

Care Alliance Ireland
A Company Limited by Guarantee
and not having a Share Capital
Directors' Report and Financial Statements
for the year ended 31 December 2022

Registered Company Number: 461315
CHY Number: 14644
Charity Registration No.: 20048303

84 Northumberland Road
Ballsbridge
Dublin 4

Duignan Carthy O'Neill Limited
Chartered Accountants
Registered Auditors

Care Alliance Ireland

Contents

	Page
Legal and Administration Details	2 - 3
Chairperson Statement	4 - 7
Directors' Report	8 - 54
Independent Auditors' Report	55 - 58
Statement of Financial Activities	59 - 61
Balance Sheet	62
Statement of Changes in Funds	63
Statement of Cash Flows	64
Notes to the Financial Statements	65 - 85
Detailed Income & Expenditure Account	87 - 88

Legal and Other Information

The Directors who served during the year were as follows:

Donal McKenna
Fergus O'Rourke (appointed 1 February 2022)
Laura O'Philbin (appointed 8 February 2022)
Mary Shovlin
Phil Dunne (resigned 21 December 2022)
Hazel Mulligan (resigned 21 December 2022)
Barbara Barrett
Martin Ryan (resigned 21 December 2022)
Laura Reid (resigned 16th August 2022)
Talent Nyamakope (resigned 5 April 2022)
Rory Farrelly (appointed 25 July 2022, resigned 8 November 2022)
Elaine Teague (appointed 25 July 2022)
Pierre-Yves Fioraso (appointed 25 July 2022)

Company Secretary:

Barbara Barrett

Audit & Risk Committee:

Martin Ryan (Chairperson, resigned 8 February 2022)
Donal McKenna (resigned 13th September 2022)
Hazel Mulligan (resigned 21st December 2022)
Fergus O' Rourke (Chairperson, appointed 8 February 2022)
Pierre-Yves Fioraso (appointed 13th September 2022)
Elaine Teague (appointed 13th September 2022)

Research Committee:

Phil Dunne (Chairperson, resigned 13th September 2022)
Laura Reid (resigned 16th August 2022)
Laura O'Philbin (Chairperson, appointed 13th September 2022)
Barbara Barrett (appointed 22nd November 2022)

Registered Office:

Care Alliance Ireland
Coleraine House
Coleraine Street
Dublin 7
D07 E8XF

Chief Executive Officer:

Liam O'Sullivan

Registered Company Number:

461315

CHY Number:

14644

Charity Registration No.:

20048303

Independent Auditors:

Duignan Carthy O'Neill Chartered Accountants
Registered Auditors
84 Northumberland Road
Dublin 4

Principal Bankers:

Allied Irish Bank
Capel Street
Dublin 1

Solicitors:

None appointed

Legal Name:

Care Alliance Ireland, a Company Limited by Guarantee and not having
a Share Capital

Country of Incorporation:

Republic of Ireland

Website:

www.carealliance.ie

Twitter:

@CareAllianceIrl

Email:

info@carealliance.ie

Chairperson's Report



During 2022 Care Alliance Ireland continued to be positively impactful in the lives of family carers and those organisations who support them. At board level, where we are charged with governance and oversight, our volunteer directors continue to be active and diligent in their respective roles. While some of our directors reached their six-year term limit, we also welcomed new directors.

In particular, I wish to pay thanks to our outgoing chair Mr. Donal McKenna, who skilfully guided the organisation, its CEO and the Board over the past six years.

Our membership now stands at close to 100 voluntary organisations spanning both general and condition-specific groups from all parts of the country.

Notable stand outs in 2022 include the ever-expanding Online Family Carer Support project, which has generated international interest and accolades. Our further delivery of work-ready interventions is also significant and we are happy that this work will continue in 2023 and beyond.

Our ten submissions and three publications in 2022, led by our Senior Policy and Research Officer Zoe Hughes represent a significant contribution to family carer policy and practice in Ireland. I invite you to familiarise yourself with these on our website.

Chairperson's Report



Our staff team are cohesive and committed and as a board we enjoy receiving details of their work and impact throughout the year.

We are also delighted to deliver the 17th National Carers Week in June 2023, with new partners on board. Our work in the international carer advocacy arena will also continue in 2023. While disappointed not to be shortlisted in the Good Governance awards in October 2022, this is a testament to the quality of the competition in our category. We plan to be in contention for these awards in future years.

The 2022 year-end financial results show that we have had some success in building up our reserves, albeit from quite a low base. In 2023, I look forward to bringing on board several new volunteer directors, including a new chair and treasurer.

I thank my fellow directors for their commitment to our vision and mission. I also thank our CEO Mr. Liam O'Sullivan and his small but nimble and dedicated team.

We also thank our various funders, detailed more thoroughly later in this report.

Finally, I thank individual family carers and voluntary groups who continue to provide unheralded support to the most vulnerable members of our community on a daily basis.

Fergus O'Rourke

Fergus O'Rourke, Chairperson

List of Members

22q11	Debra Ireland
Ability West	Donegal Carers Association
Acquired Brain Injury Ireland	Doorway to Life Limited (ABODE)
Age Action	Drogheda Community Services Trust
Age and Opportunity	Dromcollogher and District
ASPIRE Ireland	Respite Care Centre
Artane Coolock FRC	Downstrands FRC
Arthritis Ireland	Enable Ireland
Avista	Epilepsy Ireland
Baldoyle Family Resource Centre	Fethard and District Day Care Centre
Baile Mhuire	Galway Head Injury Support Group
Ballyfermot Star	Grow
Barnardos	Hand in Hand
Bodywhys	Headway Ireland Limited
Bray Home Help Care Services	Huntington's Disease Association of Ireland
Brothers of Charity (Galway)	Inclusion Ireland
Cáirdeas Kilmovee Family Resource Centre	IRD Duhallow
Carebright	Irish Cancer Society
Care Link/Rehabcare	Irish Heart
Carlow Day Care Centre	Irish Hospice Foundation
Castlebar Carers Group	Irish Kidney Association
Central Remedial Clinic	Irish Lung Fibrosis Association
Children in Hospital	Irish ME/CFS Association
Cheshire Foundation in Ireland	Irish Motor Neurone Disease Association
Cystinosis Ireland	Irish Red Cross Society
Ciunas	Irish Wheelchair Association
Clann FRC	Jack and Jill Foundation
Clarecare CLG	Kells Peoples Family Resource Centre
Comhchoiste Ghaeltacht Uibh Rathagh	Kerry Respite Care
COPE Foundation	
Cork Cancer Care Centre	
Cork Mental Health Housing Association	

List of Members

L'Arche Ireland
Laura Lynn
Lus na Greine Family Resource Centre
Mental Health Ireland
Migraine Association of Ireland
MS Ireland
Muscular Dystrophy Ireland
Northside HomeCare
Parkinson's Association of Ireland
Polio Survivors Ireland
Prader-Willi Association of Ireland
Roscommon Disability Support Group
Rosses CDP
Seniorline(ThirdAgeIreland)
Shine
Sisters of Mercy
Special Olympics Ireland
Spina Bifida Hydrocephalus Ireland
St. Andrews' Resource Centre
St. Catherine's Association
St. Hilda's Services
St. Luke's – Community Dementia Service
St. Michaels HouseSunbeam House Services
The Alzheimer Society of Ireland
The Cystic Fibrosis Association of Ireland
The Irish Society for Mucopolysaccharide
and Related Diseases
Tus Nua Artane Coolock Family Resource
Centre
WALK
Westgate Foundation
Western Care Association
Western Alzheimers Foundation
Wexford Community Services Council

Directors' Report

The Directors present their annual report together with the audited financial statements of Care Alliance Ireland for the year ended 31st December 2022. The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and FRS 102. Although not obliged to comply with the Charities Statement of Recommended Practice (SORP), the charity has implemented its recommendations where relevant in these accounts. The main activities of the charity are charitable.

The content of the Directors' Report is set out under the following headings:

- 1) Our Origins
- 2) Our Stakeholders and Service Users
- 3) The Context for Family Carers in Ireland
- 4) Why We Exist (Our Purpose)
- 5) Year in Review – Goals and Achievements
- 6) Our Objectives, With Reference to the Five Priorities Outlined in Our Strategic Plan 2019–2024
 - Work with member organisations and other stakeholders
 - Bring cohesion to the family carer sector
 - Provide up-to-date relevant information
 - Drive the research agenda on family caring
 - Resourcing and governance
- 7) Our Staff
- 8) Future Developments and Plans for the Future
- 9) Financial Review
- 10) Risk Management
- 11) Structure, Governance and Management

1) Our Origins

Care Alliance Ireland was set up in 1995 by a small number of organisations which felt that the voice of the family carer was insufficiently articulated by existing condition-specific organisations. Over the years we have carved out our niche, increased our membership, and pioneered a number of initiatives in the areas of research, policy, carer awareness, online family carer support interventions, and return-to-employment projects. We are delighted to be a go-to organisation for many government departments, researchers and not-for-profit organisations interested in family carer issues.

2) Our Stakeholders and Service Users

Our primary stakeholders are our 93 member organisations. In addition, we seek to inform and influence researchers, policy makers and the general public.



Success for us is:

- when our member organisations excel at supporting family carers
- when statutory health and social care agencies do the same
- when family carer support interventions are accessible, reach large numbers, and are of high quality and impactful
- when family carer support practice and interventions are informed by a critical eye and robust research evidence
- when family carers are adequately supported financially and otherwise as partners in care.

3) The Context for Family Carers in Ireland



Family Carers in Ireland

Who Is a Carer?

Someone who provides regular, unpaid support for a friend or family member with a long-term illness, health problem or disability (CSO, 2022)



Who Cares?

516,770 or **12.5%** of the population aged 15 and over (CSO, 2022a)



What's the Kinship?

86% of family carers are family members. Most are caring for an ageing parent or a child with high support needs. (CSO, 2017)

€244 per week

– The additional cost of caring for an adolescent with additional needs (McMahon, Boylan & Thornton, 2022)

What are the financial supports for family carers?

92,906 carers receive the Carers Allowance. **Over 130,830** receive the Annual Carer Support Grant. (Pave, Carers, 2023)



Is the Role Challenging?

88% of carers feel stressed trying to balance caring with other family and work responsibilities (Pave, Carers, 2023)



What are some of the the Impacts of Caring?

68% of carers experience financial distress (Pave, 2023)

71% of carers feel left out of society (Pave, 2023)

38% higher probability of experiencing depression than the average population (Gallagher & Wetherell, 2020)

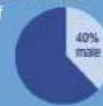
Ethnic Background

10% of family carers in Ireland are from an ethnic background other than 'white Irish'. (CSO, 2017)



What's the Gender Mix?

Women account for the majority of family carers in Ireland, however the number of male carers is increasing – currently nearly 40% of all carers are male. (CSO, 2017)



66,956

Young Carers – aged 10-17 (Pave, 2023a)



How Many Home Support Service Hours Are Provided Each Year? **21.24m** in 2022 (HSE, 2023, excludes Personal Assistant and Home Support services delivered through Disability Services)



What Share of the Social Welfare Pie Do Family Carers Get? **6.7%** Percentage of overall Dept of Employment Affairs and Social Protection Budget spent on income supports for family carers. (Pave, 2023)



Are There More Older Carers Now?

The number of older carers has increased by over **50%** since 2006 (CSO, 2017)



What Are Sandwich Carers?

