

Company Registration No. 110910 (Ireland)

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

COMPANY INFORMATION

Members	Kathleen Lowney Tony O'Riordan Eamonn Kiely Thomas O'Brien Hugh Morley Karen Walsh Laura Maybury Joseph Enright
Directors/Trustees	Kathleen Lowney Tony O'Riordan Eamonn Kiely Thomas O'Brien
Secretary	Kathleen Lowney
Company number	110910
Charity number	CHY8911
Charities Regulatory Authority Number	20022327
Registered office	7 Fr. Mathew Street Cork
Auditor	H&A Accountancy Services Limited t/a Hickey & Associates Unit 2 Bowling Green White Street Cork
Business address	7 Fr. Mathew Street Cork
Bankers	Bank of Ireland 32 South Mall Cork
Solicitors	Lillian O'Sullivan 96 South Mall Cork

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

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CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

Introduction

The financial statements have been prepared by Cork Counselling Services Company Limited by Guarantee in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) as modified by the Statement Of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015.

The organisation is a charitable company with a registered office at 7 Fr. Mathew Street, Cork. The company's registered number is 110910. The Registered Charity Number (RCN) of the charity is 20022327.

The charity has been granted charitable tax status under sections 207 and 208 of the Taxes Consolidation Act 1997, Charity number CHY 8911 and is registered with the Charities Regulatory Authority.

Objectives and activities

The principal objectives and activities of the company continued to be the provision of counselling and psychotherapy services of the highest ethical and professional standards to all members of society, regardless of financial means, religious beliefs, race, ethnicity, sexual orientation or educational background and the education and training of students so that they attain professional counselling standards reflecting best practice nationally and internationally.

Review of activities in 2019

Clinical

We are members of the AACPI (Association for Agency-based Counselling & Psychotherapy in Ireland) and are members of both the Irish and British Associations of Counselling & Psychotherapy (IACP and BACP). The company has provided professional counselling in Cork since 1982.

Statistical information in relation to our activities in 2019 were as follows:

- 3,268 hours of counselling were completed in the centre. This compares to 3,175 hours in 2018, an increase of 3%.
- Our 2019 referrals database shows a total of 378 people visited the Centre for counselling.
- The 378 visiting the Centre attended either one-to-one, couples or families counselling and 198 were new clients.
- Of the new clients 44% were male and 56% were female
- The new clients were representative of 25 nations, higher than ever before
- Of these new clients the presenting issues were suicide, depression, self-harming, relationship issues, anxiety, bereavement, addiction, anger, sexual abuse, bullying and sexual and gender identity.
- Referral sources of new clients were self-referral, friends or family, GPs, hospitals, social services, psychiatry, CIPC, Pieta and others such as community groups, solicitors and schools.

Training

We offer a BSc (Hons) Counselling & Psychotherapy (4 year programme).

Our education and training programmes are as follows:

- BSc (Hons) Counselling & Psychotherapy (4 year programme). Accredited by IACP to become a professional practising counsellor - 4 years, part-time,
- BSc (Hons) Counselling & Psychotherapy (Top-Up programme) Validated and awarded by Coventry University, in keeping with Statutory Regulation, this postgraduate training allows practising counsellors and psychotherapists to top up their existing Diploma to a BSc (Hons) Counselling & Psychotherapy - 1 year full-time or 2 years part-time.

A total of 70 students attended our courses during 2019.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

Directors and secretary

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

Kathleen Lowney
Tony O'Riordan
Eamonn Kiely
Thomas O'Brien

The secretary who held office during the financial year and up to the date of signature of the financial statements was Kathleen Lowney.

Financial review

Results for the financial year

A summary of the results for the financial year are set out on the Statement of Financial Activities.

The members have no beneficial interest in the company as there is no share capital and the company is limited by guarantee. The statement of financial activities shows net incoming funds for the financial year of €1,566 (2018 Net outgoing funds: €29,483) with total incoming resources amounting to €537,860 (2018: €489,535) and total resources expended amounting to €527,122 (2018: €515,003) plus net interest paid of €9,172 (2018: €4,061) and interest earned of €Nil (2018: €46).

The total incoming resources include grant income from TUSLA, the Health Service Executive and other agencies totalling €254,525 (2018: €217,725).

