

Company Number: 520597
Charity Number: 20200622

Specialisterne Ireland CLG
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2022

Whelan Dowling & Associates
Chartered Accountants and Statutory Audit Firm
Block 1, Unit 1 & 4,
Northwood Court
Santry
Dublin 9

Specialisterne Ireland CLG

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Specialisterne Ireland CLG
REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Dr. Sheila Gilheany Karen Ferris Peter McKenna Aidan Keogh John O'Connor Vincent Brennan (Appointed 5 April 2022)
Company Secretary	Robert Cosgrave
Charity Number	20200622
Company Number	520597
Registered Office	Waterside Business Campus Citywest Dublin 24
Auditors	Whelan Dowling & Associates Chartered Accountants and Statutory Audit Firm Block 1, Unit 1 & 4, Northwood Court Santry Dublin 9
Solicitors	Ronan Daly Jermyn 2 Park Place City Gate Park Mahon Point Cork

Specialisterne Ireland CLG

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2022

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2022.

The financial statements are prepared in accordance with the Companies Act 2014, 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), effective 1 January 2019.

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Specialisterne Ireland CLG present a summary of its purpose, governance, activities, achievements and finances for the financial year 2022.

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, 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

Mission Statement

To enable people on the autism spectrum and those with similar neurodiverse challenges to gain meaningful employment and achieve their potential in society.

Objectives

To have supported 5,000 neurodivergent individuals to gain employment within its first 20 years in operation.

Vision

THE CANDIDATE: To the candidates seeking employment Specialisterne is the trusted go-to agency.

THE EMPLOYER: To the employer Specialisterne is the preferred partner in the provision and support of neurodiverse staff.

THE STAKEHOLDERS: Specialisterne is the sector thought leader, developing meaningful working partnerships with all stakeholders across Government, Industry, community and education.

POLICY MAKERS: Specialisterne works with policy makers to amplify the voice of those with neurodiversity.

Strategy

The Strategic Plan (Years 2021 to 2023 inclusive) informs and guides all our work in 2021

Structure, Governance and Management

Structure

Specialisterne Ireland is a Company Limited by Guarantee. (Company Number 520597) which was incorporated on 26 November 2012. The company is limited by guarantee, not having a share capital and is governed by a Constitution. The company is a registered employment agency (No. EA3757) and is a registered charity (No. 20200622).

Specialisterne Ireland is governed by members of a Board which gives oversight to its activities and provides the CEO with access to independent and objective external advice, knowledge, experiences and assists the growth and raises the profile and stature of the organisation. The Board does not receive any remuneration in respect to their services to the Company. The Board delegates the executive function and management of the Company to the CEO and staff team.

Specialisterne Ireland CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2022

