

**Company number: 210435**  
**Charity number: CHY 10962**

**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

**DIRECTORS' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

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**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

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**DIRECTORS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**Directors**

Ger Kavanagh (appointed 30 January 2013)  
Fiona Burke (appointed 27 November 2010)  
Grace Dempsey (appointed 26 January 2011)  
Pat Dolan (appointed 3 December 2011)  
Mo Flynn (appointed 26 January 2011)  
Tom Curran (appointed 30 January 2013)  
John Lonergan (appointed 26 January 2011)  
Lilian Canniffe (appointed 30 November 2013)  
Barbara Kovach (appointed 30 November 2013)  
Reene O'Rourke Kelly (appointed 30 January 2013)  
Ann Quinn (appointed 3 December 2011)  
Orla McGrath (resigned 30 November 2013)  
Mary Murphy (appointed 17 November 2012)  
Patrick Harrold (resigned 17 November 2012)  
Patrick Kelly (resigned 27 March 2013)

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**THE CARERS ASSOCIATION LIMITED**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY AND ADVISERS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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<b>Audit Committee</b>	Aidan Walsh (Chair) John Lonergan
<b>Finance Committee</b>	Grace Dempsey (Chair) Fiona Burke Tom Curran
<b>Chairperson</b>	Pat Dolan
<b>Company secretary</b>	John Dunne
<b>Chief executive officer</b>	John Dunne
<b>Company registered number</b>	210435
<b>Charity registered number</b>	CHY 10962
<b>Registered office and business address</b>	Market Square Tullamore Co. Offaly
<b>Independent Auditor</b>	Russell Brennan Keane Business Advisers Chartered Accountants & Registered Auditor 96 Lower Baggot Street Dublin 2
<b>Principal Bankers</b>	Bank of Ireland 2 College Green Dublin 2  Allied Irish Bank 9 Terenure Road Rathgar Dublin 6
<b>Solicitors</b>	Beauchamps Solicitors Riverside Two Sir John Rogersons Quay Dublin 2

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**THE CARERS ASSOCIATION LIMITED**  
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**DIRECTORS' REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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The directors present their annual report together with the audited financial statements of The Carers Association Limited ("the charity") for the year ended 31 December 2013. The directors confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005, updated in 2008.

#### **FINANCIAL REVIEW**

The net surplus on resources for the year was €16,998 (2012: loss of €19,607) on a turnover of €6,384,329 (2012: €5,516,802) which reflects the extremely challenging funding situation the Association faces as its core grant income continues to be reduced (a cut of €108,000 or 3.4% in 2013).

Principal funding for the year arose from grant income received from the Health Service Executive, FÁS (Momentum and Community Employment), the Atlantic Philanthropies, Department of Environment, Heritage and Local Government (Scheme to Support National Organisations), the Genio Trust, the National Lottery, Community Foundation Ireland and various private and corporate donations.

The charity's available reserves at the year end are as shown in the financial statements and have been split as restricted and unrestricted as appropriate. Reserves represent over 4.5 months (2012: 4 Months) of the average monthly outgoing resources expended excluding project costs. The charity policy is to achieve 6 months of the average months outgoing resources.

The charity has no long term investments. All reserves are on short term deposit to ensure the effective management of cashflow and access to liquidity.

The Association is extremely proud of the fact that in 2013 it continued to offset such reductions (a cumulative cut of more than 15% since 2010) without any reduction in the volume of front-line services being delivered. In fact, 2013 saw many positive initiatives across all areas of activity.

#### **REVIEW OF ACTIVITIES**

##### **Carer Supports**

Through a significant restructuring programme we cut costs across the network whilst increasing the levels of front-line support available to family carers in different parts of the country. This included opening our first full-time office in Galway.

We established 13 new support groups bringing the total within the network to 64 across the country, catering for over 5,000 active members. We also continued to grow our 'virtual' family with significant volumes of website traffic (an average of 2,500 visitors each day) and very active facebook (5,000) and twitter (2,000) communities.

Our Careline service expanded by 20 hours per week using a specially recruited and trained team of volunteers and we are currently piloting a limited evening/weekend service.

Our volunteering programme also established a variety of pilot projects – befriending (Newbridge); advocacy buddy (Cork) and dementia 'reablement' (Clonmel). We were delighted to secure sponsorship of €40,000 from Bord Gáis Networks for our community volunteering initiatives.

We also agreed a partnership arrangement with the Northside Community Law and Mediation Centre which will provide mediation services for carers who are experiencing family conflict as well as legal advice and support at a national level.

Our National Carer of the Year and Young Carer of the Year were announced and celebrated at our awards ceremony on 5th November. The introduction of regional and local ceremonies worked well and we enjoyed the usual very positive media response to the event.

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**DIRECTORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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Our new Carers Companion booklet launched at the beginning of National Carers Week and local centres organised a comprehensive programme of local events across the country to help promote awareness of the work of family carers.

