

CAIRDE
Annual Report and Financial Statements
for the financial year ended 31 December 2024

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CAIRDE DIRECTORS AND OTHER INFORMATION

Directors	Paul Reville Anne Cody Paula Quirke Sandra Okome Aisling Kearney (Resigned 6 March 2024) Violeta Mooney
Company Secretary	Tonya Myles
Company Number	157504
Charity Number	9778
Registered Office and Business Address	19 Belvedere Place Dublin 1
Auditors	Donal Ryan & Associates Chartered Certified Accountant and Statutory Auditor 34 Manor Street Dublin 7 Co. Dublin D07 FX33 Republic of Ireland
Bankers	AIB Bank plc Capel Street Dublin 1
Solicitors	Killeen & Co. Solicitors 14 Mountjoy Square Dublin 1

CAIRDE DIRECTORS' REPORT

for the financial year ended 31 December 2024

The directors present their report and the audited financial statements for the financial year ended 31 December 2024.

Principal Activity and Review of the Business

Cáirde is a non-government organisation working to reduce health inequalities amongst ethnic minorities. Cáirde is committed to supporting the participation of communities to enhance their own health. Cáirde's objective is to build the capacity of minority ethnic groups to

- (a) identify their own needs and develop an awareness of the policy context within which services are planned and delivered and
- (b) engage with statutory service providers and planners so that genuine process' of consultation and participation are initiated between ethnic minorities and the policy system.

Cáirde works through a community development approach, a process by which a community defines its own needs to bring about change.

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

There has been no significant change in these activities during the financial year ended 31 December 2024.

Principal Risks and Uncertainties

The Directors have identified that the key risks and uncertainties the company faces relate to the risk of a decrease in the level of funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation.

The costs of running the company are consistent with prior years and are expected to remain constant in the future therefore the Directors do not foresee any risks or uncertainties in this regard.

The company mitigates these risks as follows:

- The company continually monitors the level of activity, prepares and monitors its budgets targets and projections. The company has a policy of maintaining adequate cash reserves;
- The company closely monitors emerging changes to regulations and legislation on an ongoing basis; Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

Financial Results

The surplus for the financial year after providing for depreciation amounted to €82,535 (2023 - €54,802).

At the end of the financial year, the company has assets of €718,190 (2023 - €632,769) and liabilities of €447,865 (2023 - €444,979). The net assets of the company have increased by €82,535.

Directors and Secretary

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

Paul Reville
Anne Cody
Paula Quirke
Sandra Okome
Aisling Kearney (Resigned 6 March 2024)
Violeta Mooney

The secretary who served throughout the financial year was Tonya Myles.

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

Future Developments

The directors are not expecting to make any significant changes in the nature of the business in the near future.

Post Balance Sheet Events

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

Auditors

The auditors, Donal Ryan & Associates, (Chartered Certified Accountant), continue in office in accordance with section 383(2) of the Companies Act 2014.

CAIRDE DIRECTORS' REPORT

for the financial year ended 31 December 2024

Structure and Governance

The organisation is a charitable company limited by guarantee, incorporated on 10 April 1990 under the Companies Acts, 1963 to 2009. The company's constitution was updated in September 2015 following the enactment of the Companies Act 2014. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one pound (€1.27).

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association and managed by a Board of Directors.

Principal Risks and Uncertainties

The Directors have identified that the key risks and uncertainties the company faces relate to the risk of a decrease in the level of funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation.

The costs of running the company are consistent with prior years and are expected to remain constant in the future therefore the Directors do not foresee any risks or uncertainties in this regard.

The company mitigates these risks as follows:

- The company continually monitors the level of activity, prepares and monitors its budgets targets and projections. The company has a policy of maintaining adequate cash reserves;
- The company closely monitors emerging changes to regulations and legislation on an ongoing basis; Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

Reserve Policy

In line with best practice in accounting and reporting by charities, the board of directors have decided to state the charity's reserve policy within its annual report. The Board have examined the charity's requirements for reserves in light of the main risks to the organisation.

The board have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be at least two months of the budgeted expenditure. The reserves are needed to meet the working capital requirements of the charity, to deal with emergency expenditure and to fund the expansion of the charity's services going forward.

The board of directors are confident that at this level they will be able to continue the current activities of the charity in the event of a sudden drop in funding while allowing to raise other funding but not holding excessive reserves. The board have developed the reserves policy to assist in strategic planning, to inform a balanced budget and risk management process by identifying any uncertainty in future income streams.

Government Department Circulars

CAIRDE is compliant with relevant circulars including Circular: 44/2006 "Tax Clearance Procedures Grants, subsidies and Similar Type Payments" and DPE 022/05/2013 Circular: 13/2014 'Management of and Accountability for Grants from Exchequer Funds'.