Reserves policy and financial position

Reserves policy

The charity has determined that it is not required to hold designated reserves given that it has cash reserves.

Financial position

The balance sheet shows total charity funds of €155,526 (2018: €150,960) all of which are required to:

- Ensure that the charity can continue to provide the services that are listed as the charity's principal objectives;
- Provide working capital when funding receipts are spread over the year and not paid at the beginning of the year;
- Meet contractual obligations as they fall due;
- Meet unexpected costs should they arise.

Based on this, the directors are satisfied that the charity holds sufficient reserves to allow the charity to continue to operate successfully.

Structure, governance and management

The organisation is a charitable company limited by guarantee. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required, not exceeding €1.00 per member.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

The charity was established under a constitution which established the objects and powers of the charitable company and is governed by its constitution and its Handbook on Board Governance. The charity is governed by the Board of Directors and managed by the management team. Permission has been granted by the Companies Registration Office to dispense with the words Company Limited by Guarantee in the title of the company and the Registrar of Business Names granted permission to use the name of Cork Counselling Services.

Board of Directors

The charity is governed by a Board of Directors with a minimum number of 3 and a maximum number of 7 directors. The Board meets at least 7 times each year. It has been resolved that the term of office for each director is 4 years and each director may be re-appointed for an additional 2 year period. At each Annual General Meeting retiring director/s shall retire and if retiring from a first term in office are eligible for re-election. The chairpersons term of office is 3 years. The process for nominations of directors other than retiring directors is laid out in the Handbook on Board Governance.

There is a clear division of responsibility in the company with the Board of Directors retaining control over major decisions and the senior management team attending board meetings to brief the board on standard agenda items and other relevant issues. The board of directors retain overall responsibility for the strategic development of the company.

Policies and Procedures for the Induction and Training of board Members

All newly appointed directors receive a Board Induction Folder on appointment. This contains the following documentation: the Board Handbook on Governance (which includes the Board-member Code of Conduct), the Strategic Plan, Board Minutes from the previous 12 months, the company Constitution and other relevant documentation. Board Members also get complete information on how the company demonstrates its full compliance with the Governance Code. The board of directors invites a potential new director to join the board in an observational capacity for a minimum of 3 meetings. When there is agreement on suitability, the new director must be approved at the following AGM or calling an EGM for the purpose. Unless the new director is appointed by means of this process he/she will not be able to carry out any duties as a director.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

The Management Team

The Management Team currently comprises of four members of staff:

- Laura Maybury – Head of Clinical Practice since 2012 – Laura is a Registered Psychologist, an Accredited Counsellor and Supervisor. She is currently an IACP Core Trainer on the Diploma in Counselling and a Programme Leader in the BSc programme and has worked as assistant course director, lecturer and facilitator the the Postgraduate Diploma in Guidance and Counselling in UCC. Laura has a particular interest in attachment and relational development and is an accredited supervisor.

- Karen Walsh – Head of Training & Core Trainer — Karen is a M.Sc. in Psychotherapy, has a degree in Applied Psychology and a Diploma in Counselling. Karen worked in private practice until 1998 and in 1999 was employed as a fulltime trainer and practitioner with the company. In 2002 she was appointed director of training. Karen continues to work with a number of clients. Karen has a particular interest in attachment studies and in legal issues and professional complaints in psychotherapy. Karen is an accredited member of IACP and is an accredited supervisor

- Hugh Morley – Head of Business — Hugh currently carries out the finance and applications for funding roles in the company. Hugh is a qualified counsellor and experienced HR Manager who work for many years in HR Management & Development in the public and private sectors and has also run his HR Consultancy. Hugh qualified with a Diploma in Counselling from the company in 2012 and a Degree in Counselling & Psychotherapy from IICP in 2018. Hugh has trained on Foundation and Diploma level course and counselled clients of the company.