Usually people caring for children and parents at the same time. The highest concentration of caring in our population is in the 40–55 age group (CSO, 2017)



What Is the Financial Contribution of Family Carers? **€20bn** per year (Pave, 2021)



Can Family Carers Combine Working and Caring? **50%** of family carers combine paid work and family care (CSO, 2017)



Sources of Information

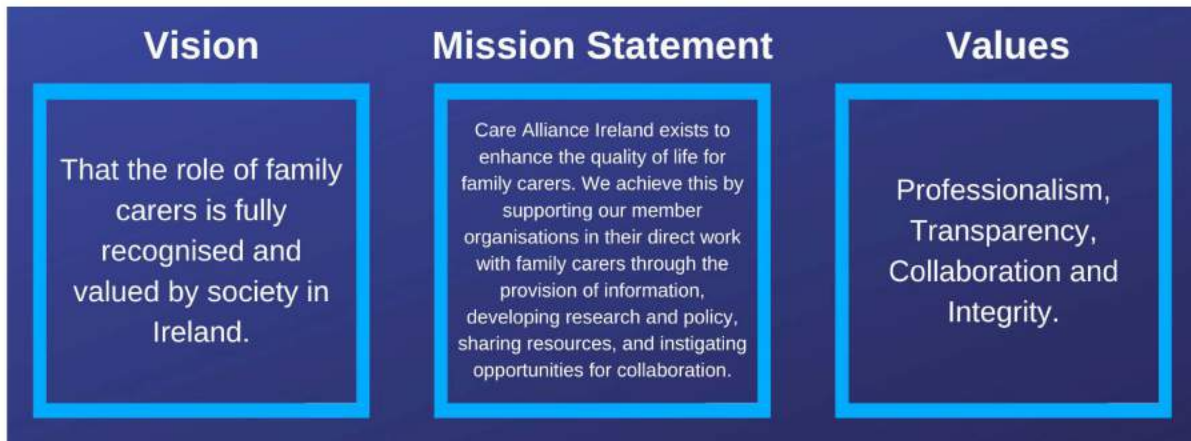
- CSO (2017) Census 2016, Chapter 9: Health, Disability and Caring.
- CSO (2022) Census 2022, Household Form, Question 23.
- CSO (2022a) Census Preliminary Results.
- Department of Public Expenditure and Reform (2023) Revised Estimates for Public Services 2023, p206.
- Family Carers Ireland, College of Psychiatrists of Ireland & University College Dublin School of Nursing, Midwifery & Health Systems (2019) Paying the Price - The Physical, Mental and Psychological Impact of Caring.
- Family Carers Ireland (2020a) Young Carers in Ireland, Insight into the Prevalence and Experiences of Young Carers in Ireland using data from the HSC 2018 Study.
- Family Carers Ireland (2021) 2022 Pre-Budget Submission.
- Family Carers Ireland (2022) State of Caring Report, p6.
- Gallagher, S., & Wetherell, M. (2020) Risk of depression in family caregivers: Unintended consequence of COVID-19. BJPsych Open, 6(5), E119.
- HSE (2023) HSE 2023 National Service Plan.
- MacMahon, B., Boylan, H. & Thornton, R. (2022) Care at Home: Costs of Care Arising from Disability. The additional costs of a Minimum Essential Standard of Living for a household caring for an adolescent with a profound intellectual disability.
- Personal Communication (2023) (Department of Social Protection Official – March 3rd)



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Date of Publication:
April 2023

4) Why We Exist – Our Purpose



How We Deliver on Our Values

Professionalism

We will answer in a timely fashion all phone messages, emails and social media messages. We will not overextend ourselves. We will engage in actions that we are sufficiently skilled to engage in. We will continue to support our staff and volunteers through CPD opportunities.

Transparency

We will clearly communicate who we are, what we do and how we do it. We will prepare a high-quality annual Directors' Report and audited financial statements that are fully SORP compliant. We will implement employee and director policies that sustain the confidence of our stakeholders.

Collaboration

We will continuously seek out collaborative opportunities, invite organisations to partner with us, and share knowledge widely.

Integrity

We will be honest and respectful in all our actions. We will implement best practice governance and operational policies that demonstrate this.

5) Year in Review – Goals and Achievements

In 2022 we continued to deliver evidence-informed interventions directly to over 4,700 family carers. This was done primarily online, through our Online Family Carer Support Project and through our bespoke ‘employment-ready’ interventions. We also delivered on our policy and research function through regular submissions and specific collaborations.

Our Impact

The following are impacts that our organisation could claim to have significantly contributed towards:

- In 2022, we secured material increases in eligibility for income supports (through higher income disregards) and levels of income support (Carer’s Allowance, Carer Support Grant) – thus contributing to a reduction in the level of income poverty experienced by family carers.
- In 2022, we reached 58% more family carers (>4,500) through the delivery of our Online Family Carer Support Project – thus contributing to a reduction in their level of social isolation.
- In 2022, our employment-focused project has demonstrated impressive positive impact in several domains including participants’ employment opportunities, employment readiness, wellbeing, and overall life satisfaction.
- In 2022, 22 family carers we worked with moved to paid work following their participation in our employment-ready projects – enabling these family carers to secure more income. 68 pursued further education.
- Our primary research (2016, 2018) and ongoing representations (through the Home Care Coalition) on home care have helped to achieve an increase in the provision of publicly funded home care (a 50% increase in hours delivered since 2012). This has helped to reduce isolation of family carers and those they care for.

- Our coordination of Carers Week annually raises societal awareness of the contribution made by Ireland's 500,000 family carers; through this, many family carers feel more included in their communities.

Our 2022 KPIs and outputs focussed on delivering a number of high-quality publications, submissions and newsletters, together with ongoing and new projects (see Table 1).

We are currently devising multi-year performance targets. These will be informed by our resourcing, our mid-term review of the Strategic Plan, and stakeholder and staff feedback.

We wish to see and play a part in delivering incremental improvements in the supports available for family carers. This includes increasing the accessibility of supports, the number of supports, and the financial supports provided by the State. We will continue to work towards building consensus among our members and other organisations about what success would look like over a 5- to 10-year timeframe.

As the [Scheme to Support National Organisations \(SSNO\)](#) funding in 2022 straddled two separate time spans, namely 2019–2022 and 2022–2025, to report on both separately here would be overly complicated. We therefore report solely on the 2022–2025 scheme, and associated outputs. We also report below on KPIs associated with HSE funding and Dormant Accounts (DSP) funding.

In summary in 2022 we delivered fully on [20 of our 27 targets \(74%\)](#). This compares favourably to 18/30 (60%) in 2021 and 9/17 (53%) in 2020. These yearly comparisons should be treated with caution, however.

[An overly KPI-focussed approach risks missing other important, less quantifiable, impacts.](#)

Table 1: Selection of key outputs – per SSNO, HSE and DAF Grant Agreement

Area of Work	Key Action	Outputs	Target	Delivered	Explanation
Advocacy	<u>Coordinate National Carers Week in June 2022</u>	Events for family carers	50	>100	Facilitated the delivery of a mix of face-to-face and online events.
		Partners for the Week	9	10	One new partner.
		National print/ radio/TV articles/ stories	10	>8	Data difficult to track accurately.
		Distribute merchandise	500	>600	Ukrainian initiative supported enhanced delivery.
Advocacy	<u>Represent the sector at relevant fora</u>	Fora	4	4	
		Attendance at meetings	90%	>90%	

Area of Work	Key Action	Outputs	Target	Delivered	Explanation
Compliance	<u>Continue to demonstrate good example in the area of governance</u>	Continue to be fully compliant with Charities Regulator Governance	1	1	
		Be on Good Governance Award Shortlist	1	0	Higher standard among applicants
Research and Policy Development	<u>Produce relevant, evidence-informed and analytically rigorous discussion and briefing papers</u>	Publications	2	3	
	<u>Make considered and comprehensive submissions to various government departments and statutory agencies involving member inputs</u>		8	10	

Area of Work	Key Action	Outputs	Target	Delivered	Explanation
Networking	<u>Coordinate Family Carer Research Group</u>	Meetings	3	3	
		Participants	20	28	
		New participants	5	8	
	<u>Membership</u>	New members	3	1	Not a focus in 2022
		Retention	90%	>90%	
Specialist Supports	<u>Provision of expert advice to member organisations and others, including state bodies</u>	Consultation	8	>25	

Area of Work	Key Action	Outputs	Target	Delivered	Explanation
Information Provision	<u>Produce and disseminate appealing newsletters (Care Alliance Exchange)</u>	Editions	3	3	
		Recipients	725	661	Up 2% on 2021. Difficult to replace contacts who left with new contacts in sufficient numbers
		Open rate	20%	28%	Up 115% on 2021. Questions remain for us about the accuracy of Mailchimp's tracking of open rates
Direct Family Carer Supports	<u>Online Family Carer Support Group</u>	Number of family carers actively involved in the project (over 90-day period)	2000	4107	

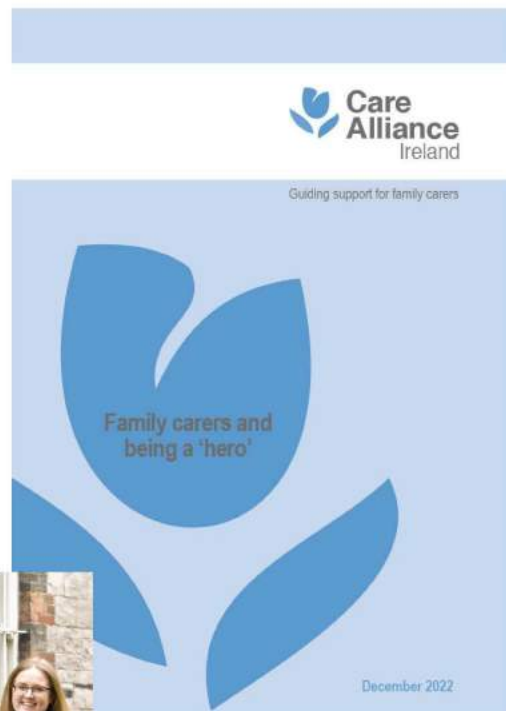
Area of Work	Key Action	Outputs	Target	Delivered	Explanation
		Detailed engagement levels (over 90-day period)	472 posts, 12,387 comments, 31,752 reactions	462 posts, 12,403 comments, 29,022 comments	
		New projects/initiatives	2	2	
		Retention	>80%	97%	
	<u>Return Ready</u>	No. of participants	150	153	
		No. of participants entering employment	20	22	

In 2023, we will continue to support large numbers of family carers through our online mediums. We will also deliver another project to support family carers who are considering returning to the paid workforce.

We again look forward to responding to opportunities afforded us to influence the development of carer-relevant policies and to progress our agenda through submissions, discussion papers and new collaborations.



Members of Care Alliance Ireland staff team



Project Focus: The Online Family Carer Support Group



Our initial Covid-19 response is well documented in our 2020 and 2021 Directors' Report. Key to this response was the establishment of a moderated Online Family Carer Support Group, which in 2022 evolved into an expansive project with dedicated staff and project resourcing to maximise impact and reach.

By year-end the project was supporting 4,588 family carers, from every large town in Ireland. Its scope evolved further and is a core part of our organisational activities. The group's activities are detailed in the infographic below.

Ongoing primary doctoral research and associated presentations affirms its value to a large number of family carers. Twelve-month retention figures of over 97% demonstrate its ongoing relevance.



Some examples of the events in the Online Family Carer Support Group

Family Carer Online Support Project - February 2023



Links

Group Link URL

<https://www.facebook.com/groups/FamilyCarerOnlineSupportGroupIreland/>

Video explaining how to join Facebook and join the group

<https://youtu.be/9Trsk6mF4Ko>

Promotional video

<https://youtu.be/mEAg-xJORAY>

Safeguarding

1. Consult team
2. PM/Phone call/Zoom to family carer
3. Consult local Mental Health Service
4. Contact Gardai

Objectives

Mitigate the possible negative impact of family caring, reducing the risk of:

- Isolation
- Anxiety
- Reduced quality of life & wellbeing

This is achieved through a professionally moderated online platform, using peer support and a variety of online activities.

