

Company Registration No. 110910 (Ireland)

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

COMPANY INFORMATION

Members	Tom O'Brien Eamonn Kiely Hugh Morley John Anthony O'Riordan Ann Margaret Mahony Karen Walsh Laura Maybury Joseph Enright	
Directors/Trustees	Tony O'Riordan Eamonn Kiely Thomas O'Brien Ann Mahony	(Appointed 23 February 2021)
Secretary	Tony O'Riordan	(Appointed 1 September 2021)
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 2021

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" (FRS Charities SORP) (2018) effective for reporting periods beginning on or after 1 January 2019, known as the 'SORP' (the financial reporting framework).

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

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 2021

Counselling matters

- The company has continued to provide equal access counselling in Cork, something it has done since 1982 as it prepares to celebrate its 40th Anniversary in June 2022.

- The organisation remained in service to clients throughout 2021, although the Level 5 lockdown from January to April forced counsellors to provide phone counselling from home in place of face-to-face counselling, provision for in-person counselling was made in a small number of circumstances, relating to either crisis or vulnerability. The Clinical Team and some student counsellors trained in virtual/remote sessions and a small number of sessions took place using this medium for the first time in our history. A return to face-to-face counselling commenced from the end of April, although the telephone service remained in place for those who preferred it for safety reasons. The reopening was made possible by the supply of early vaccinations to 40 counsellors, received in early April through the HSE Frontline Workers programme (dual dose Astra Zeneca vaccines).

- In 2021, Cork Counselling Services saw 162 new clients, an increase of 16% on new clients in 2020. We offered 2,488 hours of professional counselling during the calendar year, an increase of 17% over 2020. Average counselling hours per client (new and established) rose 26%. Established clients as a percentage of total clients dropped by 9% in 2021. Evidence suggests that behind this drop were clients trying to maintain stability in a crises rather than adapt to new modes of counselling when we moved to telephone counselling during Level 5 lockdown. Controlled onsite attendance and a reduction in alternative services regrettably resulted in longer waiting times than normal for many clients.

- The 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.

- Some of the client presenting issues were grief/loss, anxiety, depression, loneliness/isolation, overwhelm, exhaustion, relationship and marriage breakdown, domestic violence, abusive behaviours and lack of access to services. The organisation also experienced more and more clients struggling with the impact that Covid-19 and consequent restrictions had on their lives.

- Payments were allowed for telephone counselling on an online donations basis, rather than on a contractual basis. This resulted in a reduced income (or lack of income in a small number of cases) for counselling activity but was seen to be appropriate in the context of a pandemic and in line with our mission.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

- The organisation continued to operate all Covid-19 precautions in line with public health guidance. Our written policies have been communicated to all stakeholders and we operated sanitiser stations, temperature checks, contactless payment options, plexiglass screens, rigorous cleaning, sanitising routines, mask protocols and antigens tests for everybody's safety.

- The resilience and flexibility shown by staff, contractors and volunteers was truly remarkable throughout the year. Like many organisations, staffing had several challenges in 2021. Two long-standing administrators resigned within a short period of each other for personal and opportunity related reasons. We would like to thank Ms Shirley Murphy and Mr Val Healy for their excellent service and contribution to our organisation. The replacement administrator was not in a position to complete her temporary contract for family reasons and so there were real challenges in providing service continuity. Nonetheless, service continued and a successful recruitment campaign brought new stability by year end.

- Ms. Vanessa McCarthy joined as Clinical Office Manager at the end of the year. The organisations Clinical Supervisor emigrated in 2021 and was replaced.

Organisational matters

- Despite the financial challenges facing the sector, the counselling function of Cork Counselling Services continues to manage year on year operating within existing resources whilst continuing to experience the difficulties of retaining senior staff and recruiting other staff within budget. The organisation availed of the Employment Wage Subsidy Scheme for a limited period, and received a number of one-off grants from the Department of Children, Equality, Disability, Integration and Youth, Tusla, the HSE, the HSF, a once-off donation of €28,326 from Deloitte and several other similar one-off donations from private citizens. The withdrawal of Covid-19 related financial supports makes the outlook uncertain as we head into a year of certain increased demand. Tusla have indicated that their standard grants will be static in relation to counselling in 2022 despite direct written requests for increased funding during 2021. The increasing Training function contributes its net incoming funds each year to support the Counselling function.

- As a result of grants received in 2020 from the ESB and in 2021 from the HSE, along with fundraised income, the summer saw a 20 square metre external log house being constructed in the back garden, with associated works to the back yard for purposes of drainage. As well as providing extra modern space for staff, the development allowed us increase the number of counselling rooms inhouse. A reduction in rising damp in the old building was also noticeable from the improved back yard and drainage work. At the front of the house, sash windows were repaired to ensure ventilation in all front facing rooms. This work was completed by a heritage contractor, as the glass and windows date back to the origins of the house in 1830.

- The organisation secured the services of a new IT provider who commenced work with enhancing internet security and services with a view to implementing a new clinical practice management system and other applications. The move to remote working by staff has necessitated a rapid adaption to cloudservices and the organisation has already introduced Microsoft 365, website portals and online payroll access to respond. Counselling Self-Referral and Training Course Applications can now be made in full and paid for online. The website Terms and Conditions were updated and legally reviewed to address GDPR and commercial considerations. Our Training online provision was moved from Webex to Zoom following the improvement in Zoom security.