We promoted 'My Med', a smartphone tool to assist in managing medication, and are happy to acknowledge sponsorship of €10,000 from Dr Morris for this initiative as their charity of the year.

We continued to expand our range of discounts and special offers for family carers – ranging from substantial discounts on mobile phone charges to discounted admission to Dublin Zoo.

**Operations**

We secured ISO certification for our Home Care Respite Manual – this provides independent verification that our procedures are being operated to a consistently high standard across the network. The value of Home Care Packages we deliver grew by 60% in the course of 2013 and we recruited more than 200 new sessional staff to cope with the increase in demand for our services.

We also completed the rollout of a computerised rostering and invoicing system for home care services. In addition to generating significant administrative savings this was essential to enable us to scale up services quickly as required.

Our FETAC 5 level training programme for care assistants has been rewritten and submitted for accreditation under the new QQI standards being introduced as part of the ongoing rationalisation of the higher and further education in Ireland.

We secured agreement in principle with DSP to pilot a new model Community Employment scheme for trainee care assistants as well as securing a significant training/placement contract under the FÁS Momentum initiative. We are also piloting use of the using the Part-time Job Incentives Scheme to address difficulties being experienced in recruiting part-time Respite Workers in remote areas.

**A Voice for Family Carers**

The year began badly with a deeply unfair cut of 20% in the Respite Care Grant in Budget 2013. This led to a significant campaign of protest across the first half of the year and the development of a nationwide 'Give Carers a Break!' campaign feeding into Budget 2014.

The Association launched a number of significant campaigns in the course of the year covering issues as diverse as mobility allowance for older carers; cuts in services to young adults in day care and a very problematic review of medical card entitlements. It also undertook to lead the 'Make Home Work' campaign developed by Older & Bolder, once that organisation wound up in June. It held one seminar on the topic in the second half of 2013 and anticipates this campaign featuring prominently in the Local Government elections scheduled for 2014.

The Association tries hard to be part of the solution rather than simply drawing attention to a problem. On this basis it devotes considerable resources to participating effectively in official working groups. Two items dominated this agenda throughout 2013. Following government approval of a review of the Domiciliary Care Allowance scheme which we had sought in 2012 the Association was pleased to accept an invitation to join a working group to advise on proposed reforms in regard to the DCA application process, medical assessment process, medical guidelines, review process, communications and appeals system.

Similarly, having campaigned for the development of a Carer Needs Assessment as part of any new resource planning tool to be adopted by the HSE, the Association was delighted to accept an invitation to nominate a representative to the InterRAI Carer Needs Assessment Development Working Group and the Service User Clinical Advisory Group. As part of this engagement the Association established its own Reference Group which includes representation from Care Alliance, Caring for Carers, Rehabcare and Crosscare.

In the course of the year the Association had meetings with the Minister for Social Protection (income support and pensions for carers); Minister for Environment (Housing Adaptation grants; Water charges; Local property tax; Volunteerism); Minister for Children and Youth Affairs (Young Carers in the National Childrens Strategy); Minister of State at the Department of Health (National Carers Strategy, statutory anomalies in regard to Community Care services).

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**DIRECTORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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The Association testified to the Oireachtas Committee on Health and Children and the Oireachtas Committee on Finance and Public Expenditure/Reform and made submissions to a wide range of official consultations.

The Association continued to develop the National Convention which brings together delegates from Carer Groups throughout the country three times a year to facilitate a genuine 'grass-roots' dialogue on issues of concern to family carers.

**Research-based Evidence and Expertise**

The Association has launched an extremely ambitious research programme to 'Estimate and Describe the Extent and Nature of the Contribution of Family Carers to the Process of Caring for Frail, Ill and People with Disabilities in Ireland'. The first phase, completed in 2013, was 'The Spectrum of Family Caring' - a scoping study carried out by the Work Research Centre and Trinity College Dublin to describe and analyse the cross-cutting and condition-specific dimensions of caregiving with detailed case studies on caring for victims of stroke and COPD.

We have recruited 30 family carers from Galway, Clare and Kerry to participate in a three-year pilot project on telecare enhanced supports (fall detection technology) in association with Emergency Response and NUI Galway and we have also began planning a pilot study of the new InterRAI Carer Needs Analysis module involving 200 older people and their principal carer which will be carried out in association with the HSE towards the middle of 2014.

The Association is engaged in a number of Genio-led projects relating to innovation in the Health Service in different parts of the country; in the OPRAH (Older People Remaining At Home) project in North Dublin and has agreed to collaborate with a possible HRB-funded project on 'Transition of Young Adults with Intellectual Disability'.

**International**

Ireland hosted the Eurocarers Conference and AGM in Dublin on 24th May, 2013. The theme of the conference was 'Carers and New Technologies'. Frank Goodwin a founder member of the Association was elected chairperson of Eurocarers. We provided considerable assistance to Eurocarers in the preparation of its first successful major EU funding application.

