

Company Number: 581664

HADD-ADHD Ireland CLG
Annual Report and Financial Statements
for the financial year ended 31 December 2020

HADD-ADHD Ireland CLG

CONTENTS

	Page
Directors and Other Information	3
Directors' Report	4 - 5
Directors' Responsibilities Statement	6
Independent Auditor's Report	7 - 8
Appendix to the Independent Auditor's Report	9
Income Statement	10
Balance Sheet	11
Reconciliation of Members' Funds	12
Cash Flow Statement	13
Notes to the Financial Statements	14 - 17
Supplementary Information on Income and Expenditure Account	18

HADD-ADHD Ireland CLG DIRECTORS AND OTHER INFORMATION

Directors	Hilary Burke James Doyle Stephanie Mahony Sonia Morris Kate Carr Fanning (Appointed 15 March 2021) Rebecca Gaffney (Appointed 15 March 2021)
Company Secretary	Ken Kilbride (Appointed 20 May 2021) Stephanie Mahony (Resigned 20 May 2021)
Company Number	581664
Charity Number	20042899
Registered Office	Carmichael House North Brunswick Street Dublin 7
Auditors	Donal McKenna & Co Chartered Accountants and Statutory Auditors 31 Waterloo Road Ballsbridge Dublin 4

HADD-ADHD Ireland CLG DIRECTORS' REPORT

for the financial year ended 31 December 2020

The directors present their report and the audited financial statements for the financial year ended 31 December 2020.

Principal Activity and Review of the Business

To encourage and promote the best methods of care, education and treatment of persons suffering from medical neuro-biological condition known as Attention Deficit Hyperactivity Dis-order.

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

There has been no significant change in these activities during the financial year ended 31 December 2020.

Financial Results

The surplus for the financial year after providing for depreciation amounted to €30,923 (2019 - €3,230).

At the end of the financial year, the company has assets of €143,221 (2019 - €91,017) and liabilities of €45,367 (2019 - €24,086). The net assets of the company have increased by €30,923.

Directors and Secretary

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

Hilary Burke
James Doyle
Stephanie Mahony
Sonia Morris
Kate Carr Fanning (Appointed 15 March 2021)
Rebecca Gaffney (Appointed 15 March 2021)

The secretaries who served during the financial year were:

Ken Kilbride (Appointed 20 May 2021)
Stephanie Mahony (Resigned 20 May 2021)

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

Stephanie Mahony

The following directors having been appointed since the last Annual General Meeting, resign and being eligible offer themselves for re-election.

Kate Carr Fanning
Rebecca Gaffney

Future Developments

The company plans to continue its present activities and current activity levels. Employees are kept as fully informed as practicable about developments within the company.

Post Balance Sheet Events

Since January 2020, the spread of COVID-19 has severely impacted on many local economies around the world. In response to measures taken by Government guidelines to contain the spread of the virus the company has implemented social distancing protocols and remote working. The company's activities are continuing in 2021 under the restrictions set out in the guidelines. Any impact of COVID 19 on the company cannot be determined at this time. The Company has determined that these events are non adjusting subsequent events. Accordingly, the financial position and results of operations as of and for the year ended 31 December 2020 have not been adjusted to reflect their impact.

The duration and impact of the COVID-19 pandemic, as well as the effectiveness of government responses, remains unclear at this time. It is not possible to reliably estimate the duration and severity of these consequences, as well as their impact on the financial position and results of the Company for future periods.

Auditors

The auditors, Donal McKenna & Co, (Chartered Accountants and Statutory Auditors) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

HADD-ADHD Ireland CLG DIRECTORS' REPORT

for the financial year ended 31 December 2020

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Carmichael House, North Brunswick Street, Dublin 7.

Signed on behalf of the board

Hilary Burke
Director

James Doyle
Director

Date: 13 October 2021

HADD-ADHD Ireland CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2020

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 the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and accounting 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 readily and properly 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.

In so far as the directors are aware:

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

Signed on behalf of the board

Hilary Burke
Director

James Doyle
Director

Date: 13 October 2021

INDEPENDENT AUDITOR'S REPORT

to the Members of HADD-ADHD Ireland CLG

Report on the audit of the financial statements

Opinion

We have audited the financial statements of HADD-ADHD Ireland CLG ('the company') for the financial year ended 31 December 2020 which comprise the Income Statement, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

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 2020 and of its surplus 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", applying Section 1A of that Standard; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the 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.

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 solely 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 the Companies Act 2014.

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. In our opinion the financial statements are in agreement with the accounting records.