- The organisation also secured a new provider for its Learner Protection Insurance after Hiscox withdrew from the market. At a low percentage premium, one year of student fees will be repaid in the unlikely event of the course ceasing for any reason.

- Significant work was completed on Charities Regulator Governance Code so that the organisation was able to declare itself compliant as a complex organisation at the time of its annual return to that body. An audit, upgrade and creation of many policies was necessary for this achievement but leaves the organisation well underpinned for efficiency and effectiveness going forward. Amongst the deliverables was a new Employee Handbook, an enhanced Risk Management Policy and an upgrade to Child and Vulnerable Adult Protection Policies.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

- The Deloitte "One Good Turn" fundraiser delivered an extraordinary €28,326 to Cork Counselling Services. The fundraiser saw 116 participants from Deloitte cycle all or part of the 700-kilometre route around the island of Ireland in five days, raising much-needed funds for mental health and homelessness charities. Our Head Of Business joined for the Cork to Limerick cycle, a distance of 116 km and met with Mr Harry Goddard, CEO of Deloitte who was warmly thanked for his organisations huge effort and generosity. - The Board Of Directors lost the experience and service of Ms Kathleen Lowney through retirement. Mr Tony O'Riordan became Company Secretary in her stead. Ms Ann Mahony joined as a new Board Member in February and there is currently a potential new Board Member attending Board Meetings on a look-see basis, as per our policy.

- The organisation continued its cooperation with MHR (Mental Health Reform), IACP (Irish Association Of Counselling and Psychotherapy), AACPI (Association for Agency-based Counselling & Psychotherapy in Ireland) and of course our main grant providers, HSE and Tusla. We extend our gratitude to Ms Mary Cleary and Ms Deirdre Roche for ongoing courtesy in our liaison with HSE and Tusla respectively.

Training matters

- Our Training Institute ran programmes for 70 students in total. We offer a BSc (Hons) Counselling & Psychotherapy a 4 year part-time programme, which is accredited by IACP and Coventry University, qualifying students to become professional practising counsellors. We also offer a BSc (Hons) Counselling & Psychotherapy (Top-Up programme) validated by Coventry University to qualified counsellors at Diploma level, which can be done in 1 year (full-time) or 2 years (part-time). We are currently finishing out our previously-offered Diploma in Counselling for a small number of students. This programme is accredited by IACP and our organisation. Finally, we offer a Certificate in Introduction to Counselling & Psychotherapy studies validated and awarded by Coventry University, which is a 1 year part-time programme. Net incoming funds from training are re-invested into training and providing our sliding scale counselling services, as we are a not-for-profit entity.

- Our training was achieved in this year by changing to online video conferencing platforms and redesigning huge swathes of learning, sometimes meeting face to face and sometimes videoconferencing over Zoom as circumstances permitted. The redesigns were matched by meticulous Covid-19 precautions to manage infection control and transmission, an activity commended by our validating organisation. Course completion for the academic year 2020-2021 resulted in the graduation of 20 counsellors in May 2021 at an online ceremony (8 Diploma students and 12 degree students). In this way, our organisation contributes to society's capacity to respond to mental health needs into the future, sending out professionals who have been trained and grounded in a busy community setting with marginalised and diverse client populations.

- Coventry University held an international conference on Peace and Reconciliation as part of international week on 9th and 10th March 2021. Two Cork students presented at the conference and three students had their work published in national professional journals.

- Coventry University assessment boards were carried out online for the first time (in June and November). The external examiner reported independently that "The course continues to be delivered to a high standard with consistency of output during the exceptional times of the ongoing COVID-19 pandemic and localised lockdowns and restrictions. Congratulations to the entire teaching, administration and support team at CCSTI for the continuation of the teaching programme and the provision of counselling services within the centre".

- The year marked the retirement of contractor Dr. Kate Kirk (Acting Programme Leader) in July and thank her for sterling service over many years. She has been ably replaced in the roll by Ms. Debbie Hegarty. The organisations External Independent Training Supervisor retired in 2021 and was replaced. Ms. Betty Quinlan assumed the role of Operations Manager and Registrar with early success, Mr. Tim Murphy assumed the part-time role of Placement Coordinator and Trainer, and Ms. Sandra O'Shea joined as part-time Training Administrator.

- In recruiting the 2021-2022 first year cohort and due to unprecedented demand for training places, the Training Team decided they would run two first year classes.

- An Alumni Association was officially launched in 2021 by one of our postgraduate students in consultation with CCSTI. Three online programmes have been organised so far with excellent and enthusiastic attendances. This initiative has potential for networking, education and public relations.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

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 (Resigned 1 September 2021)

Tony O'Riordan

Eamonn Kiely

Thomas O'Brien

Ann Mahony

(Appointed 23 February 2021)

Kathleen Lowney was replaced by Tony O'Riordan as secretary during the financial year.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

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 €30,011 (2020: €6,598) with total incoming resources amounting to €643,366 (2020: €492,402) and total resources expended amounting to €604,624 (2020: €475,587) plus net interest paid of €8,731 (2020: €10,217) and interest earned of €Nil (2020: €Nil).