Application

Inclusion / Participation criteria:

- Must be willing to use Facebook
- Live in the ROI & aged 18+
- Provide unpaid care to family / friend or neighbour
- Agree to rules of group (NB - respect privacy of caree)

Participant Recruitment (Family Carers)

- Facebook
- 95 NGO member orgs of Care Alliance
- Word of mouth (v. important)

Application Process

1. Apply to join the group through Facebook (private group)
2. Answer 3 screening questions (per inclusion criteria above)
3. Application considered by CAI staff / volunteers
4. Request approved or refused - If questions are not answered in full, applicant is private messaged, asking to resubmit the request to join and answer all questions

Members of Group

(4,777)

Volunteers and Moderators

- Private FB online 'Mods/Vols' group
- Peer support for volunteers
- Monthly zoom meeting for volunteers
- Discuss practice issues/dilemmas
- Discuss group posts/tone/engagement
- Information/policy updates
- Moderation training

Activities

- **Posting messages** (Core Activity) c 4 p/d:
 - Comments / discussion (c 141 per day, c 314 reactions) – anonymous posts facilitated, NB / GDPR
 - Peer support – 'I am not alone'
 - Information
 - Dilemmas
 - Top Tips
 - Positivity Posts
 - Cooking Posts

- **Pinned posts / threads:**

- Remembrance
- Petitions
- Research
- Accessible places

- **1-2-1 Input/Casework core activity c125 clients:**

- PM's / phone calls / e-mails - variable levels of engagement
- Refer to carer support orgs / SW Mental Health Services

- **Educative Inputs**

- Video pre-records
- 'Subject matter Expert'
- Live Q&A's

- **Zoom Quizzes**

- Monthly-Infomail/Fun

- **Book Club**

- Bi-monthly
- Distribute Books
- Break Out Rooms

- Weekly Online Drop In
- Informal Competitions
- Regular Books/Gifts/Care Packages
- Gardening Club - 'Carers In Bloom'
- Online Art Classes
- 'Crafty Carers' Group

Resourcing

- Volunteers (12) & Staff (1)
- Current and former family carers (11)
- Health and Social Care professionals (8) (Some identify in more than one group)
- 7 day and on-call rota

Roles Of Staff / Volunteers:

- Screen membership applications
- Share informational documents within group
- Approve / reject suggested posts
- Welcome new members
- Monitor / moderate posts / comments
- Communicate / reiterate / values
- Share other NGO's relevant posts
- Consider new activities
- Protocols - regularly updated document
- Ensure sustainability / finances

Engagement Data

- Feb 22nd 2022 to Feb 20th 2023
- 1,469 posts
- 51,163 comments
- 113, 912 reactions
- 0 complaints
- 1000's of positive comments and feedback

Feedback / Efficacy

- Extensive positive qualitative feedback
- 97% member retention over 12 months
- Key impacts / processes emerging - peer support - possible improvement in QOL / anxiety / isolation
- Long-term efficacy / meaning University of Limerick PhD
- Consultation via School of SW, Indiana University (Dr D. Wilkerson)

Reflections

- Volunteer strength
- Tight moderation
- Peer support
- Evolution of group purpose - A very social Social Media
- Other NGO's responses emerging
- Managing risks of GDPR breaches
- Project evolving post Covid19

Our volunteers on this project, most of whom are also family carers, continue to play a key role. In 2022, we welcomed some new volunteers to the moderation team, and two external contractors were brought on board on a part-time basis to assist the project coordinator in the delivery of the project.

Along with our regular activities of the book club, garden club, quiz nights and coffee mornings, two new activities were introduced for our members. 'Crafty Carers' is a bi-weekly Zoom night where members share their love of various crafts, such as knitting and sewing, while socialising with fellow family carers.

We also introduced online art classes, which have been extremely popular, with incredible feedback from members. All of these activities contribute greatly to our overall goal of reducing the social isolation and loneliness that many family carers experience.

Throughout 2022 we collaborated with a number of external organisations to deliver various initiatives to our members, such as an online health and wellness course with Age & Opportunity, and also a pilot initiative with the Droichead Arts Centre, which made theatre recordings accessible to family carers. We look forward to collaborating with a range of organisations in 2023.

“

This group has been fantastic since I joined, really genuine nice people here to help you in any way they can, best thing I done in a long long time for myself joining this group. Thanks again

In this group I feel safe, not judged and understood. It's a feeling of belonging. People understand without too much explanation. The small presents like the Calendar and those words at the bottom help me in my hardest days when huge tears were dropping. It's good to not feel alone. Thank you so much. You all are amazing!

For the first time I felt I wasn't on my own, I felt I was part of something bigger I felt valued and appreciated. I love the Zooms they give me things to look forward to and the first time I got something in the post (it was from the book club - a book and bar of chocolate) I cried because it was so lovely to get something just because I was a family carer I was really moved

”

6) Our Objectives

We now report in greater detail on how we achieved our objectives, with reference to the five priorities outlined in our Strategic Plan 2019–2024.

Priority 1: Work with Member Organisations and Other Stakeholders

In 2022 we continued to work with our member organisations in different ways. This included specific collaborations on issues of joint concern, policy submissions, political representations, National Carers Week, signposting members' services, and general relationship development.

Our membership of over 90 represents a wide range of not-for-profit service-provider and advocacy organisations. It includes most of the large 'disability' providers (for example, St. Michael's House), many local family resource centres and most condition-specific organisations (for example, the Irish Cancer Society). It also includes some local day-centre services, mental health organisations and home care providers. In 2022 we welcomed Avista (previously known as the Daughters of Charity) as a member.



In 2023 we will spend more time engaging with potential member organisations and will seek to bring our membership over the 100 mark.

We continued to collaborate with a range of organisations who operate in the not-for-profit and/or statutory world of health and social care, and family carer support more specifically. New collaborations and discussions included those with Barnardos, Carers Northern Ireland, One Family and the National Women's Council of Ireland.



In February we were pleased to host an online meeting of the Social Policy Network with colleagues across the sector

In 2022 we continued to engage with our European partners in advancing the situation of family carers. Significantly, in July 2022 the European Commission published the first ever European Care Strategy. This Strategy highlights, at EU level, the ongoing need to support both carers and those being cared for in national and international policy. The Strategy will be particularly challenging for our colleagues across some of the Member States whose national carer supports are in their infancy in comparison to Ireland. However, there are actions such as the reporting requirements and increased access to supports which will also challenge the Irish government and policy makers.

We also took part in virtual and in-person meetings of Eurocarers (in particular their research and policy subgroups), strengthening our relationships across the EU. Our Senior Policy and Research Officer subsequently recorded an episode of the 'Care Matters' podcast with colleagues from Eurocarers and the University of Sheffield on the topic of the EU Care Strategy in December, which was released in January 2023, and you can listen to it at <https://sustainablecare.podbean.com/e/exploring-the-eu-care-strategy/>



The third European Carers Day took place on 6th October 2022. The initiative is coordinated by Eurocarers, and brought together the leading carer advocacy organisations across Europe. Care Alliance Ireland engaged in a social media campaign where the focus was on the essential role played by family carers.

In April, as part of our Dormant Accounts-funded Kaleidoscope project, we delivered a successful seminar, entitled 'Care Aware'.

This seminar brought together stakeholders from across the sector to discuss how employers can be supportive to their staff who have caring responsibilities.

The poster is for a 'Carer Aware Online Webinar' held on 25th April 2022 from 9.30am to 1.30pm. It features a photo of David Grayson CBE, author of 'Take Care: How to be a Great Employer for Working Carers'. The text highlights that participants will receive a copy of his book and provides a registration link: <https://forms.gle/vRf689StUv0FN6s29>. The poster also mentions 'Care Alliance - Kaleidoscope' and 'Hard Working' as partners. At the bottom, there are logos for Care Alliance Ireland, pobal, and other supporting organizations.

Priority 2: Bring Cohesion to the Family Carer Sector

Similar to 2021, there were few new national policy documents published in 2022. Little if any progress was made in developing a new National Carers' Strategy, in spite of it being a clear commitment in the new Programme for Government.



June 2022: Senior Policy & Research Officer invited to speak to the Joint Committee on Gender Equality

We continued to deliver on our representative function in a number of ways in 2022, most significantly through pre-budget submissions to government, participation in a number of representative fora (for example, the National Patient Forum and the Annual Carers Forum), and policy-related submissions (for example, to the Submissions on the Renewal of the National Carers' Strategy by the Irish Parliamentary Caucus, the Joint Oireachtas Committee on Gender Equality, and the Changing Places Consultation by the Dept of Health).

Active engagement by our members on our submissions and policy documents has improved but work remains to be done. Funders are extremely reluctant to resource policy and research personnel, preferring to fund direct services to clients. This can mean that the resources our member organisations have to meaningfully engage with us on these issues can be limited.

Project Focus: Carers Week



2022 represented the 16th National Carers Week. Over 100 face-to-face and online events were delivered. Complimentary merchandise was distributed to over 600 family carers across Ireland including some recently arrived Ukrainian family carers.

Approximately €10,500 was spent on merchandise, with notepads, lip balm and toiletry bags being new additions this year. These were augmented by the ever popular trolley coins, power banks, coasters and chocolates.



VERY THOUGHTFUL IDEA. COINS ARE SO HANDY TO HAVE FOR THE TROLLEY I NO LONGER HAVE TO SEARCH FOR A COIN JUST FOR THE TROLLEY AND IT GIVES YOU 2 SO IT CAN BE USED IN ANY TROLLEY WHICH IS REALLY HANDY

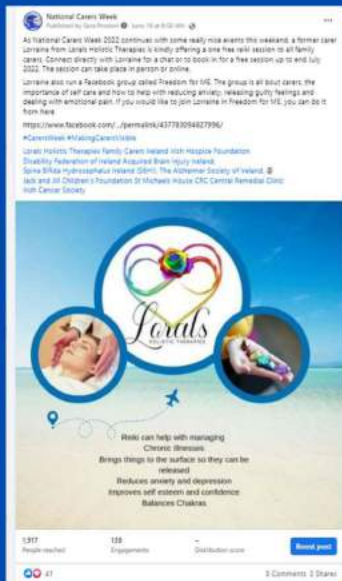


'ALL THE MERCHANDISE WAS BRILLIANT AND VERY USEFUL'



Many Carers Week partners held online events for the families they work with and some organised individualised goodie bag deliveries. Others ensured that carer supports and services were prominent on their organisation's homepage/website. Other activities included daily self-care tips and the re-launch of many face-to-face events returning after Covid-19 restrictions being lifted.

Some examples of social media posts throughout Carers Week 2022

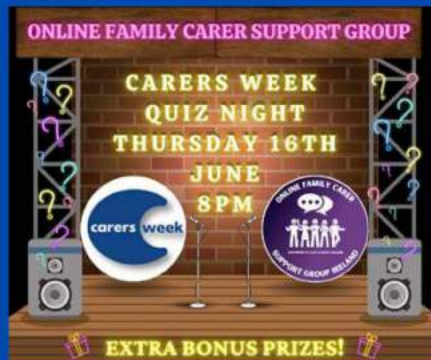


National Carers Week
Published by Sara Preston June 13 at 4:54 PM

National Carers Week: Day 5: List of Online Events for Friday June 17th

Time	Organisation	Event	How to Join
10:00am - 11:00am	St Michael's House	FAMILY OPEN AIRS	www.stmh.ie
11:00am - 12:00pm	Acquired Brain Injury Ireland	POETRY AND PROSE	www.abii.ie
12:00pm - 1:00pm	Family Carers Ireland	LISTENING TO CARERS	www.familycarers.ie
1:00pm - 2:00pm	Family Carers Ireland	YOGA WITH BEAN POIS	www.familycarers.ie
2:00pm - 3:00pm	Family Carers Ireland	CONNECT MINDFULNESS FOR CARERS CARING FOR A CHILD	www.familycarers.ie

Care Alliance Ireland delivered a number of online events along with its partner organisations during Carers Week. Throughout the week a total 85 large hampers were distributed to members of the Online Family Carer Support Group through a mixture of competitions and events. The events included a Carers in Bloom Photo Competition and a Carers Week Quiz Night.