INDEPENDENT AUDITOR'S REPORT

to the Members of HADD-ADHD Ireland CLG

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 disclosures of directors' remuneration and transactions required by 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 management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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 contained in the appendix to this report, located at page 9, which is to be read as an integral part of our report.

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

Our report is made solely to the 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 any 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.

Donal McKenna

for and on behalf of

DONAL MCKENNA & CO

Chartered Accountants and Statutory Auditors

31 Waterloo Road

Ballsbridge

Dublin 4

Date: 13 October 2021

HADD-ADHD Ireland CLG

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

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

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

HADD-ADHD Ireland CLG INCOME STATEMENT

for the financial year ended 31 December 2020

	Notes	2020 €	2019 €
Income		228,431	220,464
Expenditure		(197,508)	(217,234)
Surplus before tax		30,923	3,230
Tax on surplus		-	-
Surplus for the financial year		30,923	3,230
Total comprehensive income		30,923	3,230

HADD-ADHD Ireland CLG

BALANCE SHEET

as at 31 December 2020

	Notes	2020 €	2019 €
Fixed Assets			
Tangible assets	7	<u>3,127</u>	<u>-</u>
Current Assets			
Debtors	8	1,097	2,860
Cash and cash equivalents		<u>138,997</u>	<u>88,157</u>
		<u>140,094</u>	<u>91,017</u>
Creditors: Amounts falling due within one year	9	<u>(45,367)</u>	<u>(24,086)</u>
Net Current Assets		<u>94,727</u>	<u>66,931</u>
Total Assets less Current Liabilities		<u>97,854</u>	<u>66,931</u>
Reserves			
Income statement		<u>97,854</u>	<u>66,931</u>
Members' Funds		<u>97,854</u>	<u>66,931</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on 13 October 2021 and signed on its behalf by:

Hilary Burke
Director

James Doyle
Director

HADD-ADHD Ireland CLG
RECONCILIATION OF MEMBERS' FUNDS
as at 31 December 2020

	Retained surplus	Total
	€	€
At 1 January 2019	63,701	63,701
Surplus for the financial year	3,230	3,230
At 31 December 2019	66,931	66,931
Surplus for the financial year	30,923	30,923
At 31 December 2020	97,854	97,854

HADD-ADHD Ireland CLG

CASH FLOW STATEMENT

for the financial year ended 31 December 2020

	Notes	2020 €	2019 €
Cash flows from operating activities			
Surplus for the financial year		30,923	3,230
Adjustments for:			
Depreciation		782	-
		<u>31,705</u>	<u>3,230</u>
Movements in working capital:			
Movement in debtors		1,763	(2,610)
Movement in creditors		21,281	9,726
		<u>54,749</u>	<u>10,346</u>
Cash flows from investing activities			
Payments to acquire tangible fixed assets		(3,909)	-
		<u>50,840</u>	<u>10,346</u>
Net increase in cash and cash equivalents		88,157	77,811
Cash and cash equivalents at beginning of financial year		88,157	88,157
Cash and cash equivalents at end of financial year	14	<u>138,997</u>	<u>88,157</u>

HADD-ADHD Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2020

1. GENERAL INFORMATION

HADD-ADHD Ireland CLG is a company limited by guarantee incorporated in the Republic of Ireland. Company number: 581664. Carmichael House, North Brunswick Street, Dublin 7 is the registered office, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Statement of compliance

The financial statements of the company for the year ended 31 December 2020 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

Income

All income resources other than donations are accounted for on an accruals basis when the amount can be quantified with reasonable accuracy. Donations by their nature are not subject to verification until they are received and recorded. Therefore, this income is only recognised upon receipt and entry to the company's accounting system. Donations in kind are valued and included in both income and expenditure in the year of receipt.

Tangible fixed assets and depreciation

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

Fixtures, fittings and equipment	-	20% Straight line
----------------------------------	---	-------------------

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the Balance Sheet bank overdrafts are shown within Creditors.

Trade and other creditors

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

Taxation

The company is a registered charity. RCN: 20042899 CHY: 13614.

HADD-ADHD Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

3. DEPARTURE FROM COMPANIES ACT 2014 PRESENTATION

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

4. GOING CONCERN

The financial statements which have been prepared on a going concern basis disclose an excess of assets over liabilities of €97,854 as at 31 December 2020.

Since January 2020, the spread of COVID-19 has severely impacted on many local economies around the world. In response to measures taken by Government guidelines to contain the spread of the virus the company has implemented social distancing protocols and remote working. The company's activities are continuing in 2021 under the restrictions set out in the guidelines.