The total incoming resources include grant income from TUSLA, the Health Service Executive and other agencies totalling €312,102 (2020: €242,723).

Reserves policy and financial position

Reserves policy

A position on reserves was agreed at a meeting of the directors. The board has a position which requires that reserves be maintained at a level which ensures the company's core activities could continue during a period of unforeseen difficulties. As our most significant reserves are in the form of assets, it also requires that a proportion of the reserves be maintained in a readily realisable form. The calculation of the required level of reserves is an integral part of the company's planning, budgeting, and forecasting cycle. It considers the risks associated with each stream of income and expenditure being different from that budgeted, planned activity level and the organisation's commitments.

Financial position

The balance sheet shows total charity funds of €187,025 (2020: €157,014) 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 financial year and not paid at the beginning of the financial year;
- Meet contractual obligations as they fall due; and
- 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.

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.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

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.

Number of board meetings attended by directors during the financial year:

- Eamonn Kiely - 9 of the 10 meetings held during 2021
- Tony O'Riordan - 10 of the 10 meetings during 2021
- Thomas O'Brien - 6 of the 10 meetings held during 2021
- Ann Mahony - 9 of the 9 meetings held from the time of her appointment in February 2021
- Kathleen Lowney - 5 of the 6 meetings held until her retirement in September 2021

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 by calling an EGM for this 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.

The Management Team

The Management Team currently comprises of four members of staff:

Laura Maybury – Head of Clinical Practice since 2012 – Laura is a Chartered 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, fundraising, HR, marketing and IT 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 Enright, BA (Hons) in Counselling & Psychotherapy, Diploma in Counselling, MIACP. Joseph is a qualified trainer and a member of the management team. He qualified as a therapist in Cork Counselling Services in 2011 and has an interest in relational development, equality, and social justice. He is also interested in developmental trauma and shame.

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 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
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CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

- 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.

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.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

Directors/trustees

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.

Ann Mahony

Ann Mahony is retired Director Of Nursing and Allied Health at Marymount University Hospital and Hospice. She has a long and distinguished career in nursing and health management, having worked for many years in St Finbarr's Hospital, Cork.

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 principal risks and uncertainties facing the company mainly relate to the financial environment in which the company operates, as the company experiences funding challenges and an ever increasing demand for services. The directors and management team continue to apply for grant funding from several grant providers in the knowledge that there is insecurity of funding, rising costs, and the remaining impact of Covid-19.

The Board and management team also anticipate an increased demand for services, which will lead to additional financial and operational pressures given the challenges relating to recruitment and retention of senior management and staff. Without additional resources, the delivery of effective counselling services will place an added burden on the company's existing personnel. An additional challenge facing the company is the recruitment and retention of Board members when there is an increasing need for investment in governance given increasing compliance levels in the regulatory environment.

In addressing these issues, the directors have put substantial emphasis on controlling the company's cost base, monitoring the company's cash-flow and bank balances continuously, applying for funding from grant providers, advertising, and marketing of courses to increase student numbers and availing of the Employment Wage Subsidy Scheme (EWSS) for subsidy supports. Furthermore, the Board are in the process of recruiting an additional Board member and recruited an additional staff member to support the company's need for additional resources at Board level and in the provision of client services. In terms of governance, the Board continues to adopt best practice and to monitor relevant changes to legislation.

The company also mitigates the above 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.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

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 Covid-19 restrictions and with health and safety legislation to protect staff, students, clients and service providers.

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.

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 sufficiently adequate 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

While the short-term outlook for the sector remains challenging, the Board and management team remain confident, because of their actions to date, that the company will emerge in a reasonable position from the Covid-19 crisis. The Board and management team have continued to focus their efforts on changing the effective delivery of counselling services and training courses whilst also focusing on the company's financial position, notably the protection of reserves and future cashflows.

From an operational perspective, the Board and management team believe the company is currently able to deliver services effectively and efficiently using a hybrid model and continue, in line with Government guidelines, to take any precautions to protect the health and safety of staff, clients, students and other third parties. The Board have reviewed the activities and services in the period following the balance sheet date and have considered the impact of the COVID-19 pandemic.

From a financial perspective, the Board and management team continues to assess and review the company's financial position and have taken steps to manage future cash-flows by applying for additional funding from Tusla and other grant providers, advertising and marketing courses to increase student numbers and continuing to review and eliminate non-essential operating costs.

Otherwise, 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 2021.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

Future developments

The Covid-19 Pandemic has resulted in significant disruption to our services. We reacted swiftly and purposefully, and continued to do so throughout 2021, to protect the company and to enable navigation through this crisis. The Board and management team have focused their efforts on changing the effective delivery of counselling services and training courses in this environment whilst also focusing on the company's financial position notably the protection of reserves and future cashflows.

While the short-term outlook for the sector remains challenging, we remain confident, as a result of our actions to date, that the company will emerge from the Covid-19 crisis.

Auditor

In accordance with the Companies Act 2014, section 383(2), H&A Accountancy Services Limited will continue in office as auditors of the company.

