10,000</u>	<u>-</u>	<u>10,000</u>	<u>7,134</u>

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NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2019

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6.3	SUPPORT COSTS	Charitable Activities €	2019 €	2018 €
	Salaries and related costs	<u>377,401</u>	<u>377,401</u>	<u>365,190</u>

7.	ANALYSIS OF SUPPORT COSTS	2019 €	2018 €
	Salaries and related costs	<u>377,401</u>	<u>365,190</u>

8.	NET INCOME	2019 €	2018 €
	Net Income is stated after charging/(crediting):		
	Depreciation of tangible assets	7,011	7,305
	Amortisation of grants receivable	-	(4,443)
		<u>-</u>	<u>(4,443)</u>

9. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the financial year was as follows:

	2019 Number	2018 Number
CEO	1	1
Operations Manager	2	2
Finance Manager	1	1
HR/Communications Manager	1	1
ICT/Office Manager	1	1
Linkage Services	17	17
Resettlement Services	11	9
Gate Services	7	7
CSS	1	-
CMH	1	-
Administration	1	-
	<u>44</u>	<u>39</u>

The staff costs comprise:

	2019 €	2018 €
Wages and salaries	1,747,465	1,663,429
Social security costs	179,520	172,348
Pension costs	48,571	43,207
	<u>1,975,556</u>	<u>1,878,984</u>

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10. SALARY BANDS

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	Number of Employees	Number of Employees
€60,000 - €70,000	5	6
€70,000 - €80,000	2	2
€90,000 - €100,000	1	1
	<u> </u>	<u> </u>

11. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €
Cost	
At 1 January 2019	75,132
Additions	3,142
At 31 December 2019	<u>78,274</u>
Depreciation	
At 1 January 2019	64,187
Charge for the financial year	7,011
At 31 December 2019	<u>71,198</u>
Net book value	
At 31 December 2019	<u>7,076</u>
At 31 December 2018	<u>10,945</u>

12. DEBTORS

	2019 €	2018 €
Other debtors	799	337
	<u>799</u>	<u>337</u>

13. CREDITORS

Amounts falling due within one year	2019 €	2018 €
Trade creditors	9,159	1,515
Taxation and social security costs	47,160	44,479
Other creditors	994	489
Pension accrual	8,367	6,641
Accruals	9,000	11,428
Deferred Income	630,962	563,816
	<u>705,642</u>	<u>628,368</u>

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14. DEFERRED INCOME

	Balance at Beginning of Year	Received	SOFA	Capital Transfer	Balance at Year end
	€	€	€	€	€
Revenue Grants					
The Probation Service – Linkage	306,000	1,196,443	1,196,443	-	306,000
Irish Prison Service – Gate	98,915	402,019	397,074	-	103,860
Irish Prison Service – Resettlement	105,907	517,930	489,842	-	133,995
Irish Prison Service – Resettlement CSS	-	42,633	42,633	-	-
Former Offenders Fund	-	39,000	39,000	-	-
Support Network	52,994	-	26,394	-	26,600
The Probation Service – Mapping	-	3,000	-	-	3,000
Stephen’s Green Trust – Mapping	-	12,500	-	-	12,500
The Probation Service - Social Enterprise	-	45,000	-	-	45,000
Total	563,816	2,258,525	2,191,386	-	630,955

15. RESERVES

	2019 €	2018 €
At 1 January	124,435	-
(Deficit)/Surplus for the financial year	(23,699)	124,435
At 31 December	100,736	124,435

16. FUNDS

16.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Restricted Funds €	Total Funds €
At 1 January 2018	-	-
Movement during the financial year	124,435	124,435
At 31 December 2018	124,435	124,435
Movement during the financial year	(23,699)	(23,692)
At 31 December 2019	100,736	100,743

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2019 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2019 €
Restricted income					
Restricted	124,435	2,191,386	2,215,085	-	100,736
Total funds	124,435	2,191,386	2,215,085	-	100,736

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NOTES TO THE FINANCIAL STATEMENTS
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16.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted funds	7,076	799,302	(705,642)	100,736
	<u>7,076</u>	<u>799,302</u>	<u>(705,642)</u>	<u>100,736</u>

Included in the total restricted funds above are: Linkage €8,971; Gate €18,799; Resettlement €11,813; Resettlement CSS €8,549; Deferred income to 2020 €18,850; CMH €1,188; CFI Fund €25,490 and capital funds not fully depreciated €7,076.

17. STATUS

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

18. CASH AND CASH EQUIVALENTS

	2019 €	2018 €
Cash and bank balances	<u>798,503</u>	<u>741,521</u>

19. POST-BALANCE SHEET EVENTS

Subsequent to the financial year end, the Covid-19 virus spread worldwide. In common with many other countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of this virus. In early March 2020, many businesses closed voluntarily and throughout the month more restrictions were placed on people and businesses. On 28 March, all "non-essential" businesses were ordered to close temporarily.

As a result our office has closed, employees are working remotely where possible. Our organisation has been in a good situation in so far as our funding is unlikely to be affected. All of our funders have been engaging with us in supporting us based on the fact that our activities are seen as essential services. We have also been asked to increase working hours for some part time staff members to deal with the demand for our services of which funding has been approved.

In response to Covid-19, during the week of 16 March 2020, the management team put in place our business continuity plan and monitoring of same on a weekly basis.

In light of these events, the trustees believe that there would be no negative financial effects on our organisation.

As it is the opinion of the trustees that the above events are non-adjusting events, the financial results of the organisation have not been adjusted for the impact these events have had on the organisation since the balance sheet date.

20. TAX CLEARANCE

IASIO is compliant with the relevant tax circulars including circular 44/2006 "Tax Clearance Procedures, Grants, Subsidies and Similar Payments".

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21. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Trustees on

27/7/2020