A variety of events were delivered during Carers Week by organisations other than our partners. University of Limerick invited family carers to take part in a survey about their experience of using online support groups. The CEO of Suicide or Survive spoke with our online support group about how mental health and caring are so closely related. We also appeared at the Joint Oireachtas Committee on Gender Equality to discuss the recommendations of the Citizens Assembly on Gender Equality on the specific topic of care. The All-Ireland Institute of Hospice and Palliative Care highlighted the #IHFS seeds project and the paintings inspired by a family carer who looked after her mum, who was diagnosed with Alzheimer's.

The majority (77%, 71% in 2020, n=76) of respondents to our evaluation of the week (facilitated via the NCW Facebook page) rated the quality of the events for Carers Week as either 'good', 'very good' or 'excellent'. The National Carers Week Facebook Page received extremely positive feedback. The vast majority of respondents 'agreed' or 'strongly agreed' that the frequency of posting is appropriate, the quality of posts is high, the posts are relevant to family carers, the page is helpful to family carers and the Carers Week livestreams were useful.

I felt you do a great job giving out information and sending out little gifts is really meaningful. Something so small makes someone's full day a lot brighter

I think Facebook was used well

Very good advertising. Plenty of awareness raised

On a less positive note, 65% of the respondents reported that they did not take part in any events as part of National Carers Week. The main reasons reported for not doing so were: 53.1% were too busy with caring responsibilities, the timing of events did not suit 28.6% of respondents, and 10.2% of respondents said they were not aware of the events taking place. We will consider this feedback.

Extensive online signage was used again this year via a number of social media platforms, focusing again on the theme **#MakingCaringVisible**. Print media coverage for 2022 included several regional newspapers.

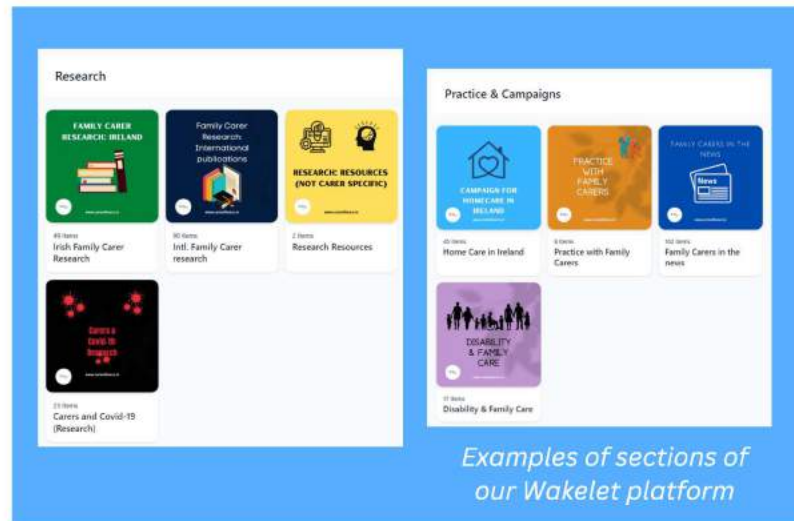
A comprehensive report on the week is prepared annually.

In 2023 we will continue to lead on National Carers Week and look forward to welcoming new partners.

Priority 3: Provide Up-to-date, Relevant Information

Throughout 2022 we continued to update our research depository through the Wakelet platform, which now has over 350 items:

<https://wakelet.com/@careallianceireland>



2022 saw the Discussion Paper Series relaunched with Volume 2, beginning with an update to the first ever paper: Defining Carers.

In December the next paper was published, which discusses the difficulties and problems with the use of the 'hero' narrative as it applies to family carers.



Both papers were well received.

In addition to these self-published papers, our Senior Policy and Research Officer was involved with two peer-reviewed journal articles published in 2022:

Gilfoyle, M., McFarlane, A., Hannigan, A., Niranjan, V., Hughes, Z., Salsberg, J. 2022. *The public and patient involvement imperative in Ireland; Building on policy drivers.* Frontiers in Public Health.

Foley, R., Hughes, Z. 2022. *The value of data visualisation: tracking geographies of informal care in Ireland, 2002-16.* International Journal of Care and Caring.

We have a moderately active Twitter account (@CareAllianceIrl); we have tweeted nearly 7,000 times, and have over 3,500 followers. The account continues to be a useful way to engage internationally with academics and others with an interest in improving the delivery of supports for family carers. Its future as an effective way of communicating with our stakeholders is however far from clear.

Priority 4: Drive the Research Agenda on Family Caring

We continued our partnership with UL in the area of Patient and Public Involvement (PPI) in research. As part of this project, we continue to work with organisations across Ireland to drive PPI research in Ireland. Our Senior Policy and Research Officer co-authored the previously mentioned paper with the UL project team on the history and future of PPI research in Ireland, published in the international journal *Frontiers in Public Health*.

We continue to assist researchers, students, the media and the general public with queries in relation to family carers, both by email and telephone. We receive occasional calls from individual family carers and we advise and redirect as appropriate. All member organisations and over 650 other organisations and individuals involved in supporting family carers received regular communications from us, primarily in electronic format, on issues relating to support, practice, policy and research.



Welcome to the Winter 2022 edition of *Care Alliance Ireland Exchange*, our newsletter for those with an interest in family carer issues

December 2022

As always, our Senior Policy and Research Officer dealt with many requests from students for advice and support on family carer-related research topics at both undergrad and postgrad level throughout the year.

Our organisation is also represented on the Social Policy Network – a group of non-governmental organisations (NGOs) that meets quarterly. The Family Carer Research Group, convened by Care Alliance Ireland, met three times in 2022.

Care Alliance Ireland continues to be a leader in the sector in considering and addressing research gaps. We have ongoing contact with senior academics across a number of third-level institutions regarding their family carer research proposals and projects. During 2022 we undertook regular reviews of new family carer research, policy and practice resources internationally and disseminated these as appropriate.

Within a few days of Budget Day we undertook a thorough analysis of Budget 2023 regarding the developments affecting family carers. This was shared widely.

We engaged in ongoing collaborative work with a range of not-for-profit federations and alliances, including the Home Care Coalition and a loose coalition of organisations working the area of gender equality and care. We also collaborated with a number of HSE personnel from a range of departments/areas.

We continue to collaborate with the University of Limerick in the area of evaluating online carer support groups.

In 2023, led by our Senior Policy and Research Officer, we will explore additional primary research opportunities, most specifically those that provide the best opportunity for full cost recovery.

Priority 5: Resourcing and Governance



The Scheme to Support National Organisations provides three-year core funding and is key to our operations. We have been a successful applicant under this scheme continuously since 2008, and we repeatedly score highly compared to peers in the funding assessment process and in respect of the total amount awarded every three years.

Multi-annual funding enables us to plan, to offer a level of security to staff and to be ambitious in our activities. We were again successful in applying to this scheme in early 2022, which will provide multi-annual funding until June 2025. Unfortunately, as the funding limits imposed were lower than originally advertised, the funding provides a lower percentage towards our core employment costs. This has implications for overall organisational operations in the context of significant inflationary costs that are being experienced.

The Online Family Carer Support Project continues to be funded annually by the HSE under the Carers Guarantee. Again, we have been in receipt of annual funding from the HSE, without interruption, since 1999. We look forward to this level of funding being increased in 2023 in recognition of the significantly increased project reach as well as increased project and staffing costs.

In late 2022 we successfully secured one-off additional funding of €198,000 under the 2022 Dormant Accounts Funds – Carers Measure. This was our fifth successful application and represents a 100% success rate under this funding measure.

In 2022, after more than a doubling of income since 2019, we are projecting a material reduction in our income in 2023. The financial value of one-off projects that ended in 2022 are unlikely to be fully replaced in 2023 by other projects. While this is disappointing, the Board is confident that our success in diversifying our income

streams in recent years will provide a buffer against this reduction. Our core work will not be significantly affected in the short term.

High-quality project design, evaluation and delivery, and high-quality and timely reporting to funders provide a level of reassurance with respect to the continuity of such funding. We are also active in ensuring that Dormant Accounts Funds continue to be made available to support family carers, and in the longer term to secure mainstreaming of key employment-ready interventions.

We continue to operate to demanding governance standards. During the year the risk matrix was updated and reviewed and Quality and Safety reports are now part of each board meeting's standing items. Our goal of reviewing each policy every two years has not been achieved in recent years and a three-year review period is under consideration. In 2022 no policies were formally reviewed by the Board. This is an area that will be provided with sufficient attention in the first half of 2023.

We were disappointed not to be shortlisted for the small charity category of the Good Governance Awards, having won the award in 2016, 2017 and 2018. This is a testament to the higher governance standards being implemented by other small charities.



We are comforted by that fact that our scoring by the assessors nonetheless increased from 74% in 2021 to 87% in 2022. A number of SORP non-compliance issues were identified by the assessors and we are working with our current auditors to address these.

Regulatory and funder requirements place demands on our organisation, but not at a level that we believe to be overly burdensome. We make regular reports to funders on lobbying activities, compliments and complaints, as well as activity reports.

7) Our Staff

Staff and board members availed of appropriate training opportunities that arose during the year. Specifically, our Senior Policy and Research Officer progressed with her Doctorate in Social Science (UCC). Other staff secured qualifications in counselling and life coaching. A number of Directors took part in specific governance training. For example, in September 2022, three new Directors took part in a webinar delivered by The Wheel, entitled, 'The Role of the Board – Understanding the Basics'.

In addition to our Board of Directors, all of whom are volunteers, Care Alliance Ireland was supported by other volunteers, including current and former family carers. These volunteers support our work through their participation in our Online Family Carer Support Project, steering groups, publicity events and other fora.



Liam O'Sullivan - CEO



Zoe Hughes - Senior Policy & Research Officer



Tara O'Connor - Project Coordinator Online Family Carer Support Group



Lisa Dunne - Project Coordinator Re-emerge Project



Amy Lavelle - Project Manager Re-emerge Project

The Care Alliance Ireland Staff Team

Our staff are highly qualified and skilled at delivering on our objectives. Their skills include project management, analysis, design, communication, report writing, online moderation, mentoring and the facilitation of collaboration. The majority have extensive and ongoing family caring experience. Two of our staff have professional qualifications in Social Work. Other qualifications within the team include Social Science, Science, Coaching, Counselling, Community Development, Social Research, Implementation Science and Social Policy. All staff positions, roles and brief biographies are published on our website. Collectively our staff have demonstrated an ongoing openness to learning and continued professional development. A culture of sharing and mentoring is encouraged by the leadership of the organisation. Our current staff team numbers five (4.2 whole-time equivalent).

All staff undertake performance appraisals and are provided with regular staff support and supervision and partake in monthly virtual team meetings. All staff currently work from home and meet other staff in person occasionally. We provide competitive salaries and dedicated training budgets, and offer good employment terms and conditions. Salary increments are not part of any staff employment contracts and levels of and changes to remuneration are based on funds available, performance, and objectively measured and sectoral norms.