We also sent a small delegation to the Scottish Parliament of Carers to consider how it might inform the development of our National Carers Convention.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

The charity is registered as a company limited by guarantee, not having a share capital (CRO No. 210435). It charity has been granted charitable status under section 207 and 208 of the Taxes Consolidation Act, 1997 (CHY 10962). The principal objective of the charity is for the sole charitable purpose of supporting carers, who provide care and attention for elderly persons, persons with physical, learning, emotional or other disabilities or illnesses and any other persons receiving care or requiring care in the home.

**Method of Appointment or election of Directors**

The governance of the is the responsibility of the directors who are elected and co-opted under the terms of the Articles of Association. The board consists of a maximum of twelve members made up of three panels as follows:

- Four directors who are family carers nominated by the National Convention;
- Four directors nominated on the basis of expertise in areas of relevance to the work of the Association e.g. clinical services (medicine, nursing, etc), fundraising, social policy research and advocacy;
- Four directors nominated on the basis of relevant management experience in the public, private or voluntary sectors, one of whom should have a formal qualification in accountancy/financial management.

A majority of board members are required to have personal experience as a family carer on a full-time or part-time basis.

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**DIRECTORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**Policies Adopted for the Induction and Training of Directors**

Induction and training of directors - all board members receive an induction briefing together with a handbook covering legal documents, organisation policies, codes of practice and rules of procedure relating to the governance of the association.

**Organisational Structure And Decision Making**

Operational decisions in the running of the charity are the responsibility of the CEO and 3 senior managers head of corporate services, head of operations and head of communications. The CEO attends bi-monthly meetings of the board and reports to the association through the chairperson.

**Audit Committee**

The audit committee consists of experts in the areas of audit, corporate governance and financial management. This committee assists the board in fulfilling its responsibilities by independently reviewing financial statements and the effectiveness of the internal controls. This committee also monitors the effectiveness of the external audit function. The committee is chaired by a senior professional accountant who is not a member of the board.

**OBJECTIVES AND ACTIVITIES**

The Association has produced a strategic plan which sets out the following:

**Our Vision**

Family Carers in Ireland enjoy recognition, empowerment and a better quality of life.

**Our Mission**

- To provide Family Carers with emotional and practical supports;
- To promote the interests of Family Carers and those receiving care in the home through effective partnership, lobbying and advocacy; and
- To gain recognition and social justice for Family Carers' invaluable contribution to Irish society.

**What we do**

- Empower Family Carers with relevant knowledge, skills and personal support
- Ensure that Family Carers have the fullest and best quality support possible
- Provide an effective and representative voice for Family Carers
- Achieve greater public awareness of and support for Family Carers and care issues

**How we do it**

- Build an effective national grass-roots network that engages and unites Family Carers throughout Ireland
- Be expert on Carers' issues and develop compelling messages about priorities
- Increase the range and quality of the Association's services on a sustainable, cost-effective basis
- Adopt a continuous improvement approach to the pursuit of best practice.

**Factors Relevant To Achieve Objectives**

The following factors are relevant to the achievement of the Association's objectives:

- Skilled and motivated staff and volunteers
- Effective management and governance
- Coherent and consistent public policy
- Adequate financial and other resources



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**DIRECTORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**FUTURE DEVELOPMENTS**

**National Carers' Strategy**

The Association is committed to playing its part in monitoring and supporting the implementation of the Government's National Carers Strategy using the National Carers Convention and the National Carers Strategy Monitoring Group. It is steadily increasing the resources it devotes to providing an effective voice for family carers at local and national level.

**Future Health Strategy**

The Association anticipates the continued development of its services in the context of the government's Future Health strategy whereby social and continuing care is presented as the element of the Health Service which "ties episodic care and treatment in hospitals and primary care together" (page 37). It is building on its success in the last Home Care Package tendering process by developing the capacity to provide Enhanced, Intensive and Bespoke Home Care Packages under the HSE's new commissioning framework. It will retain its ISO 9001 certification in this regard.

The Association will enable family carers to engage fully with the Future Health aspiration to "include natural supports (i.e. family and friends) as far as possible in the development of social and continuing care" (page 38). It will continue to support the development of a comprehensive carer needs analysis as part of the HSE's needs-based resource allocation tools. It will also continue to develop volunteer based services as a complement to funded services – not an alternative.

**Doing More with Less**

In the medium term the Association anticipates some reduction in grant and fundraising income which it intends to offset by new income based on public service contracts and commercial revenue. In this regard the Association, seeing healthcare as a growth sector, will also engage in new training and labour market activation initiatives.

The Association will continue to meet its objective of absorbing cuts in revenue through greater efficiency rather than cuts in services. In this regard it will monitor carefully the implementation of two Labour Court rulings on HSE Home Help minimum hours and pension rights (LCR 2031 and 19299). These are likely to have implications for the allocation of resources to front-line services as well as its own employment policies and practices.