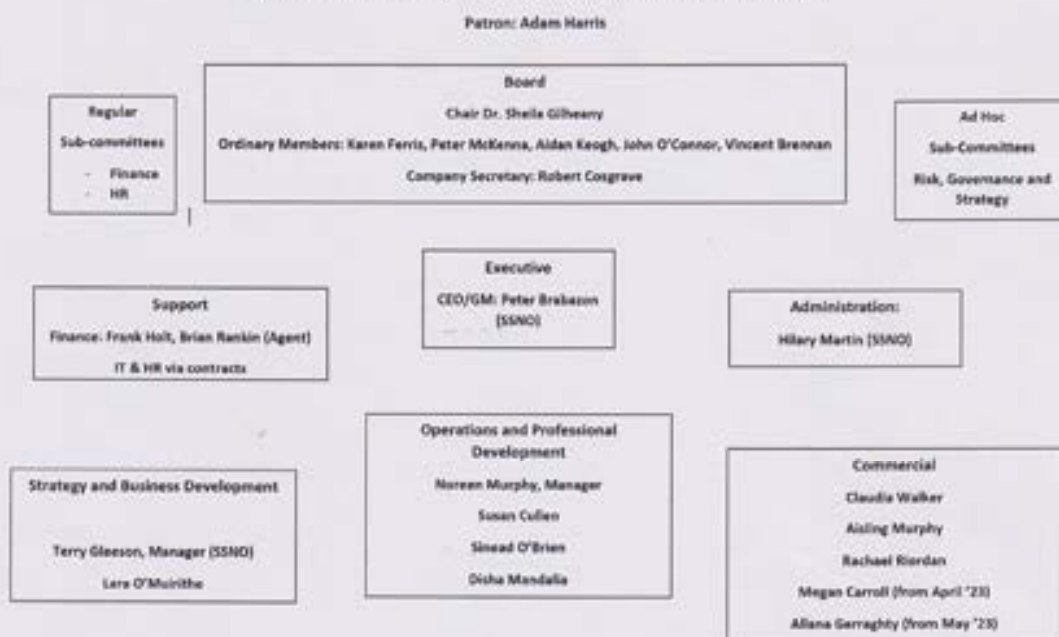
Executive Team

Assessment and Support: Team of 10 people of which 8 are Master's qualified.

Management: Team of 4 people. A CEO, Administrator, Operations and, Business Development Managers

Three Contractors (part-time): Company Accountant, Financial Agent (Governance). IT support, Part-time as required. Plus, from early 2023 the HRSuite has been retained for its advice.

Specialisterne Ireland CLG – Organisation Structure – May 2023



Values

- Dedication to Diversity and Inclusion
- Culture of Partnership and Excellence
- Commitment to Engagement and Enablement

Our Governance:

Specialisterne Ireland strongly values transparency, accountability, and openness in all we do.

All accounts are available online through our website and the CRO website.

We are committed to transparency in donations and adhere to a donor's charter which outlines our commitment to those who support our work.

Good governance practices are of the utmost importance to us, and we continued to work in 2022 towards compliance with the Charities Regulator's Charities Governance Code. Governance is a standing item on all board meeting agendas.

As an organisation, we are also transparent with our stakeholders. We are upfront with candidates on our process, the steps required, and the rationale for completion. We move at their pace and will always be honest open, and transparent in any advice we give. To ensure this we survey both our service users and our employer partners for our impacts and their ideas for improvements.

We embed our stakeholders' views within the organisation through seeking stakeholder input on strategic planning, and service delivery and encourage feedback. This process is being continued under the EU Erasmus + program which includes a survey and 3 Study circles involving a total of 15 people with a focus on the awareness and training needs of SMEs.

Specialisterne Ireland CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2022

Attendance at Board meetings

The Board members in 2022 are listed below and their attendance at the 5 Board meetings plus an AGM and an EGM to consider an updated Constitution were:

Dr. Sheila Gilheany, Chair (7)

Karen Ferris (4)

Peter McKenna (6)

Aidan Keogh (6)

John O'Connor (7)

Vincent Brennan (joined Board on 5th April 2022) (5)

Management

Robert Cosgrave - Company Accountant and Secretary

Peter Brabazon - CEO and General Manager

Noreen Murphy - Operations Manager

Hilary Martin - Administration

Review of Activities, Achievements and Performance

Overall, 2022 was a year of very significant growth in terms of its key KPIs namely the number of neurodivergent candidates, partner employers, charities, and government employment agencies worked with. This was in the context of the quickly reducing impact of Covid from that of the previous two years and the return partly to previous working patterns but with a greater emphasis on the use of IT systems such as the increasing use of Zoom and Teams to connect regularly with all our key stakeholders including our candidates.

It was a year of success with Specialisterne Ireland registering 198 new neurodivergent candidates to our support services (up 27% on the year before) and it enabled 89 of them (up 8%) to gain employment. The number of new partner employers also grew to 47 (up 24%).