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

Tony O'Riordan
Director

Eamonn Kiely
Director

5 April 2022

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

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" (FRS Charities SORP) (2018) effective for reporting periods beginning on or after 1 January 2019, known as the 'SORP' (the financial reporting framework). 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 net incoming or outgoing resources of the company for that financial year and otherwise comply with 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

Tony O'Riordan
Director

Eamonn Kiely
Director

5 April 2022

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 2021 which comprise the Statement Of Financial Activities, the Balance Sheet, the Statement of Changes In Funds, the Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in note 1. 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 as modified by the Statement Of Recommended Practice "Accounting and Reporting by Charities" (FRS Charities SORP) (2018) effective for reporting periods beginning on or after 1 January 2019, known as the 'SORP' (the financial reporting framework) and issued in the United Kingdom by the Financial Reporting Council.

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 2021 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*; and
- 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 ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

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' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

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

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

Matters on which we are required to report by exception

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

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

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as 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 company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

Auditor's responsibilities for the audit of the financial statements

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

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

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

5 April 2022

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 2021

	Notes	Unrestricted funds €	Restricted funds €	Total 2021 €	Total 2020 as restated €
Incoming resources	3				
Voluntary income - donations		21,734	28,326	50,060	7,903
Fundraising activities		-	-	-	330
Charitable activities		281,204	312,102	593,306	481,086
Miscellaneous income		-	-	-	3,083
Total incoming resources		<u>302,938</u>	<u>340,428</u>	<u>643,366</u>	<u>492,402</u>
Resources expended					
Payroll costs including social insurance & employer pensions		(146,868)	(211,005)	(357,873)	(279,825)
Wage subsidies received		49,700	-	49,700	46,328
Premises costs		(14,999)	(28,922)	(43,921)	(31,463)
Counselling, education, training & supervision costs		(143,176)	(49,406)	(192,582)	(146,225)
Professional & related costs		(9,547)	(9,547)	(19,094)	(16,871)
Marketing & advertising		(3,812)	(5,759)	(9,571)	(16,481)
Other administrative costs		(13,473)	(17,810)	(31,283)	(31,050)
Total resources expended		<u>(282,175)</u>	<u>(322,449)</u>	<u>(604,624)</u>	<u>(475,587)</u>
Net movement in funds before interest	7	20,763	17,979	38,742	16,815
Interest receivable and similar income		-	-	-	-
Interest payable and similar expenses	9	(4,366)	(4,365)	(8,731)	(10,217)
Net movement in funds for the financial year		<u>16,397</u>	<u>13,614</u>	<u>30,011</u>	<u>6,598</u>
Net funds brought forward		<u>7,014</u>	<u>-</u>	<u>7,014</u>	<u>416</u>
Transfer of restricted net funds for financial year		13,614	(13,614)	-	-
Net funds carried forward		<u><u>37,025</u></u>	<u><u>-</u></u>	<u><u>37,025</u></u>	<u><u>7,014</u></u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Notes	2021 €	€	2020 €	€
Fixed assets					
Tangible assets	11		257,779		248,685
Current assets					
Debtors	12	16,412		19,077	
Cash at bank and in hand		145,794		153,024	
		<u>162,206</u>		<u>172,101</u>	
Creditors: amounts falling due within one year	13	<u>(97,207)</u>		<u>(120,420)</u>	
Net current assets			64,999		51,681
Total assets less current liabilities			<u>322,778</u>		<u>300,366</u>
Creditors: amounts falling due after more than one year	14		(135,753)		(143,352)
Total assets less total liabilities			<u><u>187,025</u></u>		<u><u>157,014</u></u>
Funds of the charity					
Fixed asset property reserve	19	150,000		150,000	
Restricted funds		-		-	
Unrestricted funds		37,025		7,014	
Total charity funds		<u><u>187,025</u></u>		<u><u>157,014</u></u>	

The financial statements were approved by the board of directors and authorised for issue on 5 April 2022 and are signed on its behalf by:

Tony O'Riordan
Director

Eamonn Kiely
Director

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

STATEMENT OF CHANGES IN EQUITY

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

	Fixed asset property reserve €	Statement of financial activities €	Total €
Balance at 1 January 2020	150,000	416	150,416
Financial year ended 31 December 2020:			
Loss and total comprehensive income for the financial year	-	6,598	6,598
	<hr/>	<hr/>	<hr/>
Balance at 31 December 2020	150,000	7,014	157,014
Financial year ended 31 December 2021:			
Net incoming funds and total comprehensive income for the financial year	-	30,011	30,011
	<hr/>	<hr/>	<hr/>
Balance at 31 December 2021	<u>150,000</u>	<u>37,025</u>	<u>187,025</u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

	Notes	2021 €	€	2020 €	€
Cash flows from operating activities					
Cash generated from operations	22	23,950		84,581	
Interest paid		(8,731)		(10,217)	
		<u>15,219</u>		<u>74,364</u>	
Net cash inflow from operating activities					
Investing activities					
Purchase of tangible fixed assets		(15,099)		-	
		<u>(15,099)</u>		<u>-</u>	
Net cash used in investing activities					
Financing activities					
Repayment of bank loans		(7,350)		(361)	
		<u>(7,350)</u>		<u>(361)</u>	
Net cash used in financing activities					
Net (decrease)/increase in cash and cash equivalents					
		<u>(7,230)</u>		<u>74,003</u>	
Cash and cash equivalents at beginning of financial year		153,024		79,021	
		<u>145,794</u>		<u>153,024</u>	
Cash and cash equivalents at end of financial year					
		<u><u>145,794</u></u>		<u><u>153,024</u></u>	