8) Future Developments and Plans for the Future

An interim review of our Strategic Plan 2019–2024 was completed in late 2022. The current plan continues to be relevant and accurate. In some areas we are exceeding our goals and likely impact (for example, in the area of online interventions), in others less so (for example, membership involvement in submissions). As we now deliver specific supports to individual family carers, as well as our traditional policy and research activities, our next Strategic Plan and associated Mission Statement will likely reflect this recent shift in operations.

The ongoing resources available for the implementation of the Strategic Plan have influenced and will continue to directly influence its scope, reach and likely impact. Specific collaborative research projects will continue; our focus on maximising the use of information and communications technology (ICT) and social media will also remain.

We will continue to strive to do better in engaging with our members specifically in the area of submissions. We will continue to produce evidence-informed and analytically rigorous publications. We will also continue to create opportunities for successful collaboration and engagement in research across the academic, statutory and not-for-profit sectors, both nationally and internationally.

Challenges include the difficulty in staff remuneration keeping pace with recent public sector pay increases. In spite of stated government policy around collaboration with the community and voluntary sector, there remains strong resistance to fund staffing within many NGOs to a level that is comparable with the public sector. Structural rigidities with state funding often reward existing providers at the expense of fledgling and smaller ones. Barriers to entry for new providers (for example, employment-support services) may also be a challenge in continuing to operate in that specific area.

The Strategic Plan is clear on how we will know we are making progress in our key strategic priorities. We will put more effort into capturing outcomes.

Events Since the End of the Year

Activities from January to March 2023 advanced the targets established in our 2023 Work Plan and we are confident of meeting the majority of our goals.

Details of all our activities and projects continue to be communicated through our website/newsletter/social media channels, and reported to our funders at required intervals.

Thankfully, as a society we came through Covid-19, albeit not without long-term pain, particularly for many family carers who felt left behind. Fortuitously, Covid-19 has shown that we can expand the long-term delivery of effective online supports for family carers. We have significantly delivered in this regard.

Our financial reserves continue to be less than we would like, but based on multi-year and annual rolling-funding agreements, as well as successful securing of new project funds over the past number of years, the Board is of the view that the organisation will continue to be able to operate into the coming years.

No financial impairments emerged over the period 2020–2022 in light of Covid-19 and we do not expect any in 2023.

Since 2020 we have demonstrated that there is a large pool of family carers who were underserved by existing and traditional supports. Such family carers will continue to want to participate in a range of online supports, and will benefit from same. We are delivering on this.

Online support is largely accessible, more environmentally friendly and may indeed suit the needs of a wider group of family carers. We look forward to the relevant government support and philanthropy to support our projects into the future.

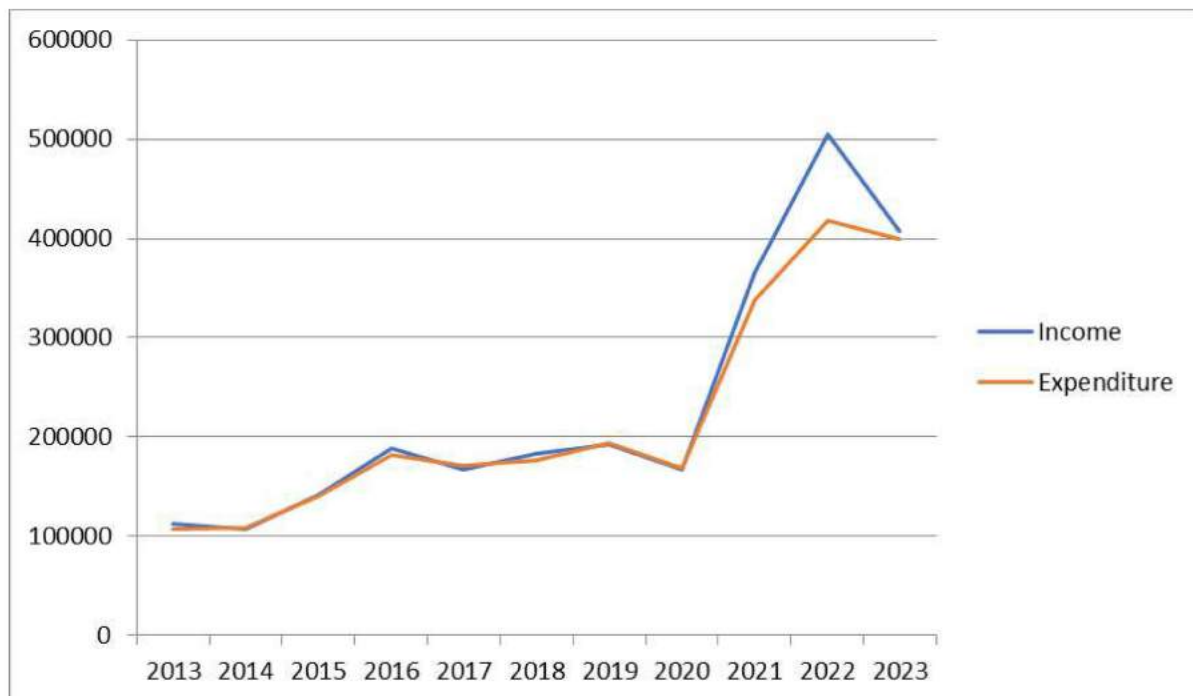
9) Financial Review

The results for the year show a net operating surplus of €32,251 for 2022 (for 2021 there was a surplus of €27,405).

Our organisation's income for 2022 was €504,137 and our expenditure was €471,886.

A year-end variance to final approved budget of >+1% (plus €3,197) income is explained largely by a modest underspend, requiring a refund to Pobal on one project (DAF/Return Ready of approximately €4k) as well as higher-than-budgeted income under the Online Carer Support Project (approximately €6k). On the expenditure side, an €11k overspend on Carers Week was explained by our response to the Ukrainian crisis, and a modest underspend across a range of cost centres including salaries, staff development and specific projects. In summary, income was within 1% (€3k) of budget, while expenditure was within 4% (-€22k) of budget.

We are budgeting for a 19% reduction in income and expenditure in 2023, largely due to one significant project (return ready/DAF) ending in 2022. A balanced budget for 2023 has been approved by the Board.



Ten-year financial summary - Income and expenditure 2013 - 2023, and 2023 projections

2023 will represent another year of successful diversification of our income streams.

Our three biggest funders in 2022 were the Department of Social Protection (45%), the Health Service Executive (25%), and the Department of Rural and Community Development (18%). Other sources of income in 2022 included the Community Foundation of Ireland, National Lottery Grants, Carers Week partner contributions, consulting fees, donations and membership fees. On the expenditure side, staff salaries were the biggest outlay (56%), followed by project expenditure (39%).

Deferred income at the beginning of 2022 was high, at nearly €140k or approximately 28% of our projected income for the year. This was due largely to a large grant received from Pobal/DSP in December 2021 for the delivery of an employment-ready project throughout 2022. By year-end deferred income was reduced to just over €11k.

10) Risk Management

The Board recognises and regularly reviews the major risks to which we could be exposed. A comprehensive risk matrix was reviewed and approved in October 2022.

Risks are assessed under seven themes:

- 1) Personnel
- 2) Financial
- 3) Project
- 4) Governance
- 5) Membership
- 6) Operations/IT
- 7) Legal

Using a risk classification and matrix based on likelihood and impact, high, medium and low risks were identified. Actions undertaken or proposed to ameliorate risks are included in the risk register.

For example, Personnel and Finance risks were identified in the review and specific actions were taken to mitigate these risks. In the specific risk area of Inappropriate Employment Policies, we make extensive use of Adare HRM consultants to advise on employment contracts and on any changes to the Employee Handbook.

Any proposed changes to CEO remuneration are reviewed by the Audit and Risk Committee.

The Directors are satisfied that a comprehensive set of policies and procedures are in place to mitigate exposure to major risks.

Reserves Policy

The Board of Directors has set a reserves policy that reserves be maintained at four months' expenditure based on the previous year's audited accounts. Care Alliance Ireland had reserves of €98,881 at 31st December 2022 and this was insufficient to meet the four months' expenditure requirement of its reserves policy.

The Directors note that while the current level of reserves (two-and-a-half months) is not in keeping with the official policy, the policy itself remains adequate. The organisation is committed to continuing to build up the reserves over the coming years by securing a modest level of additional unrestricted funding from a range of sources. Restrictions placed by many funders make this a real challenge, as does our practice of not seeking public donations

Investment Policy

The Board's policy is to keep significant surplus cash on short-term deposit providing a market rate of interest. The ongoing historically low interest rates for deposit accounts has continued to result in minimal investment income. We will keep a close eye on any upward movement in bank deposit rates in 2023 and act accordingly. The Board does not consider it prudent to place its surplus funds in other asset classes.

Donations and Legacy Income

It is our view that we are unlikely to receive legacy income. For this reason, we do not currently have a legacy income policy.

Donated Facilities/Goods/Services Policy

It is our view that the level of such services is small overall, and as such does not warrant a policy.

Deferred Income Policy

The charity recognised deferred income, where the terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control. Income is then deferred as a liability until it is probable that the terms and conditions imposed can be met. Some of the grants received are subject to performance-related conditions or time periods. When these performance-related or other conditions are met, the deferred income is released to income in the Statement of Financial Activities.

Membership Fees

These are recognised in the Statement of Financial Activities of the year in which they are receivable.

Appointment of Solicitors

In light of the small size of the organisation and its low risk profile, the Board has taken the view that there is no need to have named solicitors appointed at this stage. Should there be a need in the future, the Board will appoint appropriate solicitors accordingly.

11) Structure, Governance and Management

We are registered as a charitable company limited by guarantee. We are a public benefit entity. In the event of Care Alliance Ireland being wound up, the liability in respect of the guarantee is limited to €1 per member. Care Alliance Ireland has a constitution and is a registered charity (CHY 14644, Charity Registration No: 20048303). Care Alliance Ireland's goals and approaches are guided by its charitable objectives as laid out in these documents.

Our Board of Directors met five times in 2022, three times remotely and twice in hybrid format. Our AGM in September was held in hybrid format, with high attendance levels.

The Board of Directors, elected and co-opted under the terms detailed in the Company Governance Handbook, has overall responsibility for strategic development, in close liaison with the CEO.

Fergus O'Rourke is the Board Interim Chairperson as well as Treasurer. Barbara Barrett is the Company Secretary. Liam O'Sullivan, the CEO, manages the operations and is not a member of the Board.

The Board is responsible for providing leadership, setting strategy and ensuring control. It comprises six non-executive Directors. Currently, three of the Directors have been nominated to the Board by our member organisations. Others have been recruited through Boardmatch Ireland and other recommendations.

The Board's Directors are drawn from diverse backgrounds in not-for-profit organisations, business and the professions. They bring to board deliberations the significant business and decision-making skills developed in their respective fields, together with a broad range of experience and views.

Our five new Directors appointed in 2022 bring with them an additional range of skills.

Biographies of all our Directors are available on our website. The majority have experience as family carers.



Donal McKenna



Barbara Barrett



Mary Shovlin



Fergus O'Rourke - Interim
Chair/Treasurer



Laura O'Philbin



Pierre-Yves Fioraso



Elaine Teague

The Board of Directors of Care Alliance Ireland

The Chairperson manages the director recruitment process, which includes review of CVs, a number of interviews and both written and verbal follow-up of references. The role of Chairperson and CEO are separate. The Directors are committed to maintaining the highest standard of corporate governance and believe that this is a key element in ensuring the proper operation of Care Alliance Ireland's activities. Conflicts of interest and loyalty are considered through statements of interests, and through standing items at board meetings. All Directors are required to sign a Conflict of Interests Compliance Statement in which they state that they are aware of their obligations as a member of the Board of Directors of Care Alliance Ireland.