**Merger Negotiations**

The Association hopes to conclude negotiations on a merger with Caring for Carers Ireland with a view to creating a single national organisation serving the needs and interests of family carers throughout the country within the coming year.

**COMPLIANCE STATEMENTS**

**Accounting Records**

The measures taken by the directors to ensure compliance with the requirements of Section 202 of the Companies Act 1990 regarding proper books of account are

- the implementation of necessary policies and procedures for recording transactions,
- the employment of competent accounting personnel with appropriate expertise and
- the provision of adequate resources to the finance function.

The books of account of the charity are maintained at Market Square, Tullamore, Co.Offaly.

**Transactions Involving Directors**

There were no transactions involving directors during the year ended 31 December 2013.

**Events since the Year End**

There have been no significant events affecting the charity since the year end however the charity is currently in negotiations to merge with another charity.

**Funds held as Custodian**

There are no funds held in this category.

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**DIRECTORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**Taxation Exemption**

The charity surplus is exempt from taxation owing to its charitable status.

**Political Donations**

There were no political contributions which require disclosure under the Electoral Act 1997.

**Health and Safety**

The well-being of the charity's clients, volunteers and employees is safeguarded through strict adherence to health and safety standards. Health and safety legislation imposes certain requirements on employers and the charity has taken the necessary action to ensure compliance with the legislation, including the adoption of a safety statement.

**Risk Management**

The directors have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. The directors maintain and regularly review a comprehensive risk register, which assesses the major risks to which the company is exposed under the headings of Finance, Operations and Governance. They are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

**DIRECTORS' RESPONSIBILITIES STATEMENT**

The directors are responsible for preparing the directors' report and the financial statements in accordance with applicable law and Irish/UK Accounting Standards (Irish/UK Generally Accepted Accounting Practice).

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act, 1963 to 2013. 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.

**Provision of Information to Auditor**

Each of the persons who are directors at the time when this directors' report is approved has confirmed that:

- so far as the directors are aware, there is no relevant audit information of which the auditor is unaware, and
- that the directors have taken all the steps that ought to have been taken as directors in order to be aware of any information needed by the auditor in connection with preparing their report and to establish that the auditor is aware of that information.

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**DIRECTORS' REPORT (continued)**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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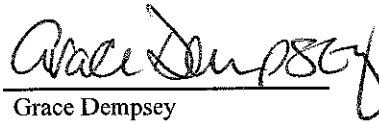
**Independent Auditor**

Russell Brennan Keane Business Advisers, Chartered Accountants and Registered Auditors, have indicated their willingness to continue in office in accordance with section 160(2) of the Companies Act 1963. The directors will propose a motion re-appointing the auditor at the AGM.

This report was approved by the directors and signed on their behalf by:



Pat Dolan  
Director



Grace Dempsey  
Director

Date: 28 March 2014

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**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE CARERS ASSOCIATION LIMITED**

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We have audited the financial statements of The Carers Association Limited for the year ended 31 December 2013. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland (Generally Accepted Accounting Practice in Ireland).

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

**RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND INDEPENDENT AUDITOR**

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements giving a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish Law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

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

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

**OPINION**

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of affairs of the charity as at 31 December 2013 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act, 1963 to 2013.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE CARERS ASSOCIATION LIMITED**

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**EMPHASIS OF MATTER - VOLUNTARY DONATIONS**

The charity has adopted the Statement of Guiding Principles for Fundraising, published by Irish Charities Tax Research Ltd ("ICTR") in February 2008. The charity, in common with many others, derives a portion of its income from voluntary donations which cannot be fully controlled until they are entered in the accounting records and are not therefore susceptible to independent audit verification. Our opinion is not qualified in this respect.

**GOING CONCERN**

In forming our opinion, which is not qualified, we have considered the adequacy of the disclosures made in note 23 to the financial statements concerning the charity's ability (as is common with many organisations within the sector) to continue as a going concern. The charity had a net surplus on resources for the year of €16,998 (2012: Net Loss €19,607). The current funding arrangements and level of assurance, along with the other matters explained in note 23 to the financial statements, indicate the existence of a material uncertainty regarding the charity's ability to continue as a going concern. The financial statements do not include the adjustments that would result if the charity was unable to continue as a going concern.

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

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

- In our opinion proper books of account have been kept by the company.
- The financial statements are in agreement with the books of account.
- In our opinion the information given in the directors' report is consistent with the financial statements.
- The net assets of the company, as stated in the balance sheet, are more than half of the amount of its called up share capital, and in our opinion, on that basis there did not exist at 31 December 2013 a financial situation which under section 40(1) of the Companies (Amendment) Act 1983 would require the convening of an extraordinary general meeting of the company.

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

We have nothing to report in respect of the provisions in the Companies Acts, 196 to 2013 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by law are not made.