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

Company information

Cork Counselling Services Company Limited by Guarantee is a charity 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 company's registered charity number is CHY8911 and its registration number with the Charities Registration Authority is 20022327

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, 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" (FRS Charities SORP) (2018) effective for reporting periods beginning on or after 1 January 2019, known as the 'SORP', 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 €.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

1 Accounting policies

(Continued)

1.2 Going concern

We acknowledge that we are required to make an assessment of our company's ability to continue as a going concern.

We are aware of the company's financial position and the impact of the Covid-19 Pandemic on the company's activities and finances. We have prepared the Financial Statements on the going concern basis, having considered the company's operating performance, cash-flow forecasts, and its future business plans. The company had net incoming resources for the financial year in the amount of €30,011 (2020: €6,598) and according to the balance sheet as at 31 December 2021, the company had net funds of €187,025 (2020: €157,014).

Immediate action was taken by management and the directors in response to the Covid-19 Pandemic to protect its reserves and future cashflows, notably by securing improved banking facilities should they be required, availing of Government COVID-19 wage subsidy support schemes and applying for and receiving additional funding from government agencies. The directors continue to identify, assess, and plan, financially and operationally, to ensure reserves are protected and that the company continues effective delivery of its counselling and training services. The directors have a reasonable expectation that the company will be able to successfully navigate any financial and operational challenges in the foreseeable future.

The company has built excellent, long-standing relationships with both Tusla and the HSE and is recognised as a key part of the national programme to address mental health issues through the provision of counselling and psychotherapy services to all of those in need regardless of ability to pay, and therefore continues to be supported with government funding every year. An ever increasing demand for counselling services and an emphasis on mental health has enabled the company to apply for and successfully secure additional once-off funding from a number of agencies. The company also received a number of one-off charitable donations, along with the emergency stabilisation funding from An Pobal, which was deferred in 2020 to 2021, ensuring sufficient funds were available to support the business cashflow and day to day operations. Some of these funds have been deferred to the 2022 financial year.

Having considered the cash flow forecasts, current and anticipated income levels, and government funding, together with current and anticipated levels of cash, debt and availability of borrowing facilities, we confirm that we have a reasonable expectation that the company has sufficient resources to continue in operational existence for the foreseeable future, for a period of not less than 12 months from the date of this report, and accordingly, continue to adopt the going concern basis 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 2021

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 2021

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	2% Straight line basis
Fixtures & fittings	15% Reducing balance basis
Books, equipment and computer equipment	20% Straight line basis
Website	15% reducing balance basis

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 2021

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 2021

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 2021

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 they 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 2021

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 2021

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 (including 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 and have included a detailed note under accounting policy 1.2.

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.

Establishing lives of fixed assets for depreciation purposes

Long-lived assets are comprised primarily of land & buildings and equipment. The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The directors regularly review the lives of the assets and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and the physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation charges for the financial period. Details of the useful lives are included in the accounting policies. All other assets are depreciated in accordance with industry norms.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

3 Incoming resources - Grants

The total incoming resources for the financial year has been derived from its principal activities wholly undertaken in Ireland. Grant funding as follows was received during the financial year ended 31 December 2021:

Tusla Child and Family Agency

Grant type - Section 56 funding and Section 56 Covid 19 funding

Purpose - Staffing costs €113,330, overheads €48,570

Total grant - €161,900

Taken to Income & expenditure - €161,900

Received in financial year - €161,900 - received monthly in equal instalments

Deferred at year end - €Nil

Expended - €161,900

Term - 12 months January to December 2021

Capital grant - €Nil

Restriction on use - deliverable counselling and crisis management services for families and children

Tax clearance - Yes:

Tusla Child and Family Agency

Grant type - Once off Covid 19 funding

Purpose - Covid 19 expenditure

Total grant - €9,069

Taken to Income & expenditure - €9,069

Received in financial year - €9,069

Deferred at year end - €Nil

Expended - €9,069

Term - 12 months January to December 2021

Date received - 22/10/2021

Capital grant - €Nil

Restriction on use - Expenditure required under Covid 19 guidelines for additional costs incurred

Tax clearance - Yes:

Tusla Child and Family Agency

Grant type - Training of counsellors

Purpose - To support mental health issues of transgender and LGBTI people in the community

Total grant - €14,200

Taken to Income & expenditure - €Nil

Received in financial year - €14,200

Deferred at year end - €14,200

Expended - €Nil

Term - 1 year from date of receipt

Date received - 25/06/2021

Capital grant - €Nil

Restriction on use - Training of counsellors to support transgender and LGBTI nationally