They also undertake to furnish to the Company Secretary full particulars of their interests, which include their employment, all business interests and community involvement, including voluntary work for charities that might involve a conflict of interest or might materially influence them in relation to the performance of their functions as a member of the Board or their partiality. They also undertake to notify the Company Secretary of any changes to these interests.

In June 2022 the Board confirmed our organisation's full compliance with the new Charities Regulator Governance Code. It is intended that following a thorough assessment, full compliance will be re-confirmed in mid-2023.

There is clear division of responsibility between the Board and the CEO, with the Board retaining control of major decisions under a formal Schedule of Matters Reserved to the Board for Decision, while the CEO is responsible for devising strategy and policy within the authority delegated to him by the Board. For example, the Board considers applications for membership of Care Alliance Ireland, using five criteria. Care Alliance Ireland has a comprehensive process for reporting management information to the Board. This includes receiving a board pack one week in advance of each board meeting.

The pack includes at a minimum the meeting agenda, draft minutes of the previous board meeting, minutes of any committee meetings, and the CEO report. The latter details high-level organisational activities, with reference to the strategic objectives, as well as updates on staffing, client feedback, bank balances, issues requiring decisions and horizon scanning. The pack can also include the latest management accounts, and suggested revisions to policies for board consideration. While the focus at board meetings is on stewardship, governance, financial reporting and risk, the Board also invites staff members/speakers to present on occasions.

On appointment to the Board, Directors receive a formal induction programme and are provided with comprehensive briefing documents designed to familiarise them with Care Alliance Ireland's operations, management and governance structures. Our Corporate Governance Handbook stipulates that at the AGM those Directors who have served a three-year term shall retire from office. It also stipulates that all retiring Directors shall be eligible for re-election, provided that no Director shall serve more than two consecutive terms of three years.

There were five appointments to the Board in 2022 and six resignations. We thank those Directors for their time and dedication to our organisation. One of our Directors will have served for six years in 2023, one in 2026, and one in 2027. Board attendance averaged 68% over the course of 2022 (2021 was 79%). The intention is to recruit at least three new Directors to the board in 2023.

A self-assessment process was undertaken by the Board in 2020 and a score of 262/272 was reported (2018, 258/272). This suggests that the Board was performing well at that time. Another assessment is scheduled for 2023.

It has proven difficult to recruit a long-term chairperson and the interim chairperson is continuing to progress this important action.

Board Attendance rates 2022

Name	Join date	Feb.	April	June	Sept.	Nov.	Total	Max Poss.	Attend. rate (%)
Hazel Mulligan	07/2016 (resigned 12/2022)	1	0	1	1	N/A	3	4	75%
Phil Dunne	04/2016 (resigned 12/2022)	1	0	1	1	N/A	3	4	75%
Donal McKenna	03/2016	1	1	1	1	1	5	5	100%
Barbara Barrett	07/2017	1	0	1	1	1	4	5	80%
Martin Ryan*	09/2019 (resigned 12/2022)	0	0	0	0	0	0	5	0%
Laura Reid*	09/2019 (resigned 08/2022)	0	0	0	N/A	N/A	0	3	0%
Talent Nyamakope	01/2020 (resigned 04/2022)	1	N/A	N/A	N/A	N/A	1	1	100%
Mary Shovlin	09/2020	0	1	0	0	1	2	5	40%
Laura O'Philbin	02/2022	0	1	1	1	1	4	4	80%

Board Attendance rates 2022 (contd.)

Name	Join date	Feb.	April	June	Sept.	Nov.	Total	Max Poss.	Attend. rate (%)
Fergus O'Rourke	02/2022	1	1	1	1	1	5	5	100%
Rory Farrelly	07/2022 (resigned 11/2022)	N/A	N/A	N/A	1	N/A	1	1	100%
Elaine Teague	07/2022	N/A	N/A	N/A	1	1	2	2	100%
Pierre-Yves Fioraso	07/2022	N/A	N/A	N/A	1	1	2	2	100%
Total		6	4	6	9	7	32	47	68% average
On long-term sick leave*									

Committees of the Board

We have two standing board committees, namely the Audit and Risk Committee and the Research Committee. Both have clear terms of reference and their chairpersons report at each board meeting.

The role of the Audit and Risk Committee is to oversee the efficient financial and risk management of Care Alliance Ireland, including the raising, collection, investment, borrowing and outlay of all monies. The committee met formally once in 2022 and operated via regular email discussions. All members attended the meeting. It is chaired by the Treasurer and has two other members as well as the Chairperson of the organisation, being an ex-officio member. A review of its terms of reference is currently underway, with a view to adding quality, safety and assurance to its remit.

The role of the Research Committee is to support Care Alliance Ireland's strategic priority '*Supporting primary and applied research on family caring and the role of family carers*'. The Research Committee, with a membership of three Directors, is consulted regularly by the CEO on matters within its terms of reference. In 2022, the committee considered three substantial topics, all of which were managed by the Chairperson of the committee using email correspondence and phone conversations as necessary. All members actively took part in the deliberations on the three topics.

A report on the Research Committee's activities is presented at each board meeting. Any items that the Chairperson judged to require further full board consideration were considered at the next board meeting. The Board believes this method of operation for this committee is appropriate.

Directors' Responsibilities Statement

The Directors (who are also Directors of Care Alliance Ireland for the purposes of company law) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and Irish/UK Accounting Standards (Irish/UK Generally Accepted Accounting Practice) as modified by the Statement of Recommended Practice 'Accounting and Reporting by Charities' effective 1 January 2019.

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 accounting standards issued by the Financial Reporting Council, and promulgated by Chartered Accountants Ireland, including FRS 102, the Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland). 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 charitable company as at the financial year-end date, and of the

surplus or deficit of the charitable company for the financial year, and that they otherwise comply with the Companies Act 2014. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make 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 of and reasons for any material departure from those standards.
- Prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Directors are responsible for ensuring that the charitable company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charitable company; enable at any time the assets, liabilities, financial position and profit or loss of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Declaration of Interests

All members of the Board declare relevant interests on an annual basis. At the beginning of each board meeting, all Directors are invited to declare any conflicts of interest or loyalty in respect of agenda items.

Thanks

We are very grateful to all our funders for both new and continued support. The following organisations and supporters provided grants and/or contracts that contributed to our success in the last year: the Department of Rural and Community Development (via Pobal), the Department of Social Protection, the Health Service Executive, the Community Foundation of Ireland, and the National Lottery. We also thank Carmichael Ireland for their continued support and specifically for the provision of mentoring and shared premises.



An Roinn Forbartha
Tuaithe agus Pobail
Department of Rural and
Community Development



pobal

government supporting communities



**National
Lottery**



**The Community
Foundation for Ireland**

Carmichael.

Independent Auditor

The auditors, Duignan Carthy O'Neill, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with the Companies Act 2014.

Accounting Records

The measures taken by the Directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of appropriately qualified accounting personnel with appropriate expertise, the provision of adequate resources to the financial function and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Coleraine House, Coleraine Street, Dublin 7.

Statement on Relevant Audit Information

In the case of each of the persons who is a Director at the time this report is approved in accordance with section 332 of the Companies Act 2014:

- So far as each Director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- Each Director has taken all of the steps that he or she ought to have taken as a Director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

This report was approved by the Directors:

Fergus O'Rourke

Fergus O'Rourke
Director

Date: 20th June 2023

Barbara Barrett

Barbara Barrett
Director/ Company Secretary

Date: 20th June 2023

Independent Auditors' Report to the members of Care Alliance Ireland

Opinion

We have audited the financial statements on pages 59 to 85 of Care Alliance Ireland for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Changes in Funds, Statement of Cashflows and the related notes, including a summary of significant accounting policies. 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'.

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 that we are required to state to them in an Auditors' 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.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31st December 2022 and of its result for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Independent Auditors' Report to the members of Care Alliance Ireland

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 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 Auditors' report thereon. Our opinion on the financial statements does not cover the 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 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.

Independent Auditors' Report to the members of Care Alliance Ireland

Opinion on other matters prescribed by the Companies Act 2014

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

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the applicable legal requirements.

We have obtained all the information and explanations which we consider 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 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 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 are not made. We have nothing to report in this regard.

Respective responsibilities

Respective responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement on pages 43 - 44, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

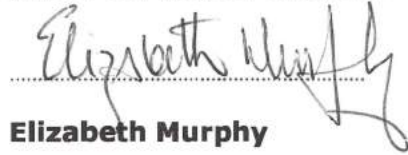
In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Company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

**Independent Auditors' Report to the members of
Care Alliance Ireland**

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://www.iaasa.ie/Publications/Auditing-standards>. The description forms part of our Auditor's Report.



Elizabeth Murphy

for and on behalf of
Duignan Carthy O'Neill Limited
Chartered Accountants
Registered Auditors
84 Northumberland Road
Dublin 4

Date: 20 June 2023

Care Alliance Ireland

**Statement of Financial Activities
(Including Income & Expenditure)
for the year ended 31 December 2022**

Income and Expenditure

		Restricted Funds 2022 €	Unrestricted Funds 2022 €	Total Funds 2022 €	Restricted Funds 2021 €	Unrestricted Funds 2021 €	Total Funds 2021 €
Income From	Note						
Donations and Legacies							
Donations and fundraising Income	2.24	-	-	-	-	-	-
Income from charitable activities							
Revenue Funding Grants	6	263,017	-	263,017	218,876	-	218,876
Projects	6	236,901	-	236,901	134,859	-	134,859
Other Income		-	4,219	4,219	-	11,943	11,943
Total Income		499,918	4,219	504,137	353,735	11,943	365,678
Expenditure On							
Expenditure on Charitable Activities	3	468,081	3,805	471,886	334,583	3,690	338,273
Total Expenditure		(468,081)	(3,805)	(471,886)	(334,583)	(3,690)	(338,273)
Surplus/(Deficit) on ordinary activities before interest		31,837	414	32,251	19,152	8,253	27,405

Care Alliance Ireland
Statement of Financial Activities
(Including Income & Expenditure)
for the year ended 31 December 2022

Income and Expenditure (continued)

		Restricted Funds 2022 €	Unrestricted Funds 2022 €	Total Funds 2022 €	Restricted Funds 2021 €	Unrestricted Funds 2021 €	Total Funds 2021 €
	Note						
Surplus/(Deficit) on ordinary activities before interest		31,837	414	32,251	19,152	8,253	27,405
Net Income/(Expenditure) for the year		<u>31,837</u>	<u>414</u>	<u>32,251</u>	<u>19,152</u>	<u>8,253</u>	<u>27,405</u>
Net movement in funds		31,837	414	32,251	19,152	8,253	27,405
Reconciliation of funds							
Total funds brought forward		4,249	62,311	66,560	(14,903)	54,058	39,155
Total funds carried forward	¹⁴	<u>36,086</u>	<u>62,725</u>	<u>98,811</u>	<u>4,249</u>	<u>62,311</u>	<u>66,560</u>

Care Alliance Ireland
Statement of Financial Activities
(Including Income & Expenditure)
for the year ended 31 December 2022

Income and Expenditure (continued)

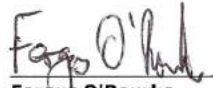
All activities are in respect of continuing operations.

There are no recognised gains or losses other than the results for the above two financial years.