Brian Feeney (Statutory Auditor)

For and behalf of

**Russell Brennan Keane Business Advisers**

Chartered Accountants & Registered Auditor

96 Lower Baggot Street

Dublin 2

Date: 28 March 2014

**THE CARERS ASSOCIATION LIMITED**  
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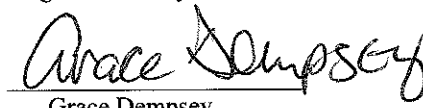
**STATEMENT OF FINANCIAL ACTIVITIES**  
(Incorporating Income and Expenditure Account)  
FOR THE YEAR ENDED 31 DECEMBER 2013

	Note	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
<b>INCOMING RESOURCES</b>					
Voluntary income	2	4,209,647	-	4,209,647	3,925,762
Activities for generating funds	3	1,733,820	419,017	2,152,837	1,553,570
Investment income	4	-	21,845	21,845	37,470
<b>TOTAL INCOMING RESOURCES</b>		<b>5,943,467</b>	<b>440,862</b>	<b>6,384,329</b>	<b>5,516,802</b>
<b>RESOURCES EXPENDED</b>					
Costs of generating voluntary income	5	1,227,248	177,496	1,404,744	1,003,179
Charitable activities	7	4,859,093	-	4,859,093	4,437,774
Governance costs	6	-	103,494	103,494	95,456
<b>TOTAL RESOURCES EXPENDED</b>		<b>6,086,341</b>	<b>280,990</b>	<b>6,367,331</b>	<b>5,536,409</b>
<b>MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME/(EXPENDITURE) FOR THE YEAR</b>		<b>(142,874)</b>	<b>159,872</b>	<b>16,998</b>	<b>(19,607)</b>
Total funds at 1 January 2013		173,066	1,195,435	1,368,501	1,388,108
<b>TOTAL FUNDS AT 31 DECEMBER 2013</b>		<b>30,192</b>	<b>1,355,307</b>	<b>1,385,499</b>	<b>1,368,501</b>

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

  
Pat Dolan  
Director

  
Grace Dempsey  
Director

Date: 28 March 2014

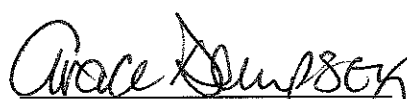
**THE CARERS ASSOCIATION LIMITED**  
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**REGISTERED NUMBER: 210435**

**BALANCE SHEET**  
**AS AT 31 DECEMBER 2013**

	Note	€	2013 €	€	2012 €
<b>FIXED ASSETS</b>					
Financial assets	11		3		3
<b>CURRENT ASSETS</b>					
Debtors	12	986,067		381,975	
Cash at bank and in hand		1,690,361		2,257,602	
		<u>2,676,428</u>		<u>2,639,577</u>	
<b>CREDITORS: amounts falling due within one year</b>	13	<u>(1,290,932)</u>		<u>(1,271,079)</u>	
<b>NET CURRENT ASSETS</b>			<u>1,385,496</u>		<u>1,368,498</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u><u>1,385,499</u></u>		<u><u>1,368,501</u></u>
<b>CHARITY FUNDS</b>					
Restricted funds	14		30,192		173,066
Unrestricted funds	14		1,355,307		1,195,435
<b>TOTAL FUNDS</b>			<u><u>1,385,499</u></u>		<u><u>1,368,501</u></u>

The financial statements were approved by the directors on the and signed on their behalf by:

  
**Pat Dolan**

  
**Grace Dempsey**

**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

	Note	2013 €	2012 €
Net cash (outflow)/inflow from operating activities	16	(585,586)	20,688
Returns on investments and servicing of finance	17	18,345	37,470
<b>(DECREASE)/INCREASE IN CASH IN THE YEAR</b>		<u>(567,241)</u>	<u>58,158</u>

**RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

		2013 €	2012 €
(Decrease)/Increase in cash in the year		<u>(567,241)</u>	<u>58,158</u>
<b>MOVEMENT IN NET FUNDS IN THE YEAR</b>		<u>(567,241)</u>	<u>58,158</u>
Net funds at 1 January 2013	18	<u>2,257,602</u>	<u>2,199,444</u>
<b>NET FUNDS AT 31 DECEMBER 2013</b>	18	<u><u>1,690,361</u></u>	<u><u>2,257,602</u></u>



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**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**1. ACCOUNTING POLICIES**

The following policies have been applied consistently in dealing with items which are considered material to the financial statements. The financial statements are prepared in Euro.

**1.1 Basis of preparation of financial statements**

The financial statements have been prepared 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" published in March 2005, (updated 2008), applicable accounting standards and the Companies Acts, 1963 to 2013.

**1.2 Company status**

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to €1 per member of the charity.

**1.3 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**1.4 Incoming resources**

Grant income represents the total grants received during the year from the Government Departments, The Health Service Executive (HSE) and other grant providers and philanthropic sources. Home care packages and training income represents the total invoice value of sales made during the year and arise from the provision of respite services, home care services and training courses falling within the charity's ordinary activities. Fundraising income represents the total income received during the year from fundraising activities.