Specialisterne's is a matching service bringing talented candidates together with businesses seeking their talent. Therefore, it was particularly pleasing to see not only the growth in the number of employer partnerships but also the deepening of the relationship with many existing partners. For example:

- Six candidates completed our Mentorship Programme with AIG allowing those candidates to gain valuable advice, while the mentors from AIG enhanced their skills by learning about the strengths, skills, and talents offered by neurodiverse individuals.

- Thanks to the partnership with the IBM Skills Build Platform two staff were enabled to use the platform and register candidates to gain access to various online learning opportunities including Data Analytics, IT support, and Web Development.

- Specialisterne as a policy influencer was pleased to present to the All Party Oireachtas Committee on Autism in December 2022.

Specialisterne is very grateful for the support of many different organisations, particularly to our host SAP providing our offices and for being the single largest employer of our candidates in Ireland. Equally, Specialisterne depends on the many partnerships and cooperations with others including the State via POBAL, the Dormant Account Fund (DAF) the EU, Rethink Ireland, and both the Ireland Funds and the Community Foundation of Ireland. Also, as a national organisation, we are particularly proud of our cooperation with other charities including Aspire, AslAm, Dyslexia Ireland, Dyspraxia DCD Ireland, and ADHD Ireland (CORK). Also, we worked closely with the various offices of Intreo and Employability around the country along with 14 college campuses in 2022.

Several new programs were launched during the year, particularly for employers in the private sector and their value will truly be felt in the coming years to the benefit of neurodiverse candidates and their families throughout Ireland.

In 2022 Specialisterne was pleased to complete its Dormant Accounts Funded (DAF) "Access to Employment and Training/Education for Persons with a Disability" which expanded our services more widely with over 75% of candidates coming from outside the greater Dublin area. Also, the "Neurodiversity" program (DAF "Measures to Support the Employment of People with Disabilities") was completed in December 2022.

Finally, the Pobal "SSNO" program funding commenced support in July of 2022.

Rethink has been an important supporter down the years, and we were delighted to receive "The Social Enterprise of the Year Award 2021".

Erasmus + Programme with EU Funding and Partners

NEW (NEurodiverse to Work), is a 30 monthly long project to enhance the ability of Small and Medium-sized Enterprises (SMEs) to recruit and support the employment of Neurodiverse people. That is by developing an EU-wide awareness campaign and a series of training courses to back up the project's employment objective.

Communications and marketing efforts increased significantly during the year. There was a large focus on employer stakeholders and a multifaceted effort across media commencing in late 2022 with a final piece in the Irish Times in February 2023. This campaign substantially increased the awareness of Specialisterne and resulted in an increase in

Specialisterne Ireland CLG DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2022

demand from employers. Other measures included a greater social media drive following a detailed messaging effort and a new website which was launched along with a "Donate Button" on the website for future donate campaigns.

In 2022 it was decided by the Board to bring some focus into the longer term. That is, as 2023 is the last year of the current strategy it was also decided that in early 2023 to start preparing the next 3-year strategy. One of the key themes is to bring our service offerings to the wider Neurodivergent community, for example, to those needing greater support because of their rural base or other challenges. Finally, in this strategic vein, Specialisterne continues to look at ways to improve our internal operational efficiency and communications as well as the effectiveness of delivery to our partners and stakeholders. Overall, we wish to sustainably grow to gain more employment opportunities for our neurodiverse candidates while meeting the talent needs of employers.

Financial Review

The results for the financial year are set out on page 13 and additional notes are provided showing income and expenditure in greater detail.

Income

Total income was €817,226 in 2022 down 3.46% from €846,512 in 2021.

Expenditure

Total expenditure was €883,075 up 12.24% from €786,784 resulting in a deficit for the year of €65,849.

Financial Results

At the end of the financial year the charity has assets of €351,612 (2021 - €425,435) and liabilities of €250,169 (2021 - €258,143). The net assets of the charity have decreased by €(65,849).

Financial Position

Overall the Board considers the financial position as being good in that it allows for and continues to follow a sustainable activity growth pattern while building up a level of reserves that should see it positioned well for any future and unforeseen events.