Tax clearance - Yes

HSE - Grant type - Section 39 funding

Purpose - Counselling and psychotherapy services €35,000

Total grant - €35,000

Taken to Income & expenditure - €35,000

Received in financial year - €35,000

Deferred at year end - €Nil

Expended - €35,000

Term - 12 months January to December 2021, received on 03/09/2021

Capital grant - €Nil

Restriction on use - deliverable counselling services for adults

Tax clearance - Yes

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

3 Incoming resources - Grants

(Continued)

HSE

Grant type - Once off funding

Purpose - €20,000 Building repairs and IT, €20,000 Health resources

Total grants - €40,000

Taken to Income & expenditure - €20,000

Received in financial year - €40,000

Deferred at year end - €20,000

Expended - €20,000

Term - 12 months November 2021 to October 2022

Date received - 2 receipts of €20,000 each November and December 2021

Capital grant - €Nil

Restriction on use - Building repairs and IT and health resources

Tax clearance - Yes

HSE

Grant type - CHO4 (Cork/Kerry) National Lottery funding 2021

Purpose - Development of e-counselling services in Cork to align services with the Department of Health 2020 "Share the Vision" agenda

Total grant - €7,000

Taken to Income & expenditure - €Nil

Received in financial year - €7,000 - received on 15/10/2021

Deferred at year end - €7,000

Expended - €Nil

Term - 6 months from project commencement

Capital grant - €Nil

Restriction on use - Development of e-counselling services

Tax clearance - Yes

POBAL

Grant type - Covid-19 Stability Scheme for Community and Voluntary, Charity and Social Enterprise

Purpose - Rural and Community development €63,583,

Total grant - €63,583

Taken to Income & expenditure - €63,583

Received in financial year - €Nil

Deferred at year end - €Nil

Expended - €63,583

Term - period ending December 2020, which was expended into 2021

Date received - September 2020

Capital grant - €Nil

Restriction on use - stability funding to secure future of charity and enable delivery of critical supports and services

Tax clearance - Yes

RTE Does Comic Relief

Grant type - Adapt and Respond Strand

Purpose - Professional training in remote counselling for community mental health

Total grant - €5,000

Taken to income and expenditure €3,500

Received in financial year €Nil

Deferred at year end - €Nil

Expended - €3,500 (€1,500 in 2020)

Term - 2021

Date received - 2020

Capital grant - €Nil

Restriction on use - Professional training in remote counselling for community mental health

Tax clearance - Yes

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

3 Incoming resources - Grants

(Continued)

RTE Does Comic Relief

Grant type - Demand for Digital Strand

Purpose - Computers for online counselling for community mental health €5,000

Total grant - €5,000

Taken to income and expenditure €3,350

Received in financial year €Nil

Deferred at year end - €Nil

Expended - €3,350 (€1,650 in 2020)

Term - 2021

Date received - 2020

Capital grant - €Nil

Restriction on use - Computers for online counselling for community mental health

Tax clearance - Yes

ESB Energy For Generations

Grant type - Educational Access and Support

Purpose - Steeltech Office Unit Extension €12,500

Total grant - €12,500

Taken to income and expenditure €12,500

Received in financial year €Nil

Deferred at year end - €Nil

Expended - €12,500

Term - 2020/2021

Date received - October 2020

Capital grant - €12,500

Restriction on use - Construction of Office/Counselling Unit

Tax clearance - Yes

The Hospital Saturday Fund

Grant type - Covid-19 Support

Purpose - Provision of counselling and mental health services

Total grant - €3,000

Taken to income and expenditure €3,000

Received in financial year €Nil

Deferred at year end - €Nil

Expended - €Nil

Term - 2020/2021

Date received - December 2020

Capital grant - €Nil

Restriction on use - Provision of counselling and mental health services

Tax clearance - Yes

The Hospital Saturday Fund

Grant type - Funding towards computer software

Purpose - provision of highly secured software for a cloud based Client Management System

Total grant - €5,500

Taken to income and expenditure €Nil

Received in financial year €5,500

Deferred at year end - €5,500

Expended - €Nil (€3,000)

Term - 2021/2022

Date received - September 2021

Capital grant - €Nil

Restriction on use - Client management system

Tax clearance - Yes

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

4 Incoming resources	2021	2020
	€	€
Restricted income		
Charitable activities:		
TUSLA Child & Family Agency Section 56 funding	161,900	181,373
TUSLA Child & Family Agency Covid 19 funding	9,069	-
HSE Section 39 funding	35,000	35,000
HSE Building repairs and IT funding	20,000	-
HSE National Lottery funding	-	10,000
POBAL Covid 19 Stability funding	63,583	-
Hospital Saturday Fund - counselling funding	3,000	-
RTE Comic Relief Fund - Adapt and Respond funding	3,500	1,500
RTE Comic Relief Fund - Demand For Digital funding	3,350	1,650
ESB Energy For Generations funding	12,500	-
Cork City Council community funding	200	200
Cork City Council community development funding	-	3,000
Rethink Ireland social enterprise development funding	-	10,000
Voluntary income:		
Donations	28,326	-
Miscellaneous income	-	1,850
	<u>340,428</u>	<u>244,573</u>
Unrestricted income		
Voluntary income:		
Donations	21,734	7,903
Charitable activities:		
Education, training and supervision	242,079	204,662
Counselling fees	39,125	33,701
Miscellaneous income	-	1,233
Fundraising activities	-	330
	<u>302,938</u>	<u>247,829</u>
Total incoming resources	<u>643,366</u>	<u>492,402</u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