Statement on Relevant Audit Information

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

Compliance Statement

The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:"

- the existence of a compliance policy statement;
- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- a review of such arrangements and structures has taken place during the financial year

CAIRDE DIRECTORS' REPORT

for the financial year ended 31 December 2024

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 19 Belvedere Place, Dublin 1.

Signed on behalf of the board



Paul Reville
Director



Paula Quirke
Director

Date: 25th September 2025

CAIRDE DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

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

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

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

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

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

Signed on behalf of the board



Paul Reville
Director



Paula Quirke
Director

Date: 25th September 2025

INDEPENDENT AUDITOR'S REPORT

to the Members of CAIRDE

Report on the audit of the financial statements

Opinion

We have audited the financial statements of CAIRDE ('the company') for the financial year ended 31 December 2024 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2024 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

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

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

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

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

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

INDEPENDENT AUDITOR'S REPORT to the Members of CAIRDE

Matters on which we are required to report by exception

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

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

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 7, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 10, which is to be read as an integral part of our report.

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

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



Donal Ryan FCCA AITI
for and on behalf of
DONAL RYAN & ASSOCIATES

Chartered Certified Accountant and Statutory Auditor
34 Manor Street
Dublin 7
Co. Dublin
D07 FX33
Republic of Ireland

Date: 25/09/2025

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

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

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

CAIRDE
INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Income	5	2,396,453	1,927,751
Expenditure		(2,314,019)	(1,872,975)
Surplus before interest		82,434	54,776
Interest receivable and similar income		101	26
Surplus for the financial year		82,535	54,802
Total comprehensive income		82,535	54,802

Approved by the board on 25th September 2025 and signed on its behalf by:



Paul Reville
Director



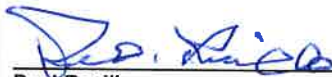
Paula Quirke
Director

CAIRDE
BALANCE SHEET
as at 31 December 2024

	Notes	2024 €	2023 €
Fixed Assets			
Tangible assets	9	27,042	32,566
Current Assets			
Debtors	10	320,644	196,905
Cash at bank and in hand		370,504	403,298
		691,148	600,203
Creditors: amounts falling due within one year	12	(447,865)	(444,979)
Net Current Assets		243,283	155,224
Total Assets less Current Liabilities		270,325	187,790
Reserves			
Income and expenditure account		270,325	187,790
Members' Funds		270,325	187,790

The financial statements have been prepared in accordance with the small companies' regime.

Approved by the board on 25th September 2025 and signed on its behalf by:


Paul Reville
Director


Paula Quirke
Director

CAIRDE
RECONCILIATION OF MEMBERS' FUNDS
as at 31 December 2024

	Retained surplus	Total
	€	€
At 1 January 2023	132,988	132,988
Surplus for the financial year	54,802	54,802
At 31 December 2023	187,790	187,790
Surplus for the financial year	82,535	82,535
At 31 December 2024	270,325	270,325

CAIRDE
CASH FLOW STATEMENT
for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Surplus for the financial year		82,535	54,802
Adjustments for:			
Interest receivable and similar income		(101)	(26)
Depreciation		5,524	5,029
		<u>87,958</u>	<u>59,805</u>
Movements in working capital:			
Movement in debtors		(123,739)	(72,829)
Movement in creditors		2,886	(29,014)
		<u>(32,895)</u>	<u>(42,038)</u>
Cash flows from investing activities			
Interest received		101	26
Payments to acquire tangible assets		-	(6,539)
		<u>101</u>	<u>(6,513)</u>
Net cash generated from/(used in) investment activities		<u>101</u>	<u>(6,513)</u>
Net decrease in cash and cash equivalents		(32,794)	(48,551)
Cash and cash equivalents at beginning of financial year		403,298	451,849
Cash and cash equivalents at end of financial year	11	<u>370,504</u>	<u>403,298</u>

CAIRDE

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. General Information

CAIRDE is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 157504. The registered office of the company is 19 Belvedere Place, Dublin 1 which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

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

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

Basis of preparation

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

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

Income

Income is included in the financial statements when received. Incoming resources have been included in the financial statements only when realised or when the ultimate cash realisation of which can be assessed with reasonable certainty.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Expenditure comprises those costs incurred by the company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Costs include governance costs associated with meeting the constitutional and statutory requirements of the company and include the audit fees and costs linked to the strategic management of the company

Fund Accounting

The following funds are operated by the Charity

- Restricted Funds

Restricted Funds, represent grants, donations and sponsorships received which can only be used for particular purposes specified by the donors or sponsorship programmes binding on the directors. Such purposes are within the overall aims of the company.