- Joseph Enright - Acting Head of Clinical Practice -Joseph qualified with a Diploma in Counselling from the company in 2011 and has worked as part of the clinical team since. Joseph has trained on both Foundation and Diploma level course and mentored students

The management team regulate and keep under constant review the day-to-day administration of Cork Counselling Services CLG within the terms laid down by the Board. They have responsibilities as follows:

- To implement the decisions of the Board of Directors relating to the operation of Cork Counselling Services CLG
- To ensure that the services provided by Cork Counselling Services CLG are delivered to the highest possible standards within the resources available
- To ensure that Cork Counselling Services CLG is managed in an effective and prudent manner in accordance with all relevant legislation and regulation
- To alert the Board of Directors to any significant problems of a budgetary or other nature that have arisen, or are likely to emerge, in sufficient time for the Board to take appropriate action
- To ensure the Board of Directors has adequate information and reports to fulfil its duties
- To ensure that Cork Counselling Services CLG operates in accordance with the Service Level Agreement in place with the HSE/Tusla, and any other agreements with third parties entered by the organisation
- To ensure that the policies approved by the Board of Directors are implemented within Cork Counselling Services CLG and to take full responsibility for health and safety policy and statement.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

Organisational Structure and How Decisions are Made

Introduction

Those matters that are not reserved to the Board are delegated to the Organisation's executive management team. That said, the management team is encouraged to consult with the Board, through the offices of the Chairperson, in relation to any matter which, though not reserved to the Board, is of a nature which suggests to the management team that it ought to be passed by the Board before a decision is made on behalf of the company.

Strategic Direction

- Review and ensure the constitution is up to date
- Identify stakeholders as part of the strategic plan
- Ensure that strategic plan is reviewed every three years and that an annual business plan is in place

Board operations and decisions

- Approve the company's Strategic Plan and annual operating budget. Review organisational goals regularly in line with strategic plan and evaluate operating performance
- Monitor, review and evaluate the structure, size and composition of the board. Consider candidates for membership of the board and appoint by formal resolution of the board. Ensure that an adequate mix of skills, expertise and representation is achieved. Terminate directors and remove from company membership as appropriate.
- Induct new members
- Operate a code of conduct and conflict of interest policy and registers directors' interests
- Appoint an internal audit committee of at least two directors and document terms of reference
- Appoint an external auditor determining remuneration and conditions
- Carry out an annual review of board performance, risk and internal controls. Review Risk Management policies and issues. Ensure an annual assessment of risk and that a risk register is maintained together with an asset register. Review insurance levels annually in conjunction with Insurers recommendations.
- Ensure that all required policies and procedures are in place and are kept under review. Approve Health & Safety manual and company policies and procedures as required.
- Procedures and policies in relation to any complaints/litigation made against the company and review any ongoing matters at each meeting
- Review management accounts to plan and oversee budgetary management
- Appraise and approve major financing, investment and contractual decisions in excess of €10,000
- Approve of any facility under which the Organisation may incur financial indebtedness.
- Clearly delineate accountability and differentiate board and management responsibilities. Assist and approve in the selection for hire of new senior staff. Assist and approve in the selection for hire of new senior staff. Agree job specifications and remuneration of managers.

Transparency and Public Accountability

The Board believes that the company and all organisations with charitable status must be fully accountable to the general public, providing detailed information on where its funds come from and on what they are spent. The company's audited financial statements when approved by the Board of Directors are submitted to the Companies Registration Office.

Directors/trustees

Kathleen Lowney

Kathleen has been a member of the board since 4 December 2018. She has spent 16 years as a teacher in both England and Ireland and has worked as deputy principal and principal in the Post Primary education system for the last 18 years. Kathleen has qualifications in both guidance and counselling as well as in adult guidance. She is also a trained mentor for newly appointed school management professionals. Throughout her career, Kathleen has focussed much time and energy on adolescent and adult mental health issues.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

Tony O'Riordan

Tony has been a member of the board since 30 August 2017. He currently works in the areas of leadership development and executive coaching. He has worked in both the profit and charity sectors at director and CEO level. He has been self employed for the last number of years and also devotes some of his time to volunteering activities besides the company. He has strong interest in psychology and associated areas, as well as in the work of adult mental development and the concepts of horizontal and vertical growth.

Eamonn Kiely

Eamonn has been a member of the board since January 2016. He is Southern Regional Manager for Courts Service and has worked in the Justice sector in Cork for over twenty years. Before joining the board of the company, he was involved for many years in a project dealing with the re-integration of offenders into the community.