The financial statements were approved by the Board of Directors on 20th June 2023 and signed on its behalf by:



Barbara Barrett
Director



Fergus O'Rourke
Director

Care Alliance Ireland

A Company Limited by Guarantee and not having a Share Capital

**Balance Sheet
as at 31 December 2022**

	Notes	2022 €	2021 €
Fixed Assets			
Tangible assets	8	1,576	2,737
		<u>1,576</u>	<u>2,737</u>
Current Assets			
Debtors	9	16,312	2,715
Cash at bank and in hand	10	102,365	214,067
		<u>118,677</u>	<u>216,782</u>
Creditors: amounts falling due within one year	11	(21,442)	(152,959)
Net Current Assets		<u>97,235</u>	<u>63,823</u>
Total Assets Less Current Liabilities		<u>98,811</u>	<u>66,560</u>
The Funds of the Charity			
Restricted Funds	14	36,086	4,249
Unrestricted Funds	14	62,725	62,311
Funds	14	<u>98,811</u>	<u>66,560</u>

The financial statements were approved by the Board of Directors on 20th June 2023 and signed on its behalf by:


Barbara Barrett
 Director


Fergus O'Rourke
 Director

Care Alliance Ireland

**Statement of Changes in Funds
for the year ended 31 December 2022**

	Funds account €	Total Funds €
At 1 January 2022	66,560	66,560
Retained surplus for the year	32,251	32,251
At 31 December 2022	<u>98,811</u>	<u>98,811</u>

In respect of prior year:

	Funds account €	Total Funds €
At 1 January 2021	39,155	39,155
Retained surplus for the year	27,405	27,405
At 31 December 2021	<u>66,560</u>	<u>66,560</u>

Care Alliance Ireland

**Statement of Cash Flows
for the year ended 31 December 2022**

	2022	2021
	€	€
Cash flows from operating activities		
Net income/(expenditure) for the year	32,251	27,405
Depreciation	1,161	1,286
(Increase)/Decrease in debtors	(13,597)	11,336
Increase/(Decrease) in creditors	(131,517)	97,489
Net cash flow provided by/(used in) from operating activities	<u>(111,702)</u>	<u>137,516</u>
Cash flows from investing activities		
Interest received	-	-
Capital Expenditure	-	(3,153)
Net cash flow provided by/(used in) from investing activities	<u>-</u>	<u>(3,153)</u>
Change in cash & cash equivalents	<u>(111,702)</u>	<u>134,363</u>
Cash & cash equivalents at the beginning of the reporting year	214,067	79,704
Change in cash & cash equivalents in the year	(111,702)	134,363
Cash & cash equivalents at the end of the reporting year	<u>102,365</u>	<u>214,067</u>

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

1. Statement of Compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', Charities SORP (FRS 102) and the Companies Act 2014.

Care Alliance Ireland is incorporated in the Republic of Ireland. The company is a company limited by guarantee and was incorporated in Ireland on 21 August 2008. The companies registered number is 461315 and its registered office is located at Coleraine House, Coleraine Street, Dublin 7, D07 E8XF. The nature of the company's operations and its principal activities are set out in the Director's Report.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2. Accounting Policies

2.1. Basis of preparation of financial statements

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish statute comprising the Companies Act 2014, and the Charities SORP (FRS 102). Accounting Standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by Chartered Accountants Ireland and issued by the Financial Reporting Council.

Care Alliance Ireland is constituted under Irish company law as a company limited by guarantee and is a registered charity and has adopted and reported its performance in accordance with the format provided for in the Charities SORP and in particular reports its performance for the financial year in the format of the SORP's Statement of Financial Activities (SOFA).

Companies Act 2014 which became effective in law on 1 June 2015 and from that date applied the format and content of financial statements requirements appropriate for a company trading for the profit of its members to a company that is a not for profit organisation. In order to provide information relevant to understanding the stewardship of the directors and the performance and financial position of the charity, Care Alliance Ireland has prepared its financial statements in accordance with the formats provided for in the Charities SORP (FRS 102) consistent with the prior year.

The directors consider the adoption of the SORP requirements is the most appropriate accounting to properly reflect and disclose the activities of the organisation. Had the Companies Act format and content of financial statements requirements suitable for a company trading for the profit of its members been presented instead, a profit and loss account with related notes showing items such as Turnover and Cost of Sales would have been reported along with a "profit" on ordinary activities before taxation.

Care Alliance Ireland is a non-profit organisation and involved solely in running a charity at Coleraine House, Coleraine Street, Dublin 7.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2.2. Judgments and key sources of estimation uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

2.3. Company name

The company received approval under section 1180(1) of the Companies Act 2014 to omit the word 'Company Limited by Guarantee' from its name.

2.4. Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional currency"). The financial statements are presented in euro, which is the company's functional and presentation currency and is denoted by the symbol "€".

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2.5. Tangible fixed assets and depreciation

Tangible fixed assets under the cost model are stated at cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The company adds to the carrying amount of an item of fixed assets the cost of replacing part of such an item when that cost is incurred, if the replacement part is expected to provide incremental future benefits to the company. The carrying value amount of the replacement part is derecognised. Repairs and maintenance are charged to income or expenditure during the period in which they are incurred.

Depreciation is provided on all tangible fixed assets at the following annual rates calculated to write off the cost less residual value of each asset over its expected useful life on the straight line basis, as follows:

Office Equipment	-	20% Straight Line
Computer Equipment	-	25% Straight Line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within 'other operating income' in the Statement of Financial Activities.

2.6. Going concern

Care Alliance Ireland is reliant on continuing support from government bodies in the form of annual recurring grants, multi-annual grants and once off project grants to ensure that the Company remains in operation for the foreseeable future.

The directors are satisfied that the organisation will continue to receive these grants, and secure other sources of income and have prepared a budget for 2023 months which show that the company will continue as a going concern.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2.7. Trade and other creditors

Trade and other creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

2.8. Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

The company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

Debt instruments like accounts receivable and payable are initially measured at present value of the future payments and subsequently at amortised cost using effective interest method. Debt instruments that are payable or receivable within one year, typically trade payables and receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received.

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short-term highly liquid investments that are readily convertible to known amounts of cash that are subject to an insignificant risk of change in value.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2.9. Provisions

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as a finance cost.

2.10. Government grants

Grants are accounted for under the performance model as permitted by FRS 102. Grants under this model are recognised in income as follows:

- (a) A grant that does not impose specified future performance conditions on the recipient is recognised in income when the grant proceeds are receivable.
- (b) A grant that imposes specified future performance conditions on the recipient is recognised in income only when the performance conditions are met.
- (c) Grants received before the revenue recognition criteria are satisfied are recognised as a Liability and usually referred to as deferred income.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2.11.Pensions

Pension benefits for employees are met by payments to defined contribution executive pensions.

The regular cost of providing retirement pensions and related benefits is charged to the Statement of Financial Activities over the employees' service lives on the basis of a constant percentage of earnings. The benefits made are into a defined contribution plan. The assets of the fund are held separately from the company in independently administered funds.

2.12.Income

Income represents the total of grants, donations and fundraising activities related to the year.

Income is received by way of donations, gifts, grants and fund-raising events and are included in full in the Statement of Financial Activities as soon as they are received. Income collected from fund-raising events is included in the Statement of Financial Activities as soon as it is credited in the bank. Donations, legacies and gifts are shown as other income in the Statement of Financial Activities.

2.13.Taxation

The company is exempt from taxation due to its charitable status, charity number 20048303 (CHY number 14644).

2.14.Reserves

The Board of Directors has set a reserves policy which aims for reserves be maintained at a minimum of 4 months' expenditure based on the previous year's audited accounts.

2.15 Deferred Income Policy/ Income Recognition

The charity recognised deferred income where the terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, income is then deferred as a liability until it is probable that the terms and conditions imposed can be met. Some of the grants received are subject to performance related conditions or time periods. When these performance related or other conditions are met the deferred income is released to and recognised as income in the statement of financial activities.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2.16 Investment Policy

The Board's policy is to keep significant surplus cash on short-term deposit providing a market rate of interest. The ongoing historically low interest rates for deposit accounts has continued to result in minimal investment income. The Board does not consider it prudent to place its surplus funds in other asset classes.

2.17 Research and Development

For the purposes of reporting, no material research and development, as understood under accounting rules, has taken place in 2022.

2.18 Other matters

No political donations were either made or received in 2022. No financial or other fiduciary transactions with directors took place in 2022.

2.19 Expenditure

Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be measured reliably. Expenditure includes any VAT which cannot be recovered and is reported as part of the expenditure to which it relates. All expenditure is recognised on an accruals basis.

- Cost of charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries together with related support costs.

- Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include finance, IT, administration and governance.

2.20 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

2.21 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

2.22 Employee Benefits

The charity provides paid holiday arrangements to employees. Holiday pay is recognised as an expense in the period in which the service is received.

2.23 Fund Accounting

The following funds are operated by the charity:

- Restricted Funds

Restricted funds include grants, donations and other income which can only be used for specific purposes. Such purposes are within the overall objectives of the charity.

- Unrestricted Funds

Unregistered funds are general funds that are available for use at the Board's discretion in furthering any organisation's objects and have not been designated for other purposes. Such funds may be used to finance working capital or capital expenditure requirements.

2.24 Donations and Legacy Income

It is our view that we are unlikely to receive significant donations or legacy income in the near future. For this reason, we do not currently have a donations and legacy income policy.

2.25 Donated Facilities/Goods/Services Policy

It is our view that the level of such services is small overall, and as such does not warrant a policy. We will keep this under review as one of our projects does currently involve intensive volunteering by a large number of people.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

3. Expenditure

This includes:

	2022	2021
	€	€
Project Expenditure		
Carers Week	21,896	15,511
Online Family Carer Support Project	45,240	43,867
Carers Engage	-	2,520
DAF - Family Carer Training	36,630	40,789
DAF - ICT RET	72,701	6,536
Newsletters	-	124
Seminars & Conferences	145	10
Publications	400	383
Learning4Carers Project	-	-
UL/PPI Project	-	360
Research & Evaluation	-	255
Other Event Expenses	-	70
Total Project Expenditure	<u>177,012</u>	<u>110,425</u>

Legal, Professional, Administration & Employment Costs

Wages & Salaries	231,864	174,690
Employer's PRSI Contributions	25,243	19,219
Staff Pension Costs	9,029	6,337
Board Development & Governance	99	306
Meetings	790	285
Rent	6,872	6,872
Insurance	1,638	1,403
HR Partnership Programme	2,344	1,206
Printing, Postage & Stationery	216	352
Telephone & Fax	960	899
Computer Costs	365	652
Ukraine	500	-
Death in Service	1,373	-
Travelling and subsistence	849	336
Accountancy & Payroll Fees	4,375	4,877
Audit & other professional fees	3,805	3,690
Consultancy	738	-
Bank Charges	282	231
Staff Development	766	4,298
Sundry Expenses	118	89
Subscriptions	1,487	998

Care Alliance Ireland

**Notes to the Financial Statements
for the year ended 31 December 2022**

..... continued

Depreciation	1,161	1,286
	<u>294,874</u>	<u>227,848</u>

3. Expenditure (continued)

Total Expenditure	<u>471,886</u>	<u>338,273</u>
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Due to the small size of the organisation it is not considered necessary or practical to detail, fundraising, support and or governance costs. As the organisation grows the board of directors will reconsider this approach.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

4. Employees

Number of employees

The average monthly numbers of employees
(excluding the directors) during the year were:

	2022 Number	2021 Number
All employees	<u>5</u>	<u>5</u>
Employment costs	2022 €	2021 €
Wages and salaries	231,864	174,690
Employers social insurance contributions	25,243	19,219
Pension costs	<u>9,029</u>	<u>6,337</u>
	<u>266,136</u>	<u>200,246</u>

Board Director's salary for 2022 was €Nil (2021 : €Nil).

The Board of Director's expenses for 2022 was €Nil (2021: €NIL)

The most senior staff member is the Executive Director. He was paid a whole-time equivalent salary of €71,679 (€57,415 based on four day per week employment in 2022) His total remuneration including Salary and Pension in 2022 was €60,860. This excludes Employers PRSI costs.