5 Resources expended

	Unrestricted funds €	Restricted funds €	Total 2021 €	Total 2020 €
Payroll costs				
Wages and salaries including social insurance & employer's pension costs	143,681	206,303	349,984	269,090
Wages subsidies received	(49,700)	-	(49,700)	(46,328)
Staff welfare	1,311	1,887	3,198	1,885
Staff training and development	196	294	490	3,950
Staff recruitment costs	1,680	2,521	4,201	4,900
	<u>97,168</u>	<u>211,005</u>	<u>308,173</u>	<u>233,497</u>
Premises costs				
Canteen	-	296	296	1,588
Insurance	9,214	889	10,103	8,749
Light & heat	2,966	2,961	5,927	5,332
Cleaning and waste	-	2,835	2,835	3,376
Repairs and maintenance	-	19,122	19,122	4,507
Healthy and safety costs	2,819	2,819	5,638	7,911
	<u>14,999</u>	<u>28,922</u>	<u>43,921</u>	<u>31,463</u>
Counselling, education, training and supervision costs				
Outside training & trainers	90,458	2,404	92,862	76,276
Professional development	36,457	-	36,457	30,526
Travel, workshop & training	2,755	-	2,755	2,715
Supervision	2,019	47,002	49,021	31,720
Workshop/room hire/accommodation	11,487	-	11,487	4,988
	<u>143,176</u>	<u>49,406</u>	<u>192,582</u>	<u>146,225</u>
Professional and related costs				
Legal costs	574	574	1,148	1,202
Accountancy costs	4,920	4,920	9,840	10,204
Audit fees	4,053	4,053	8,106	5,465
	<u>9,547</u>	<u>9,547</u>	<u>19,094</u>	<u>16,871</u>
Marketing and advertising				
Marketing and advertising	3,812	5,759	9,571	16,481
	<u>3,812</u>	<u>5,759</u>	<u>9,571</u>	<u>16,481</u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

	Unrestricted funds €	Restricted funds €	Total 2021 €	Total 2020 €
Other administrative costs				
Printing, postage and stationery	3,489	3,488	6,977	7,020
Telephones and broadband	1,071	1,071	2,142	3,157
Computer, fundraising and photocopying costs	5,310	5,310	10,620	9,836
Bank charges	365	482	847	725
General expenses	235	243	478	764
Subscriptions	-	4,213	4,213	3,775
Depreciation	3,003	3,003	6,006	5,773
	<u>13,473</u>	<u>17,810</u>	<u>31,283</u>	<u>31,050</u>
Total resources expended	<u>282,175</u>	<u>322,449</u>	<u>604,624</u>	<u>475,587</u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

6 Segmented accounts information for TUSLA

	TUSLA Section 56 Funding 2021 €	TUSLA Covid-19 Funding 2021 €	Total TUSLA Funding 2021 €
Funding received			
Section 56 funding	161,900	-	161,900
Covid-19 funding	-	9,069	9,069
Total TUSLA funding	<u>161,900</u>	<u>9,069</u>	<u>170,969</u>
Expenditure			
Payroll costs	113,330	6,348	119,678
Canteen	116	6	122
Insurance	889	-	889
Light & heat	2,321	130	2,451
Cleaning & waste	1,110	62	1,172
Repairs and maintenance	8,084	1,128	9,212
Health & safety costs	2,207	124	2,331
Outside training & trainers	2,404	-	2,404
Supervision	11,552	647	12,199
Legal costs	188	11	199
Accountancy costs	2,370	90	2,460
Audit fees	2,027	-	2,027
Marketing & advertising	2,880	-	2,880
Printing, postage & stationery	3,373	115	3,488
Telephones and broadband	1,036	35	1,071
Computer, fundraising and photocopying costs	5,135	175	5,310
Bank charges	410	72	482
Sundry expenses	231	12	243
Subscriptions	2,237	114	2,351
Total TUSLA expenditure	<u>161,900</u>	<u>9,069</u>	<u>170,969</u>
TUSLA current year end surplus/(deficit)	-	-	-
Opening TUSLA balance	-	-	-
Closing TUSLA Balances	<u>-</u>	<u>-</u>	<u>-</u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

7 Net incoming resources

	2021	2020
	€	€
Net incoming 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	8,106	5,465
Depreciation of owned tangible fixed assets	6,006	5,773
	<u> </u>	<u> </u>

8 Employees

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

	2021	2020
	Number	Number
Employees	10	9
	<u> </u>	<u> </u>

Their aggregate remuneration comprised:

	2021	2020
	€	€
Wages and salaries	268,303	197,752
Social security costs	22,738	17,183
Pension costs	9,243	7,827
	<u> </u>	<u> </u>
	<u>300,284</u>	<u>222,762</u>

There were no employees (2020: no employees) who received remuneration (including benefits and excluding employer pension costs) in excess of €70,000 (2020: €70,000) for the financial year. The average number of employees excludes the directors, none of whom are employed by the company.

No directors remuneration was paid during the financial year.