Reserves Position and Policy

Reserves at €101,443 for the year are 12.41% of income and are down on the previous year. The Board is targeting a cumulated reserve level of 3 months salaries or approximately €186,000 based on the 2022 salaries total. This total available funds at year end are €101,443. The board aspires to increase reserves over the next 5 years

Directors and Secretary

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

Dr. Sheila Gilheany
Karen Ferris
Peter McKenna
Aidan Keogh
John O'Connor
Vincent Brennan (Appointed 5 April 2022)

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

The secretary who served throughout the financial year was Robert Cosgrave.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Specialisterne Ireland CLG subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Auditors

The auditors, Whelan Dowling & Associates, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors 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.

Specialisterne Ireland CLG
DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2022

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 Waterside Business Campus, Citywest, Dublin 24.

Approved by the Board of Directors on 7 Sept 23 and signed on its behalf by:


Dr Sheila Gilheany


John O'Connor

Specialisterne Ireland CLG DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2022

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the 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 directors 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;
- 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 directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors 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 Directors' 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.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 7/9/23 and signed on its behalf by:


Dr Sheila Gilheany


John O'Connor

INDEPENDENT AUDITOR'S REPORT

to the Members of Specialisterne Ireland CLG

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Specialisterne Ireland CLG for the financial year ended 31 December 2022 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the 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 2022 and of its deficit 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 described below 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 we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

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

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

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Specialisterne Ireland CLG

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

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 8, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as 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 directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either 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.

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 directors.
- Conclude on the appropriateness of the directors' 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 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.

INDEPENDENT AUDITOR'S REPORT **to the Members of Specialisterne Ireland CLG**

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.

Sean Whelan FCA
for and on behalf of
WHELAN DOWLING & ASSOCIATES
Chartered Accountants and Statutory Audit Firm
Block 1, Unit 1 & 4,
Northwood Court
Santry
Dublin 9

2024-01-01 to 2024-12-31

Specialisterne Ireland CLG
STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2022

	Notes	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Total 2022 €	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €
Income							
Charitable activities							
• Grants from governments and other income	4.1	548,408	268,818	817,226	515,005	331,507	846,512
Expenditure							
Charitable activities	5.1	614,257	268,818	883,075	455,277	331,507	786,784
Net income/(expenditure)		(65,849)	-	(65,849)	59,728	-	59,728
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		(65,849)	-	(65,849)	59,728	-	59,728
Reconciliation of funds							
Balances brought forward at 1 January 2022	13	167,292	-	167,292	107,564	-	107,564
Balances carried forward at 31 December 2022		101,443	-	101,443	167,292	-	167,292

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

Approved by the Board of Directors on 7/12/22 and signed on its behalf by:


Dr Sheila Gilheany


John O'Connor

Specialisterne Ireland CLG
BALANCE SHEET
as at 31 December 2022

	Notes	2022 €	2021 €
Current Assets			
Debtors	9	202,747	209,829
Cash at bank and in hand		148,865	215,606
		<u>351,612</u>	<u>425,435</u>
Creditors: Amounts falling due within one year	10	(250,169)	(258,143)
Net Current Assets		<u>101,443</u>	<u>167,292</u>
Total Assets less Current Liabilities		<u>101,443</u>	<u>167,292</u>
Funds			
General fund (unrestricted)		101,443	167,292
Total funds	13	<u>101,443</u>	<u>167,292</u>

Approved by the Board of Directors on 7 Sept 23 and signed on its behalf by:


Dr Sheila Gilheany


John O'Connor

Specialisterne Ireland CLG
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2022

	Notes	2022 €	2021 €
Cash flows from operating activities			
Net movement in funds		(65,849)	59,728
		<u>(65,849)</u>	<u>59,728</u>
Movements in working capital:			
Movement in debtors		7,082	(65,993)
Movement in creditors		(7,974)	29,456
		<u>(66,741)</u>	<u>23,191</u>
Cash generated from operations			
		<u>(66,741)</u>	<u>23,191</u>
Net increase in cash and cash equivalents		(66,741)	23,191
Cash and cash equivalents at 1 January 2022		215,606	192,415
		<u>215,606</u>	<u>192,415</u>
Cash and cash equivalents at 31 December 2022	18	<u>148,865</u>	<u>215,606</u>

Specialisterne Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

1. GENERAL INFORMATION

Specialisterne Ireland CLG is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is Waterside Business Campus, Citywest, Dublin 24 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

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, modified to include certain items at fair value. 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".