All incoming resources are included in the statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. The whole of the charity's income is attributable to its market in Ireland.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

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**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**1. ACCOUNTING POLICIES (continued)**

**1.5 Resources expended**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

**1.6 Investments**

Investments are stated at cost less provision for impairment in value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**1.7 Taxation**

The charity's surplus is exempt from corporation tax owing to its charitable status.

**1.8 Government grants**

Revenue grants are classed as deferred income and are amortised to the Statement of Financial Activities as the related expenditure is incurred.

**1.9 Pensions**

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

**1.10 Tangible fixed assets**

The organisation currently does not capitalise capital expenditure and as such writes off all capital expenditure to the profit and loss account as it is incurred. The charity does hold freehold property at cost but this is fully depreciated at 31 December 2013.

**THE CARERS ASSOCIATION LIMITED**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**2. VOLUNTARY INCOME**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
Health service executive *	3,090,802	-	3,090,802	3,198,979
Atlantic philanthropic	90,588	-	90,588	270,929
Emergency response income	156,612	-	156,612	180,967
Young carers	49,756	-	49,756	65,179
Genio	86,676	-	86,676	42,261
Momentum project	441,045	-	441,045	-
Lottery	62,412	-	62,412	32,960
Comhairle	30,144	-	30,144	32,000
Community Foundation	49,606	-	49,606	11,747
DSP Mullingar	29,143	-	29,143	-
Other grants	122,863	-	122,863	90,740
	<u>4,209,647</u>	<u>-</u>	<u>4,209,647</u>	<u>3,925,762</u>

**\*Included in Health Service Executive voluntary income is the following:**

	2013 €	2012 €
Core grants	1,446,780	1,480,185
Centre grants	1,644,022	1,718,794
	<u>3,090,802</u>	<u>3,198,979</u>

**THE CARERS ASSOCIATION LIMITED**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**3. ACTIVITIES FOR GENERATING FUNDS**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total Funds 2013 €	Total Funds 2012 €
<b>Fundraising Income</b>				
Fundraising income	-	318,916	318,916	352,586
Donations	-	73,654	73,654	112,388
<b>Total fundraising income</b>	<b>-</b>	<b>392,570</b>	<b>392,570</b>	<b>464,974</b>
<b>Trading activities</b>				
	Restricted funds 2013 €	Unrestricted funds 2013 €	Total Funds 2013 €	Total Funds 2012 €
Service to members	-	26,447	26,446	10,445
Home care packages	1,375,995	-	1,375,995	872,890
Training	170,845	-	170,845	205,261
Commercial respite	54,041	-	54,041	-
Cregg House	132,939	-	132,939	-
<b>Income from trading activities</b>	<b>1,733,820</b>	<b>26,447</b>	<b>1,760,267</b>	<b>1,088,596</b>
<b>Total activities for generating funds</b>	<b>1,733,820</b>	<b>419,017</b>	<b>2,152,837</b>	<b>1,553,570</b>

**4. INVESTMENT INCOME**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
Other investment income	-	3,500	3,500	-
Bank interest received	-	18,345	18,345	37,470
	<b>-</b>	<b>21,845</b>	<b>21,845</b>	<b>37,470</b>

**THE CARERS ASSOCIATION LIMITED**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**5. COSTS OF GENERATING FUNDS**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
Fundraising expenses	-	160,741	160,741	128,129
Members costs	-	16,755	16,755	5,776
Training costs	119,622	-	119,622	193,919
Commercial costs	85,808	-	85,808	-
Home care wage costs	1,021,818	-	1,021,818	675,355
	<u>1,227,248</u>	<u>177,496</u>	<u>1,404,744</u>	<u>1,003,179</u>

**6. GOVERNANCE COSTS**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
Auditors' remuneration	-	23,690	23,690	19,680
Legal and professional fees	-	103,188	103,188	65,175
Bad debts (recovered)/expense	-	(23,384)	(23,384)	10,601
	<u>-</u>	<u>103,494</u>	<u>103,494</u>	<u>95,456</u>

**7. CHARITABLE ACTIVITIES**

Summary of Charitable Activities	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
Staff Costs and Travel	2,989,165	-	2,989,165	2,918,150
Project Costs	1,305,411	-	1,305,411	966,827
Admin Costs	286,299	-	286,299	254,335
Establ Costs	278,288	-	278,288	298,462
Total	<u>4,859,163</u>	<u>-</u>	<u>4,859,163</u>	<u>4,437,774</u>

**THE CARERS ASSOCIATION LIMITED**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**7. CHARITABLE ACTIVITIES (CONTINUED)**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
<b>Staff costs and travel</b>				
Wages and salaries	2,570,595	-	2,570,595	2,448,493
Employers PRSI	188,735	-	188,735	262,864
Pension cost	12,420	-	12,420	11,792
Travel and subsistence	217,415	-	217,415	195,001
	<u>2,989,165</u>	<u>-</u>	<u>2,989,165</u>	<u>2,918,150</u>