Thomas O'Brien

Tom's background is in Education but he is a Counsellor and Supervisor in private practice. Tom trained in Cork Counselling Centre and joined the board in 2013.

Principal risks and uncertainties

The directors have ultimate responsibility for managing risk and are aware of the risks associated with the operating activities of the charity. The directors carry out an annual audit and review the risks on an ongoing basis. The directors are satisfied that adequate systems of governance, supervision, procedures and internal controls are in place to mitigate the exposure to major risks and that these controls provide reasonable assurance against such risks. The directors have identified that the key risks facing the company relate to the risk of a decrease in the level of grant funding or training income, the increase in compliance requirements in accordance with company, health and safety and general data protection legislation, and ensuring security of the company's sensitive data, reputational risk and other operational risks.

The company mitigates these risks as follows:

Financial risk

- The charity continually monitors the level of activity, prepares and monitors its budgets and projections. The charity has a policy of maintaining cash reserves and it has also developed a strategic plan which will allow for the diversification of funding and activities
- Financial information is subject to detailed review at board level allowing for continuous monitoring of the company's operations and financial status.

Operational/internal control risk

- The risk is minimised by the implementation of procedures for authorisation of all transactions and the requirements for budgets covering all activities
- Procedures are in place to ensure compliance with health and safety of staff, students and clients.

Reputational/compliance risk

- In common with many charities, the company's principal risk is reputational damage. Reputation damage could be caused by an event either within or outside the company's control. In order to mitigate this risk the charity continues to adopt best practices
- The charity closely monitors emerging changes to regulations and legislation on an on-going basis by ensuring all accreditations are up to date.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

Accounting records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility by:

- employing qualified and/or experienced staff,
- ensuring that sufficient company resources are available for the task,
- liaising with the company's auditors
- arrangements to guard against falsification of the records.

The accounting records are held at the company's registered office, 7 Fr. Matthew Street, Cork.

Post reporting date events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations or the state of the affairs of the company in the financial period subsequent to the financial year ended 31 December 2019.

Auditor

In accordance with the Companies Act 2014, section 383(1), H&A Accountancy Services Limited were appointed during the financial year as auditor of the company, and will continue in office as such.

Statement of relevant audit information

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

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

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

On behalf of the board

Kathleen Lowney
Director

Eamonn Kiely
Director

10 April 2020

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

General responsibilities

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

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and accounting standards issued by the Financial Reporting Council including FRS 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally Accepted Accounting Practice in Ireland) as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the profit or loss of the company for that financial year and otherwise comply with the Companies Act 2014.

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

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

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

On behalf of the board

Kathleen Lowney
Director

Eamonn Kiely
Director

10 April 2020

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Cork Counselling Services Company Limited by Guarantee (the 'company') for the financial year ended 31 December 2019 which comprise the Statement Of Financial Activities, the Balance Sheet, the Statement of Changes In Funds, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 *the Financial Reporting Standard applicable in the UK and Republic of Ireland*, as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 and of its net incoming resources for the financial year then ended;
- have been properly prepared in accordance with FRS 102 *the Financial Reporting Standard applicable in the UK and Republic of Ireland*, as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard 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

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

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

Other information

The 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.

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

We have nothing to report in this regard.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the directors' report is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements;
- we have obtained all the information and explanations which we consider necessary for the purposes of our audit;
- the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and
- the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

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

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ireland/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ireland/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

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

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

Owen Hickey
for and on behalf of

10 April 2020

H&A Accountancy Services Limited
t/a Hickey & Associates
Chartered Accountants
Statutory Auditors