The remuneration paid to four key management employees (excluding employers pension contributions) during the financial year amounted to €191,467 (2020: €149,093). The company was eligible for the Temporary Wage Subsidy Scheme (TWSS), which was a net pay arrangement, for the financial year ended 31 December 2020.

9 Interest payable and similar expenses

	2021	2020
	€	€
Other finance costs:		
Interest on bank loan	8,731	10,217
	<u> </u>	<u> </u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

10 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.

11 Tangible fixed assets

Current financial year	Freehold land and buildings	Fixtures & fittings	Books, equipment and computer equipment	Website	Total
	€	€	€	€	€
Cost					
At 1 January 2021	255,524	46,951	11,717	2,551	316,743
Additions	15,099	-	-	-	15,099
At 31 December 2021	270,623	46,951	11,717	2,551	331,842
Depreciation and impairment					
At 1 January 2021	10,220	44,345	11,024	2,469	68,058
Depreciation charged in the financial year	5,413	391	189	12	6,005
At 31 December 2021	15,633	44,736	11,213	2,481	74,063
Carrying amount					
At 31 December 2021	254,990	2,215	504	70	257,779
At 31 December 2020	245,304	2,606	693	82	248,685

	2021 €	2020 €
Freehold	254,990	245,304

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 2021 was €143,102 (2020: €150,452), bears interest at 6% per annum and is being repaid in monthly instalments of €1,340 per month.

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

12 Debtors

	2021	2020
	€	€
Amounts falling due within one year:		
Debtors - training	14,635	10,752
Prepayments	1,777	8,325
	<u>16,412</u>	<u>19,077</u>

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

13 Creditors: amounts falling due within one year

	Notes	2021	2020
		€	€
Amounts owed to credit institutions	15	7,349	7,100
Trade creditors		10,188	9,433
PAYE, social security and TWSS refund due		13,692	11,844
Deferred income	16	50,700	85,933
Accruals		15,278	6,110
		<u>97,207</u>	<u>120,420</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.

14 Creditors: amounts falling due after more than one year

	Notes	2021	2020
		€	€
Amounts owed to credit institutions	15	<u>135,753</u>	<u>143,352</u>

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 owed to credit institutions	<u>106,357</u>	<u>107,582</u>
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CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

15 Loans and overdrafts

	2021	2020
	€	€
Mortgage loan	143,102	150,452
Payable within one year	7,349	7,100
Payable after one year	135,753	143,352

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

16 Deferred income

	2021	2020
	€	€
Arising from government and other agency grants	46,700	85,933
Arising from deferred training fees	4,000	-

Deferred grants arise from grants awarded and received in 2021 for which the relevant expenditure related to those grants will not be incurred until 2022.

Deferred grants is included in the financial statements as follows:

	2021	2020
	€	€
Current liabilities	46,700	85,933

17 Retirement benefit schemes

	2021	2020
	€	€
Charge to statement of financial activities in respect of defined contribution schemes	9,243	7,827

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.

18 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 2021

19 Capital redemption reserve

The fixed asset property reserve is comprised of two donations that were made to the company by the Bons Secours Hospital in the amount of €96,000 and the Tomar Trust in the amount of €54,000. The capital donations were made to the company on condition that the funds were used to purchase the company's Land & Buildings. No other conditions were imposed upon the company in respect of the use of these donations.

20 Events after the reporting date

While the short-term outlook for the sector remains challenging, the Board and management team remain confident, because of their actions to date, that the company will emerge in a reasonable position from the Covid-19 crisis. The Board and management team have continued to focus their efforts on changing the effective delivery of counselling services and training courses whilst also focusing on the company's financial position, notably the protection of reserves and future cashflows.

From an operational perspective, the Board and management team believe the company is currently able to deliver services effectively and efficiently using a hybrid model and continue, in line with Government guidelines, to take any precautions to protect the health and safety of staff, clients, students and other third parties. The Board have reviewed the activities and services in the period following the balance sheet date and have considered the impact of the COVID-19 pandemic.

From a financial perspective, the Board and management team continues to assess and review the company's financial position and have taken steps to manage future cash-flows by applying for additional funding from Tusla and other grant providers, advertising and marketing courses to increase student numbers and continuing to review and eliminate non-essential operating costs.

Otherwise, 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 2021.

21 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.

22 Cash generated from operations

	2021	2020
	€	€
Surplus for the financial year after tax	30,011	6,598
Adjustments for:		
Finance costs	8,731	10,217
Depreciation and impairment of tangible fixed assets	6,005	5,773
Movements in working capital:		
Decrease in debtors	2,665	10,141
Increase/(decrease) in creditors	15,771	(34,081)
(Decrease)/increase in deferred income	(39,233)	85,933
Cash generated from operations	<u>23,950</u>	<u>84,581</u>

CORK COUNSELLING SERVICES COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

23 Analysis of changes in net funds

	1 January 2021 €	Cash flows €	31 December 2021 €
Cash at bank and in hand	153,024	(7,230)	145,794
Borrowings excluding overdrafts	(150,452)	7,350	(143,102)
	<u>2,572</u>	<u>120</u>	<u>2,692</u>

24 Approval of financial statements

The directors approved the financial statements on 5 April 2022.