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
<b>Project costs</b>				
Grant funding of activities *	1,256,598	-	1,256,598	921,011
Support group meetings	6,322	-	6,322	5,401
Pamper days	7,580	-	7,580	20,637
Outreach costs	714	-	714	200
Carer of the year award	12,613	-	12,613	11,970
National carers	11,418	-	11,418	4,620
Euro carers	6,879	-	6,879	1,210
Careline	3,287	-	3,287	-
Listening to carers	-	-	-	1,778
	<u>1,305,411</u>	<u>-</u>	<u>1,305,411</u>	<u>966,827</u>

\*Included in grant funding of activities are the following:

	2013 €
Momentum project expenditure	441,045
WHB grants paid	154,800
Emergency response expenditure	134,695
Atlantic grant expenditure	90,588
Genio grant expenditure	86,676
National lottery expenditure	62,033
Comhairle grant expenditure	59,587
Young carers grant expenditure	49,756
Community foundation grant expenditure	47,081
Other grant expenditure	130,337
	<u>1,256,598</u>

**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**7. CHARITABLE ACTIVITIES (CONTINUED)**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
<b>Administration costs</b>				
Recruitment costs	6,825	-	6,825	4,543
Printing, postage and stationary	62,848	-	62,848	62,681
Telephone and fax	57,184	-	57,184	55,870
Computer costs	80,375	-	80,375	72,925
Tutor costs	-	-	-	6,084
General expenses	10,645	-	10,645	5,717
Advertising and promotion	53,664	-	53,664	41,186
Subscriptions	3,706	-	3,706	3,215
Bank charges	2,417	-	2,417	2,114
Furniture costs	3,768	-	3,768	-
AGM	4,797	-	4,797	-
<b>Total administration costs</b>	<b>286,229</b>	<b>-</b>	<b>286,229</b>	<b>254,335</b>

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
<b>Establishment costs</b>				
Rent and rates	197,903	-	197,903	230,580
Light and heat	27,350	-	27,350	28,768
Service charges	17,581	-	17,581	13,842
Repairs and maintenance	12,835	-	12,835	5,839
Insurance	22,619	-	22,619	19,433
<b>Total establishment costs</b>	<b>278,288</b>	<b>-</b>	<b>278,288</b>	<b>298,462</b>

**8. NET INCOMING / (OUTGOING) RESOURCES**

This is stated after charging:

	2013 €	2012 €
Auditors' remuneration	19,680	19,680

During the year, no directors received any remuneration (2012 - €NIL).

During the year, no directors received any benefits in kind (2012 - €NIL).

**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**9. STAFF COSTS**

	2013	2012
	€	€
Wages and salaries	3,902,177	3,073,848
Social security costs	292,352	262,864
Other pension costs	12,420	11,792
	4,206,949	3,348,504
<b>Total</b>	<b>4,206,949</b>	<b>3,348,504</b>

The average monthly number of employees during the year was as follows:

	2013	2012
	No.	No.
Full time	37	40
Part time	598	380
	635	420
<b>Total</b>	<b>635</b>	<b>420</b>

The number of higher paid employees was:

	2013	2012
	No.	No.
In the band €70,001 - €80,000	4	4
	4	4

This band includes basic pay and excludes employer pension and PRSI contributions.



**THE CARERS ASSOCIATION LIMITED**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**10. TANGIBLE FIXED ASSETS**

	Freehold property €	Total €
<b>Cost</b>		
At 1 January 2013 and 31 December 2013	112,403	112,403
<b>Depreciation</b>		
At 1 January 2013 and 31 December 2013	112,403	112,403
<b>Net book value</b>		
At 31 December 2013	-	-
At 31 December 2012	-	-

**11. FINANCIAL FIXED ASSET**

	Shares in subsidiary undertakings €
<b>Investment cost</b>	
At 1 January 2013 and 31 December 2013	3

**Subsidiary undertakings**

The following were subsidiary undertakings of the charity:

Name	Holdings	2013 €	2012 €
Caring in Dublin Limited	100%	1	1
Caring in Offaly Limited	100%	1	1
Caring in Waterford Limited	100%	1	1
		3	3

Name	Business
Caring in Dublin Limited	charity
Caring in Offaly Limited	charity
Caring in Waterford Limited	charity

All of the above companies are incorporated in the Republic of Ireland.