Unit 2, Bowling Green
White Street
Cork

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

	Notes	Unrestricted funds €	Restricted funds €	Total 2019 €	Total 2018 €
Incoming resources	3				
Voluntary income		9,887	-	9,887	10,613
Fundraising activities		4,211	-	4,211	7,012
Charitable activities		269,233	254,525	523,758	469,763
Miscellaneous income		4	-	4	2,147
Total incoming resources		<u>283,335</u>	<u>254,525</u>	<u>537,860</u>	<u>489,535</u>
Resources expended					
Payroll costs including social insurance & employer pensions		(117,144)	(173,957)	(291,101)	(285,993)
Premises costs		(9,436)	(12,766)	(22,202)	(28,739)
Counselling, education, training & supervision costs		(105,464)	(45,741)	(151,205)	(130,377)
Professional & related costs		(11,494)	(11,494)	(22,988)	(24,433)
Marketing & advertising		(9,452)	(2,115)	(11,567)	(7,725)
Other administrative costs		(13,064)	(14,995)	(28,059)	(37,736)
Total resources expended		<u>(266,054)</u>	<u>(261,068)</u>	<u>(527,122)</u>	<u>(515,003)</u>
Net movement in funds for the financial year before taxation	4	17,281	(6,543)	10,738	(25,468)
Interest receivable and similar income	6	-	-	-	46
Interest payable and similar expenses	7	(4,586)	(4,586)	(9,172)	(4,061)
Net movement in funds for the financial year		<u>12,695</u>	<u>(11,129)</u>	<u>1,566</u>	<u>(29,483)</u>
Net funds brought forward		3,960	-	3,960	33,443
Transfer of restricted losses for financial year		(11,129)	11,129	-	-
Net funds carried forward		<u><u>5,526</u></u>	<u><u>-</u></u>	<u><u>5,526</u></u>	<u><u>3,960</u></u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

STATEMENT OF CHANGES IN FUNDS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

	Property reserve	Statement of financial activities	Total
Notes	€	€	€
Balance at 1 January 2018	-	33,443	33,443
Financial year ended 31 December 2018:			
Net movement in funds and total comprehensive income for the financial year	-	(29,483)	(29,483)
Receipt of donations to purchase property	150,000	-	150,000
Other movements	(3,000)	-	(3,000)
Balance at 31 December 2018	<u>147,000</u>	<u>3,960</u>	<u>150,960</u>
Financial year ended 31 December 2019:			
Net movement in funds and total comprehensive income for the financial year	-	1,566	1,566
Other movements	3,000	-	3,000
Balance at 31 December 2019	<u><u>150,000</u></u>	<u><u>5,526</u></u>	<u><u>155,526</u></u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

	Notes	2019 €	€	2018 €	€
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	18		56,471		(67,604)
Interest paid			(9,172)		(4,061)
			<u> </u>		<u> </u>
Net cash inflow/(outflow) from operating activities			47,299		(71,665)
Investing activities					
Purchase of tangible fixed assets		-		(256,023)	
Interest received		-		46	
		<u> </u>		<u> </u>	
Net cash generated from/(used in) investing activities			-		(255,977)
Financing activities					
Proceeds from donations to purchase land and buildings		-		150,000	
Drawdown of property loan		-		100,007	
Repayment of bank loans		(6,753)		(8,920)	
		<u> </u>		<u> </u>	
Net cash (used in)/generated from financing activities			(6,753)		241,087
			<u> </u>		<u> </u>
Net increase/(decrease) in cash and cash equivalents			40,546		(86,555)
Cash and cash equivalents at beginning of financial year			38,475		125,030
			<u> </u>		<u> </u>
Cash and cash equivalents at end of financial year			79,021		38,475
			<u> </u>		<u> </u>
Relating to:					
Cash at bank and in hand			79,021		38,591
Bank overdrafts included in creditors payable within one year			-		(116)
			<u> </u>		<u> </u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

Company information

Cork Counselling Services Company Limited by Guarantee is primarily engaged to provide counselling and psychotherapy of the highest ethical and professional standards to all members of society, regardless of financial means, religious beliefs, race, ethnicity, sexual orientation or educational background and to educate and train students so that they attain professional counselling standards reflecting best practice nationally and internationally.

Cork Counselling Services Company Limited by Guarantee is a company limited by guarantee and is domiciled and incorporated in Ireland. The registered office and place of business is 7 Fr. Mathew Street, Cork and its company registration number is 110910.

The company is tax resident in Ireland but has charitable status and is exempt from corporation tax.

The financial statements have been prepared by Cork Counselling Services Company Limited by Guarantee in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015.

The significant accounting policies adopted by the company and applied consistently in the preparation of the financial statements are set out below:

1.1 Basis of preparation

The financial statements are prepared in accordance with applicable law and the accounting standards issued by the Financial Reporting Council (FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015), which have been applied consistently (except as otherwise stated).