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.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2021 have been prepared on the going concern basis and 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".

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.

Specialisterne Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Recoverability of debtors

The company has made judgements when assessing the impairment of its debtors. Outstanding balances have been grouped on the basis of similar risk characteristics such as past-due status, and impairment has been reviewed with reference to historical loss experience updated for current conditions.

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 financial year end, is included in debtors.

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

The tax currently payable is based on taxable surplus for the year. Taxable surplus differs from net surplus as reported in the income and expenditure account because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The company's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Specialisterne Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

continued

Grants receivable

Grants are accounted under the accruals model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the Statement of income and retained earnings at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the Statement of income and retained earnings in the same period as the related expenditure.

Financial Instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

- Critical judgements

The trustees are of the view that there are no judgements (apart from those involving estimates) in applying their accounting policies that have had a significant effect on amounts recognised in the financial statements.

- Key sources of estimation uncertainty

The trustees are of the view that there are no estimates or assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

Specialisterne Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2022

4. INCOME					
4.1 CHARITABLE ACTIVITIES		Unrestricted Funds	Restricted Funds	2022	2021
		€	€	€	€
Sales		451,578	-	451,578	420,024
Rethink (Social Enterprise Development)		-	-	-	27,714
Wage Subsidy Scheme		75,773	-	75,773	64,372
Grants and donations		21,057	-	21,057	-
Ability Fee 6%		-	-	-	7,785
Pobal - Ability Programme		-	-	-	137,539
The Ireland Funds		-	-	-	20,000
Rethink (New Services)		-	-	-	30,000
Flourish (Dandelion)		-	61,754	61,754	97,214
Neurodiverse		-	141,124	141,124	39,040
ER PRSI Refund		-	-	-	2,824
Erasmus Programme		-	20,440	20,440	-
POBAL SSNO 2022 - 2025		-	45,500	45,500	-
		<u>548,408</u>	<u>268,818</u>	<u>817,226</u>	<u>846,512</u>
5. EXPENDITURE					
5.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2022	2021
	€	€	€	€	€
Expenditure on charitable activities	534	55	102,812	103,401	90,137
Wages and salaries	437,523	-	342,151	779,674	696,647
	<u>438,057</u>	<u>55</u>	<u>444,963</u>	<u>883,075</u>	<u>786,784</u>
5.2 SUPPORT COSTS			Charitable Activities	2022	2021
			€	€	€
Wages and salaries			314,293	314,293	194,459
Social security costs			27,858	27,858	16,037
Consultancy			7,350	7,350	6,549
Premises insurance			6,427	6,427	4,530
Computer running costs			13,156	13,156	9,867
Software costs			2,257	2,257	1,556
Motor running expenses			7,285	7,285	1,485
Professional fees			33,968	33,968	24,901
Audit fees			3,948	3,948	3,948
Bank charges			448	448	456
Promotions and exhibitions			2,360	2,360	1,360
Telecommunications			7,098	7,098	3,832
Staff welfare, training, recruitment & subscriptions			10,184	10,184	6,958
Postage and stationary			30	30	288
Governance			501	501	-
Website development			7,800	7,800	-
			<u>444,963</u>	<u>444,963</u>	<u>276,226</u>