**THE CARERS ASSOCIATION LIMITED**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**12. DEBTORS**

	2013 €	2012 €
<b>Due within one year</b>		
Trade debtors	647,658	278,989
Amounts owed by subsidiaries undertakings	72,955	63,214
Other debtors and prepayments	265,454	39,772
	986,067	381,975

**13. CREDITORS:**

**Amounts falling due within one year**

	2013 €	2012 €
Trade creditors	46,225	140,107
PAYE / PRSI	102,273	88,531
Accruals	446,068	381,955
Grant income deferred	696,366	660,486
	1,290,932	1,271,079

**14. STATEMENT OF FUNDS**

	Brought Forward €	Incoming resources €	Resources Expended €	Carried Forward €
<b>Unrestricted funds</b>				
General Funds - all funds	1,195,435	440,862	(280,990)	1,355,307
	1,195,435	440,862	(280,990)	1,355,307
<b>Restricted funds</b>				
Reserves	173,066	5,943,467	(6,086,341)	30,192
	173,066	5,943,467	(6,086,341)	30,192
<b>Total of funds</b>	1,368,501	6,384,329	(6,367,331)	1,385,499

**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Restricted funds 2013 €	Unrestricted funds 2013 €	Total funds 2013 €	Total funds 2012 €
Fixed asset investments	-	3	3	3
Debtors	176,001	810,066	986,067	381,975
Bank and cash	1,112,639	577,722	1,690,361	2,257,602
Creditors due within one year	(1,268,190)	(22,742)	(1,290,932)	(1,271,078)
	<u>30,192</u>	<u>1,355,307</u>	<u>1,385,499</u>	<u>1,368,501</u>

**16. NET CASH FLOW FROM OPERATING ACTIVITIES**

	2013 €	2012 €
Net incoming/(outgoing) resources	16,998	(19,607)
Returns on investments and servicing of finance	(18,345)	(37,470)
Increase in debtors	(594,351)	(116,267)
Increase in amounts owed by group undertakings	(9,741)	-
Increase in creditors	19,853	194,032
<b>Net cash (outflow)/inflow from operations</b>	<u>(585,586)</u>	<u>20,688</u>

**17. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT**

	2013 €	2012 €
<b>Returns on investments and servicing of finance</b>		
Interest received	<u>18,345</u>	<u>37,470</u>

**18. ANALYSIS OF CHANGES IN NET FUNDS**

	1 January 2013 €	Cash flow €	Other non-cash changes €	31 December 2013 €
Cash at bank and in hand:	2,257,602	(567,241)	-	1,690,361
<b>Net funds</b>	<u>2,257,602</u>	<u>(567,241)</u>	<u>-</u>	<u>1,690,361</u>

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**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**19. CONTINGENT LIABILITIES**

The charity is currently engaged in a legal case, the outcome of which was unknown at the year end. The directors have provided for the best estimate of the associated legal costs for this claim.

**20. PENSION COMMITMENTS**

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to €12,420 (2012 - €11,796). The charity offers 5% of employees salary as part of their pension. This is only available to senior management. No contributions were payable at year end (2012 - €12,332).

**21. OPERATING LEASE COMMITMENTS**

At 31 December 2013 the charity had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2013	2012
	€	€
<b>Expiry date:</b>		
After more than 5 years	61,500	61,500

The charity has entered into a 20 year lease which is due to terminate in 2028. The annual rentals payable under the lease in respect of land and buildings is €61,500 per annum and is subject to renegotiation at various intervals specified in the lease.

**22. RELATED PARTY TRANSACTIONS**

The Carers Association Limited is availing of exemptions under FRS 8 - Related Parties Transaction, from disclosing transactions with group companies.

There was no other related party transactions or transactions with directors or connected parties to directors during the year.

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**THE CARERS ASSOCIATION LIMITED**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**23. GOING CONCERN**

As described in the directors' report, the charity provides high levels of care to a range of people including frail older people, people with severe disabilities, the terminally ill and children with special needs. The charity would be unable to provide these services without the receipt of grant aid from the Health Service Executive. In the year to 31 December 2013, section 39 HSE grant funding amounted to €3,090,802, which represents 48% of the charity's total incoming resources (2012: €3,198,979: 58%).

The downward pressure in the economic output of the economy has resulted in a reduction in the level of government funding made available to public bodies such as the Health Service Executive. These external economic factors are expected to continue in 2014 and 2015. These developments have resulted in the reductions (small and significant) of the grant supports currently being received by the charity from the Health Service Executive. The charity has put in place measures to reduce the operational costs of the charity to withstand any such annual reductions in funding. The directors believe that if the Health Service Executive were to cease funding, the charity would be unable to continue in operational existence.

The charity has received verbal assurances from the Health Service Executive that funding will be continued until 31 December 2014 but no such assurances can be provided after that date. These circumstances create material uncertainties over the future viability of the charity. The charity has put in place measures to reduce the operational costs of the charity to withstand any such reductions in funding. The directors also expect that the charity will continue to receive an adequate level of financial support from the Health Service Executive to allow the charity to continue in operation. The charity has begun sourcing new sources of funding in 2013 which includes the implementation of commercial respite ventures. For these reasons, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

**24. APPROVAL OF FINANCIAL STATEMENTS**

The board of directors approved these financial statements for issue on 28 March 2014.