The financial statements are prepared under the historical cost convention and on a going concern basis, modified to include certain items at fair value.

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

1.2 Going concern

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

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

1.3 Incoming resources

Incoming resources are recognised in the financial year in which the charity is entitled to the income, when the amount of income can be measured reliably and it is probable that the income will be received.

Incoming resources represent grant income, income from training courses and supervision, income from counselling services, donations and fundraising income.

Grants from government and other agencies have been included in restricted income from activities in furtherance of the charity's objectives where these amount to a contract for services provided, but as unrestricted income where the funds are given with greater freedom of use .

Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. Grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance and included within grant income.

Income from training courses is recognised when each course commences and the charity becomes entitled to the income under each contract for training. Income from supervision is recognised when the supervision has been carried out and the charity becomes entitled to the income.

Income from counselling services is recognised when each counselling session has been completed and the charity becomes entitled to the income, has certainty of receipt and the amount can be measured with sufficient reliability.

Voluntary donations are recognised when the charity becomes entitled to the income, has certainty of receipt and the amount can be measured with sufficient reliability.

Fundraising income is recognised when the charity becomes entitled to the income, when the amounts can be reliably measured, which is normally upon completion of the fundraising events.

Grants relating to expenditure to be incurred in a future accounting period received in advance are deferred and recognised in the financial period to which they relate.

No incoming resources have been included in the statement of financial activities net of expenditure.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

1.4 Resources expended

Resources expended are recognised on an accruals basis as a liability is incurred. Resources expended include any VAT which cannot be recovered, and are reported as part of the expenditure to which it relates. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, for example on estimated usage.

Resources expended have been allocated to the categories listed on the statement of financial activities.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Professional and related fees, IT costs and other administration costs are costs associated with meeting the constitutional and statutory requirements of the charity and include audit and accountancy fees, costs of legal advice, maintenance of the data base and its security and costs linked to the strategic management of the charity including the cost of directors' meetings.

Resources expended are allocated based on activity and liabilities are recognised as soon as there is a legal or constructive obligation to make a transfer of value to a third party as a result of past transactions or events.

1.5 Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect of its compliance with regulation and good practice.

Support costs and governance costs are apportioned directly to the activity to which they relate or an allocation is made based on the proportion of the direct expenditure on each activity.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Nil
Fixtures & fittings	15% Reducing balance basis
Books, equipment and computer equipment	20% Straight line basis
Website	15% reducing balance basis

Freehold land and buildings are not depreciated as these were purchased at market value in 2018.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to the statement of financial activities.

The company's policy is to review the remaining useful economic lives and residual values of assets on an ongoing basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

1.7 Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in the statement of financial activities, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in the statement of financial activities, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.8 Cash and cash equivalents

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

1.9 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.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

Other financial assets

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment.

Interest is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest would be immaterial. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the debt instrument to the net carrying amount on initial recognition.

Impairment of financial assets

Financial assets, other than those held at fair value through the statement of financial activities, are assessed for indicators of impairment at each reporting end date.

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

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in the statement of financial activities.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

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.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

Other financial liabilities

Debt instruments that do not meet the conditions in FRS 102 paragraph 11.9 are subsequently measured at fair value through the statement of financial activities. Debt instruments may be designated as being measured at fair value through the statement of financial activities to eliminate or reduce an accounting mismatch or if the instruments are measured and their performance evaluated on a fair value basis in accordance with a documented risk management or investment strategy.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.10 Taxation

No charge to current or deferred taxation arises as the charity has been granted charitable status under sections 207 and 208 of the Taxes Consolidation Act 1997, Charity Number CHY 8911.

1.11 Employee benefits

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

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

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

1.12 Retirement benefits

The company contributes to various defined contribution pension plans for the benefit of its employees. The cost to the company of the contributions payable are charged to the statement of financial activities in the financial year they are payable. The pension plans are held in the names of the individual employees/members and thus the assets held in those plans are not included in the company's assets.

1.13 Government grants

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

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

1.14 Foreign exchange

Transactions in currencies other than euros are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation are included in the statement of financial activities for the financial year.