Specialisterne Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

continued

6. ANALYSIS OF SUPPORT COSTS

	Basis of Apportionment	2022 €	2021 €
Wages and salaries	Usage	314,293	194,459
Social security costs	Usage	27,858	16,037
Consultancy	Usage	7,350	6,549
Premises insurance	Usage	6,427	4,530
Computer running costs	Usage	13,156	9,867
Software costs	Usage	2,257	1,556
Motor running expenses	Usage	7,285	1,485
Professional fees	Usage	33,968	24,901
Audit fees	Usage	3,948	3,948
Bank charges	Usage	448	456
Promotions and exhibitions	Usage	2,360	1,360
Telecommunications	Usage	7,098	3,832
Staff welfare, training, recruitment & subscriptions	Usage	10,184	6,958
Postage and stationary	Usage	30	288
Governance	Usage	501	-
Website development	Usage	7,800	-
		<u>444,963</u>	<u>276,226</u>

7. EMPLOYEES AND REMUNERATION

Number of employees

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

	2022 Number	2021 Number
Employees	<u>19</u>	<u>23</u>

The staff costs comprise:

	2022 €	2021 €
Wages and salaries	743,519	640,223
Social security costs	27,858	38,577
Pension costs	8,297	17,847
	<u>779,674</u>	<u>696,647</u>

8. ANALYSIS OF STAFF COSTS AND THE COST OF KEY MANAGEMENT PERSONNEL

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	<u>14</u>	<u>11</u>

No employees of the company earned gross employee benefits of greater than €60,000 in the year ended 31-December-2020. The total remuneration for key management personnel for the period totalled €77,131 (2019:€79,820). The pension scheme for employees commenced on 1 January 2020.

Specialisterne Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

continued

9. DEBTORS	2022	2021
	€	€
Trade debtors	197,147	197,653
Taxation and social security costs	-	7,868
Prepayments	5,600	4,308
	<u>202,747</u>	<u>209,829</u>
10. CREDITORS	2022	2021
Amounts falling due within one year	€	€
Trade creditors	155,842	137,941
Taxation and social security costs	65,666	16,299
Pension accrual	14,595	779
Accruals	3,946	3,948
Deferred Income	10,120	99,176
	<u>250,169</u>	<u>258,143</u>

11. State Funding

Agency	Pobal
Government Department	Department of Employment Affairs and Social Protection
Grant Programme	SSNO
Purpose of the Grant	Scheme to Support National Organisations
Term	01 July 2022 - 30 June 2025
Received year end:	31/12/2022
Capital Grant:	€Nil
Restrictions on use:	Support for staff wages and staff training
Tax Clearance:	Yes
Total Grant:	€273,000
Total Received in 2022	€45,500
Total project expenditure in 2022	€45,500
Amount deferred at year end	€Nil
Restrictions:	Yes, restricted only for expenditure agreed in the grant agreement

Specialisterne Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

continued

Agency	POBAL
Sponsoring Government Department	Department of Rural & Community Development and Department of Social Protection
Grant Programme	Flourish (formerly Dandellion)
Purpose of the Grant	Support for Improve Employment Opportunities for Carers and People with a Disability
Term	01 Jan 2021 - 30 Jun 2022
Received year end	31/12/2022
Capital Grant	N/a
Restrictions on use	Support for staff wages, administrative costs and computer hardware & software
Tax Clearance	Yes
Total Grant	€200,000
Total Received in 2022	€49,004
Total project expenditure in 2022	€56,923
Amount deferred at year end	€230
Restrictions	Yes, restricted only for expenditure agreed in the grant agreement
Agency	Pobal
Sponsoring Government Department	Department of Social Protection
Grant Programme	Neurodiversity
Purpose of the Grant	Measures to Support the Employment of People with Disabilities
Term	01 Sep 2021 - 31 Dec 2022 (extended to 31 Dec 2023)
Received year end	31/12/2022
Capital Grant	N/a
Restrictions on use	Support for staff wages, administrative costs, computer hardware & software, website development, publicity materials
Tax Clearance	Yes
Total Grant	€350,000
Total Received in 2022	€60,000
Total project expenditure in 2022	€141,570
Amount deferred at year end	(€165)
Restrictions	Yes, restricted only for expenditure agreed in the grant agreement