The directors are confident that sufficient funding will be received for the foreseeable future to continue the activities of the company. It is on this basis that the directors continue to believe that the going concern concept is appropriate to the company. These views are based on the company's plans for the future.

5. OPERATING SURPLUS	2020	2019
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible fixed assets	782	-
	<u>782</u>	<u>-</u>

6. EMPLOYEES

The average monthly number of employees, including directors, during the financial year was 5, (2019 - 5).

	2020	2019
	Number	Number
Administration	5	5
	<u>5</u>	<u>5</u>

7. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment	Total
	€	€
Cost		
At 1 January 2020	-	-
Additions	3,909	3,909
	<u>3,909</u>	<u>3,909</u>
At 31 December 2020	3,909	3,909
Depreciation		
At 1 January 2020	-	-
Charge for the financial year	782	782
	<u>782</u>	<u>782</u>
At 31 December 2020	782	782
Net book value		
At 31 December 2020	3,127	3,127
	<u>3,127</u>	<u>3,127</u>

8. DEBTORS	2020	2019
	€	€
Prepayments	198	-
Accrued income	899	2,860
	<u>1,097</u>	<u>2,860</u>

HADD-ADHD Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2020

9. CREDITORS	2020	2019
Amounts falling due within one year	€	€
Taxation	3,553	8,847
Accruals	6,084	6,341
Deferred Income	35,730	8,898
	45,367	24,086

10. State Funding

Agency	Health Service Executive
Due at financial year end	Nil
Received in the financial year	€176,835
Agency	Health Service Executive
	ADDvisors initiative
Fund deferred at financial year end	€29,805
Received in the financial year	€29,805

11. STATUS

The liability of the members is limited.

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

12. CAPITAL COMMITMENTS

The company had no material capital commitments at the financial year-ended 31 December 2020.

13. POST-BALANCE SHEET EVENTS

Since January 2020, the spread of COVID-19 has severely impacted on many local economies around the world.

In response to measures taken by Government guidelines to contain the spread of the virus the company has implemented social distancing protocols and remote working. The company's activities are continuing in 2021 under the restrictions set out in the guidelines. Any impact of COVID 19 on the company cannot be determined at this time.

The Company has determined that these events are non adjusting subsequent events. Accordingly, the financial position and results of operations as of and for the year ended 31 December 2020 have not been adjusted to reflect their impact.

The duration and impact of the COVID-19 pandemic, as well as the effectiveness of government responses, remains unclear at this time. It is not possible to reliably estimate the duration and severity of these consequences, as well as their impact on the financial position and results of the Company for future periods.

14. CASH AND CASH EQUIVALENTS	2020	2019
	€	€
Cash and bank balances	138,997	88,157

15. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 13 October 2021.

HADD-ADHD IRELAND CLG

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2020

NOT COVERED BY THE REPORT OF THE AUDITORS

THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS

HADD-ADHD Ireland CLG
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
DETAILED INCOME STATEMENT

for the financial year ended 31 December 2020

	2020 €	2019 €
Income		
Subscriptions paid	2,879	6,201
Courses, talks & events	26,144	30,013
Donations	8,416	5,452
Health Service Executive	176,835	173,340
Health Service Executive - National Lottery Grant Scheme	6,008	-
University College Dublin - EU AHA project	-	5,458
Saturday Hospital Fund	2,500	-
Community Foundation of Ireland	4,000	-
ADHD Foundation	899	-
Other funding agencies	750	-
	<u>228,431</u>	<u>220,464</u>
Expenditure		
Wages and salaries	133,926	128,557
Social welfare costs	14,326	13,705
Staff training	500	560
Course tutor fees	12,203	7,973
Conferences attended	40	475
Board meeting expenses	-	150
Rent payable	11,827	5,724
Insurance	992	900
Meeting room rental & catering	1,540	27,134
Payroll bureau costs	944	979
Repairs and maintenance	208	355
Speakers' travel, accommodation & expenses	-	720
Printing, postage and stationery	3,071	6,098
Marketing	2,000	-
Public relations	1,278	2,509
Educational video production and editing	805	495
Telephone	1,834	2,458
Zoom charges	1,191	-
Website costs	488	1,443
Travel	716	4,046
Legal and professional	-	4,440
Bank charges	484	191
General expenses	4,021	3,956
Subscriptions	638	750
Auditor's remuneration	3,694	3,616
Depreciation	782	-
	<u>197,508</u>	<u>217,234</u>
Net surplus	<u>30,923</u>	<u>3,230</u>