1.15 Borrowings

Borrowings are recognised at the transaction prices (present value of cash payable to the creditors). Interest expenses are recognised in the statement of financial activities in the financial year in which there are charged.

Borrowings are classified as appropriate, given that the company has a right to defer settlement of some of the liabilities for at least 12 months after the reporting date.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

1 Accounting policies

(Continued)

1.16 Fund accounting

The following funds are operated by the charity:

Restricted Funds

Restricted Funds represent grants received which can only be used for particular purposes specified by the grant givers or donors binding on the directors/management. Such purposes are within the overall charitable purposes of the charity.

Unrestricted Funds

Unrestricted Funds includes general incoming resources received, such as funds received for education, training, supervision and counselling services delivered, donations and it represents amounts which are expendable at the discretion of the directors/management in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

1.17 Services provided by the directors/trustees of the charity

For the purposes of these financial statements, no monetary value has been placed on the administrative and management services provided by the directors/trustees of the charity.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

2 Judgements and key sources of estimation uncertainty

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the financial 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 following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Going concern

The directors have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The directors have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The directors of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The directors are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Audit fee accrual

The auditors time cost recording system for similar charities formed the basis for estimating the current financial year's audit fee.

Provision for bad and doubtful debts

The company makes an estimate of the recoverable value of trade and other debtors. The company uses estimates based on historical experience in determining the level of debts, which the company believes, will not be collected. These estimates include such factors as the ageing profile of debtors and historical experience. Any significant reduction in the level of students that default on payments or other significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results. The level of provision required is reviewed on a quarterly basis.

Legal fee accrual

The solicitors have estimated their costs and those of the barrister at the financial year end in relation to an ongoing legal matter.

3 Incoming resources

The total incoming resources of the company for the financial year has been derived from its principal activities wholly undertaken in Ireland.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

4 Net incoming/(outgoing) resources

	2019	2018
	€	€
Net incoming/(outgoing) resources for the financial year is stated after (crediting)/charging:		
Fees payable to the company's auditor for the audit of the company's financial statements	5,535	9,281
Depreciation of owned tangible fixed assets	(4,363)	5,956
Amortisation of deferred income	3,000	(3,000)
Operating lease charges	-	14,302
	<u> </u>	<u> </u>

5 Employees

The average monthly number of persons (including directors) employed by the company during the financial year was:

	2019	2018
	Number	Number
Employees	9	10
	<u> </u>	<u> </u>

Their aggregate remuneration comprised:

	2019	2018
	€	€
Wages and salaries	254,294	250,927
Social security costs	28,114	26,617
Pension costs	8,693	8,449
	<u> </u>	<u> </u>
	291,101	285,993
	<u> </u>	<u> </u>

There were no employees (2018: no employees) who received remuneration (including benefits and excluding employer pension costs) in excess of €70,000 (2018: €60,000) for the financial year. No directors remuneration was paid during the financial year.

6 Interest receivable and similar income

	2019	2018
	€	€
Interest income		
Interest on bank deposits	-	46
	<u> </u>	<u> </u>
Investment income includes the following:		
Interest on bank deposits	-	46
	<u> </u>	<u> </u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

7 Interest payable and similar expenses

	2019	2018
	€	€
Other finance costs:		
Interest on bank loan	9,172	4,061
	<u>9,172</u>	<u>4,061</u>

8 Taxation

The company has obtained exemption from the Revenue Commissioners in respect of corporation tax, it being a company not carrying on a business for the purpose of making a surplus. DIRT tax is payable on any interest income received in excess of €32. No provision has been made in these financial statements for corporation tax as the company is exempt from corporation tax.

No provision has been made in the financial statements for deferred tax as the company is exempt from corporation tax.