Employment benefits breakdown (including Employer Pension, excluding Employer PRSI)

Up to €60,000 - 4 employees

From €60,000 - €80,000 - 1 employee

Care Alliance Ireland
Notes to the Financial Statements
for the year ended 31 December 2022

..... continued

5. Auditors Remuneration

	2022	2021
	€	€
Statutory Audit Fee	3,805	3,690
Other Services provided by Auditor	-	-
	<u>3,805</u>	<u>3,690</u>

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

6. Grant Funding	2022	2021
	€	€
HSE - Core Funding and CFI Online Carers Support	172,518	128,876
Pobal - Scheme to Support National Organisations (SSNO)	90,499	90,000
Pobal - DAF Family Carer Training	65,513	98,087
Pobal - RET	162,138	13,857
	<u>490,668</u>	<u>330,820</u>

The HSE core funding of €23,976 is an annual recurring grant for the delivery of specific services (information, representation, research support, submissions, collaboration) detailed in a grant aid agreement.

€100,000 in new funding was awarded in 2021 by the HSE to support the work of the Online Carer Support Project (Carers Guarantee). This has become part of a formal Grant Aid Agreement in 2022.

The Pobal grant is a three year (2019-2022) grant for the delivery of specific services (advocacy, research and policy development, networking, specialist support, information provision) detailed in a grant agreement.

Other Projects	2022	2021
	€	€
Carers Week	8,250	16,213
Carers Engage	-	2,000
Research Seminar	1,000	4,169
University of Limerick	-	533
	<u>9,250</u>	<u>22,915</u>

Membership Fees, contained in other income, are recognised in the Statement of Financial Activities of the year in which they are receivable

Expenditure

All expenditure is charged in the period to which it relates.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

7. Pension costs

Pension benefits for employees are met by payments to individual defined contribution Executive Pensions. Pension costs amounted to €9,029 (2021 - €6,337). The assets of the fund are held separately from the company in independently administered funds.

8. Tangible assets

	Fixtures, Furniture & Fittings €	Office Equipment €	Computer Equipment €	Total €
Cost				
At 1 January 2022	896	89	7,394	8,379
Additions	-	-	-	-
At 31 December 2022	896	89	7,394	8,379
Depreciation				
At 1 January 2022	896	89	4,657	5,642
Charge for the year	-	-	1,161	1,161
At 31 December 2022	896	89	5,818	4,481
Net book values				
At 31 December 2022	-	-	1,576	1,576
At 31 December 2021	-	-	2,737	2,737

Care Alliance Ireland

**Notes to the Financial Statements
for the year ended 31 December 2022**

..... continued

9. Debtors: amounts falling due within one year

	2022	2021
	€	€
Income Receivable	13,857	-
Prepayments and Other Receivables	2,455	2,715
	<u>16,312</u>	<u>2,715</u>

Income Receivable comprises the 10% balance of the Pobal/DAF return ready project which was completed on 31/12/2022. Income receivable and prepayments have been stated at their recoverable amount.

10. Cash at Bank and in Hand

	2022	2021
	€	€
Current Account	84,062	195,764
Deposit Accounts	18,303	18,303
	<u>102,365</u>	<u>214,067</u>

11. Creditors: amounts falling due within one year

	2022	2021
	€	€
Pension	1,524	1,190
Other taxes and social security costs	-	7,878
Accruals	8,219	4,981
Deferred Income (a)	11,699	138,910
	<u>21,442</u>	<u>152,959</u>

Other taxes and social security costs include:

PAYE & PRSI	<u>-</u>	<u>7,878</u>
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(a) The above deferred income comprise of monies received in respect of specific projects where the performance related tasks have not been completed at year end. See breakdown on note 16.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

12. Financial Instruments	2022	2021
	€	€
Financial Assets		
Financial assets that are debt instruments measured at amortised cost	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>
Financial Liabilities		
Financial liabilities measured at amortised cost	(19,918)	(143,891)
At 31 December 2022	<u>(19,918)</u>	<u>(143,891)</u>

Financial assets measured at amortised cost comprise accrued income.

Financial liabilities measured at amortised cost comprise accruals and deferred income.

No transaction costs have been deducted.

13. Reserves

The Board of Directors has set a reserves policy that reserves be maintained at four months' expenditure based on the previous year's audited accounts. Care Alliance had reserves of €98,811 at 31 December 2022 and this was insufficient to meet the four months' expenditure requirement of its reserves policy.

The Directors note that while the current level of reserves (two-and-a-half months) is not in keeping with the official policy, the policy itself remains adequate. The organisation is committed to attempting to gradually build up the reserves over the coming years by securing a modest level of additional unrestricted funding from a range of sources and by budgeting for a modest surplus for three years. Restrictions placed by many funders make this a real challenge.

Care Alliance Ireland

**Notes to the Financial Statements
for the year ended 31 December 2022**

..... continued

14. Reconciliation of movements in funds

Closing Reserves allocated as follows:

	Opening Surplus 01/01/22 €	2022 €	Closing Surplus 31/12/22 €
Restricted Funds	4,249	31,837	36,086
Unrestricted Funds	62,311	414	62,725
	<u>66,560</u>	<u>32,251</u>	<u>98,811</u>

	Opening Surplus 01/01/21 €	2021 €	Closing Surplus 31/12/21 €
Restricted Funds	(14,903)	19,152	4,249
Unrestricted Funds	54,058	8,253	62,311
	<u>39,155</u>	<u>27,405</u>	<u>66,560</u>

Care Alliance Ireland

**Notes to the Financial Statements
for the year ended 31 December 2022**

..... continued

15 Deferred Income

This includes:

	2022	2021
Community Foundation of Ireland	10,000	33,135
Miscellaneous Income	-	-
HSE W grant	1,700	2,500
DAF - ICT RET	-	94,235
HSE	-	9,040
	<u>11,700</u>	<u>138,910</u>

Deferred income at year end comprises of €10,000 received from the Community Foundation of Ireland in 2022 for use in 2023 for a Ukraine Family Carer Project; as well as a €1,700 National Lottery grant for use in the Online Family Carer Support Project in 2023

16. Capital commitments

The company had no capital commitments at 31 December 2022.

17. Contingent liabilities

As outlined, the company has received government grants for revenue purposes. Should these grants not be used for the purpose specified, the grants will become repayable in whole or in part.

As at the 31 December 2022 Care Alliance Ireland estimates that there is no amount due for repayment.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

18. Related Party Transactions

The company has a policy of reimbursing directors for travel and other approved and legitimate expenses incurred during the course of carrying out their duties. During the year ended 31 December 2022 the total expenses reimbursed amounted to €441 and this amount was reimbursed to the CEO of Care Alliance Ireland (2021: €3,809).

No other related party transactions took place during the year.

20. Principal risks and uncertainties

The effect of Covid-19 no longer presents risks for our economy, society and by association our organisation. The directors have not identified any material risks to our operations and financial stability for 2023. No impairments on assets or receivables are expected. Indeed, as in 2020, during 2021 & 2022 we were able to take advantage of new funding opportunities to deliver new online supports and services which have resulted in a significant increase in long-term income in over this period and into 2023 and beyond.

20. Ultimate parent undertaking

The company is controlled by its Members and the Board of Directors.

21. Post Balance Sheet events

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

22. Key management personnel compensation

The CEO is considered to be Key Management. The total employment costs of the CEO including Salary, Pension, and Employer PRSI in 2022 was €67,204. (2021: €65,245).

23. Analysis of changes in net funds

	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	214,067	(111,702)	102,365
Net funds	<u>214,067</u>	<u>(111,702)</u>	<u>102,365</u>

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2022

..... continued

24. The Department of Rural and Community Development

Care Alliance Ireland received restricted grant funding from The Department of Rural and Community Development, administered through Pobal, for the period from 1st July 2019 to 30th June 2022. The grants are for the Scheme to Support National Organisations (SSNO) and was renewed for the period July 1st 2022-June 30th 2025 (€91,000 p.a). The total monies awarded in respect of the 2019-2022 grant was €45,000 for 2022. The 2022-2025 grants awarded will be up to €273,000 of which €45,500 was awarded in respect of 2022. The grants have been awarded to assist with staffing and core overhead costs and are not capital in nature.

Care Alliance Ireland received restricted grant funding from The Department of Rural and Community Development, administered through Pobal, for the period from January 1st 2021- June 30th 2022. The grant is for the Dormant Accounts Funds- 2020 - Carers and Persons with a Disability. The total monies that was awarded in respect of the grant was €163,479 of which €65,513 was in respect of 2022. The grant was awarded to assist with staffing, project and core overhead costs and is not capital in nature.

Care Alliance Ireland received restricted grant funding from The Department of Rural and Community Development, administered through Pobal, for the period from October 1st 2021 to December 31st 2022. The grant is for the Dormant Accounts Funds- 2020 - Carers and Persons with a Disability. The total monies that was awarded in respect of the grant was €176,464 of which €162,138 was in respect of 2022. The grant was awarded to assist with staffing, project and core overhead costs and is not capital in nature.

Care Alliance Ireland received restricted grant funding of €123,976 from The Health Services Executive, for the period from January 1st 2022 to December 31st 2022. The grant is for Core Funding (Older Persons Services), and to deliver an Online Family Carer Support Project (Carers Guarantee) The grant was awarded to assist with staffing, project and core overhead costs and is not capital in nature.

Care Alliance Ireland is compliant with relevant Department of Public Expenditure and Reform circulars including 44/2006 and 13/2014.

Care Alliance Ireland

**Detailed Income and Expenditure Account
for the year ended 31 December 2022**

**Supplementary information relating to the financial statements,
not forming part of the audited financial statements**

Care Alliance Ireland

Detailed Trading Income and Expenditure Account for the year ended 31 December 2022

	2022 €	2022 €	2021 €	2021 €
Income				
HSE - Core Funding and CFI Online Carers Support		172,518		128,876
Pobal - Dept of the Environment (SSNO)		90,499		90,000
Pobal - DAF Family Carer Training		65,513		98,087
Pobal - RET		162,138		13,857
Carers Week		8,250		16,213
Research Seminar		1,000		4,169
Carers Engage		-		2,000
University of Limerick		-		533
Membership Fees		1,600		1,650
Other Income		2,619		10,293
		<u>504,137</u>		<u>365,678</u>
Expenditure				
Wages and salaries	231,864		174,690	
Employer's PRSI contributions	25,243		19,219	
Staff pension costs	9,029		6,337	
Board Development & Governance	99		306	
Meetings	790		285	
Rent	6,872		6,872	
Insurance	1,638		1,403	
HR Partnership Programme	2,344		1,206	
UL/PPI Project	-		360	
Online Family Carer Support Project	45,240		43,867	
DAF - Family Carer Training	36,630		40,789	
DAF - ICT RET	72,701		6,536	
Printing, postage and stationery	216		352	
Newsletters	-		124	
Seminars & Conferences	145		10	
Publications	400		383	
Ukraine	500		-	
Death in Service	1,373		-	
Telephone	960		899	
Computer costs	365		652	
Carers Week	21,896		15,511	
Travelling and subsistence	849		336	
Research & Evaluation	-		255	
Consultancy	738		-	
Accountancy & Payroll fees	4,375		4,877	
Audit fees	3,805		3,690	

Care Alliance Ireland

**Detailed Trading Income and Expenditure Account
for the year ended 31 December 2022**

	2022	2022	2021	2021
	€	€	€	€
Bank charges	282		231	
Staff Development	766		4,298	
Carers Engage	-		2,520	
Sundry expenses	118		(89)	
Other Event Expenses	-		70	
Subscriptions	1,487		998	
Depreciation (Computer Equipment)	1,161		1,286	
		(471,886)		(338,273)
		32,251		27,405
Net Surplus/(Surplus) for the year		<u>32,251</u>		<u>27,405</u>