Specialisterne Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

12. RESERVES

	2022 €	2021 €
At 1 January 2022	167,292	107,564
(Deficit)/Surplus for the financial year	(65,849)	59,728
At 31 December 2022	101,443	167,292

13. FUNDS

13.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Total Funds €
At 1 January 2021	107,564	107,564
Movement during the financial year	59,728	59,728
At 31 December 2021	167,292	167,292
Movement during the financial year	(65,849)	(65,849)
At 31 December 2022	101,443	101,443

13.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2022 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2022 €
Restricted	-	268,818	268,818	-	-
Unrestricted funds					
Unrestricted General	167,292	548,408	614,257	-	101,443
Total funds	167,292	817,226	883,075	-	101,443

13.3 ANALYSIS OF NET ASSETS BY FUND

	Current assets €	Current liabilities €	Total €
Restricted funds	10,120	(10,120)	-
Unrestricted general funds	341,492	(240,049)	101,443
	351,612	(250,169)	101,443

14. 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 financial 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.

15. CONTINGENT LIABILITIES

There was no contingent liability at the year end 31 December 2021.

Specialisterne Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2022

16. LEGAL STATUS

The charity is exempt from including the word "Limited" in its name by virtue of Section 1180 of the Companies Act 2014. The charity is limited by guarantee and has no share capital. Under the guarantee each member has undertaken to contribute, in the event of a winding up, an amount not exceeding the sum of €1.00. This guarantee continues for one financial year after individual membership ceases.

17. RELATED PARTY TRANSACTIONS

During the year the company paid €10,000 in consultancy fees (2021: €9,500) to AslAm Limited which is a connected party. Adam Harris, a patron of Specialisterne Ireland is the CEO of AslAm Limited

During the current and prior year, no Directors received any remuneration, benefits in kind or reimbursement of expenses.

18. CASH AND CASH EQUIVALENTS

	2022	2021
	€	€
Cash and bank balances	148,865	215,606

19. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

20. APPROVAL OF FINANCIAL STATEMENTS

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

7/9/23

SPECIALISTERNE IRELAND CLG

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

NOT COVERED BY THE REPORT OF THE AUDITORS

Specialisterne Ireland CLG**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
OPERATING STATEMENT**

for the financial year ended 31 December 2022

	Schedule	2022 €	2021 €
Income			
- Grant Income		289,875	213,968
- Wages Subsidy Scheme		75,773	64,372
- Sales Type A		451,578	420,024
- POBAL Ability Programme		-	145,324
- ER PRSI Refund		-	2,824
		<u>817,226</u>	<u>846,512</u>
Charitable activities and other expenses	1	<u>(883,075)</u>	<u>(786,784)</u>
Net (deficit)/surplus		<u>(65,849)</u>	<u>59,728</u>

Specialisterne Ireland CLG**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS****SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES**

for the financial year ended 31 December 2022

	2022 €	2021 €
Expenses		
Wages and salaries	743,519	640,223
Social security costs	27,858	38,577
Staff defined contribution pension costs	8,297	17,847
Staff training	5,103	8,653
Staff recruitment	163	549
Insurance	6,427	4,530
Computer running costs	13,156	9,867
Software costs	2,257	976
Website development	7,800	-
Printing, postage and stationery	30	250
Promotions and exhibitions	2,360	2,380
Telecommunications	7,098	5,724
Motor expenses	7,285	2,760
Governance	501	-
Legal and professional	2,775	-
Consultancy fees	7,350	23,285
Accountancy	31,193	24,901
Auditor's/Independent Examiner's remuneration	3,948	3,948
Bank charges	448	491
Staff welfare	4,167	-
General expenses	589	263
Subscriptions	751	1,560
	<u>883,075</u>	<u>786,784</u>