9 Tangible fixed assets

Current financial year	Freehold land and buildings	Fixtures & fittings	Books, equipment and computer equipment	Website	Total
	€	€	€	€	€
Cost					
At 1 January 2019 and 31 December 2019	255,524	46,951	11,717	2,551	316,743
Depreciation and impairment					
At 1 January 2019	5,110	43,344	10,646	2,438	61,538
Depreciation charged in the financial year	-	541	189	17	747
Reversal of depreciation	(5,110)	-	-	-	(5,110)
At 31 December 2019	-	43,885	10,835	2,455	57,175
Carrying amount					
At 31 December 2019	255,524	3,066	882	96	259,568
At 31 December 2018	250,414	3,607	1,071	113	255,205

The carrying value of land and buildings comprises:

	2019	2018
	€	€
Freehold	255,524	250,414
	<u>255,524</u>	<u>250,414</u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

9 Tangible fixed assets

(Continued)

Ulster Community Investment Trust (Ireland) hold the following charges over the company's assets as security for monies owed to it:

1. A first fixed charge over the company's land and buildings and a floating charge over all other assets at the land and buildings, and
2. A first floating charge over all fixed assets and book debts of the company.

The amount owed to the Ulster Community Investment Trust (Ireland) at 31 December 2019 was €150,813 (2018: €157,567), bears interest at 6% per annum and is being repaid in monthly instalments of €1,327 per month.

The company's land and buildings were acquired in December 2018 and the directors consider that this value has not decreased since then. Consequently it was decided that the land and buildings would not be depreciated until there is a change in property values generally. Therefore the 2018 depreciation has been eliminated in the 2019 financial statements.

10 Debtors

	2019	2018
	€	€
Amounts falling due within one year:		
Debtors - training	21,347	33,822
Prepayments	7,871	4,442
	<u>29,218</u>	<u>38,264</u>

The fees owed by students are in accordance with contract payment plans. The terms of prepayments are based on the underlying contracts.

11 Creditors: amounts falling due within one year

	2019	2018
	€	€
	Notes	
Amounts owed to credit institutions	13	13,090
Trade creditors		1,008
PAYE and social security		5,334
Accruals		17,076
	<u>68,222</u>	<u>36,508</u>

The long-term loan is secured as described in the tangible fixed assets note above.

The terms of trade creditors and accruals are based on the underlying contracts.

The PAYE creditor is subject to the terms of the relevant legislation.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

12 Creditors: amounts falling due after more than one year

	Notes	2019 €	2018 €
Amounts owed to credit institutions	13	144,059	144,592

The long-term loan is secured as described in the tangible fixed assets note above.

Amounts included above which fall due after five years are as follows:

Payable by instalments	117,045	123,798
------------------------	---------	---------

13 Loans and overdrafts

	2019 €	2018 €
Mortgage loan	150,813	157,566
Bank overdrafts	-	116
	<u>150,813</u>	<u>157,682</u>
Payable within one year	6,754	13,090
Payable after one year	144,059	144,592

The long-term loan is secured as described in the tangible fixed assets note above.

14 Retirement benefit schemes

	2019 €	2018 €
Defined contribution schemes		
Charge to statement of financial activities in respect of defined contribution schemes	8,693	8,449

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

15 Members' liability

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2019

16 Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations or the state of affairs of the company in the financial period subsequent to the financial year ended 31 December 2019.

17 Related party transactions

During the financial year no remuneration or reimbursement of expenses was made to directors in connection with their duties as directors/trustees.

18 Cash generated from/(absorbed by) operations

	2019	2018
	€	€
Net movement in funds for the financial year after tax	1,566	(29,483)
Adjustments for:		
Finance costs	9,172	4,061
Investment income	-	(46)
Elimination of amortisation of property reserve	3,000	(3,000)
Depreciation and impairment of tangible fixed assets	747	5,956
Reversal of prior year depreciation land and buildings	(5,110)	-
Movements in working capital:		
Decrease in debtors	9,046	17,226
Increase/(decrease) in creditors	38,050	(62,318)
Cash generated from/(absorbed by) operations	<u>56,471</u>	<u>(67,604)</u>

19 Analysis of changes in net debt

	1 January 2019	Cash flows	31 December 2019
	€	€	€
Cash at bank and in hand	38,591	40,430	79,021
Bank overdrafts	(116)	116	-
	<u>38,475</u>	<u>40,546</u>	<u>79,021</u>
Borrowings excluding overdrafts	(157,566)	6,753	(150,813)
	<u>(119,091)</u>	<u>47,299</u>	<u>(71,792)</u>

20 Approval of financial statements

The directors approved the financial statements on the 10 April 2020