- Unrestricted Funds

General Funds represent amounts which are expendable at the discretion of Directors in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

- Designated Funds

Designated funds are unrestricted funds earmarked by the Management Committee for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

CAIRDE**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

Government grants

Grant income from Public Sector Bodies/Government Agencies and other sundry sources are either credited when receivable to the Income & Expenditure Account or are deducted from expenses which give rise to the grants. Expenditure grants are credited to the Income & Expenditure Account upon the recognition of the associated expense for which the grant was originally received.

Grants received specifically as a contribution towards the cost of land, buildings and buses/motor vehicles are credited directly to the capital fund in the year of receipt. Such grants are amortised to the Statement of Financial Activities on the same basis as the assets are depreciated

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Tangible assets and depreciation

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

Plant and machinery	-	20% Straight Line
Fixtures, fittings and equipment	-	12.5% Straight Line

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

Cash at bank and in hand

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

Trade and other creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the EC (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Taxation

No charge to current or deferred taxation arises as the charity has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No CHY 9778. The charity is eligible under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act, 1997" therefore income tax refunds arising from sponsorships exceeding €250 per annum are included in unrestricted funds. Irrecoverable value added tax is expended as incurred.

Pensions

The pension costs charged in the financial statements represent the contribution payable by the company during the year

3. Departure from Companies Act 2014 Presentation

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

4. Provisions Available for Audits of Small Entities

In common with many other businesses of our size and nature, we use our auditors to prepare and submit tax returns to the Revenue and to assist with the preparation of the financial statements.

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

continued

5. Income

The income for the financial year is analysed as follows:

	2024 €	2023 €
By Category:		
HSE Social Inclusion DNCC Core Grant	644,741	471,919
HSE IHA Dublin South & Wicklow Grant CH06	79,835	79,374
HSE Social Inclusion DNCC Ukraine Grant CH09	210,547	248,710
HSE Communications (Health Connect)	27,207	10,688
HSE - NSIO	394,080	405,848
HSE Social Inclusion DNCC Peer Support Programme	70,321	18,277
HSE Social Inclusion Housing First	51,835	-
HSE Social Inclusion DNCC Roma Advocacy post	21,000	21,000
HSE Dublin & Midlands Roma Information Line	78,056	76,867
Roma Education Project - DCEDIY	316,645	347,677
Roma & Migrant Health Promotion (SD)	-	7,550
HSE Social Inclusion DNCC Health Navigators	448,037	188,129
HSE Archiving Project	-	4,452
Other income	54,149	47,260
	2,396,453	1,927,751

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of health equalities amongst ethnic minorities. Cáirde is committed to supporting the participation of communities to enhance their own health.

6. Operating surplus

	2024 €	2023 €
Operating surplus is stated after charging:		
Depreciation of tangible assets	5,524	5,029

7. Employees

The average monthly number of employees, including directors, during the financial year was 53, (2023 - 45).

	2024 Number	2023 Number
Direct Charitable Activities	53	45

8. Employment Costs

	2024 €	2023 €
Wages and salaries	1,770,765	1,402,438
Social welfare costs	190,777	149,712
Other pension costs	18,113	18,375
	1,979,655	1,570,525

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

continued

9. Tangible assets

	Plant and machinery	Fixtures, fittings and equipment	Total
	€	€	€
Cost			
At 1 January 2024	69,529	95,923	165,452
At 31 December 2024	69,529	95,923	165,452
Depreciation			
At 1 January 2024	65,221	67,665	132,886
Charge for the financial year	1,703	3,821	5,524
At 31 December 2024	66,924	71,486	138,410
Net book value			
At 31 December 2024	2,605	24,437	27,042
At 31 December 2023	4,308	28,258	32,566

10. Debtors

	2024	2023
	€	€
Other debtors	287,098	174,927
Prepayments	8,548	12,397
Project Fund Receivable	24,998	9,581
	320,644	196,905

11. Cash and cash equivalents

	2024	2023
	€	€
Cash and bank balances	370,504	403,298

12. Creditors

Amounts falling due within one year	2024	2023
	€	€
Trade creditors	14,116	9,954
Taxation	43,798	43,140
Credit Card	3,107	1,319
Pension accrual	27,126	13,643
Accruals	61,968	17,196
Deferred Income	297,750	359,727
	447,865	444,979

13. Taxation

	2024	2023
	€	€
Creditors: PAYE	43,798	43,140

14. Pension costs - defined contribution

The company operates a personal retirement savings account (PRSA) scheme. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to €18,013 (31 December 2023 - €18,375).

CAIRDE
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

15. State Funding

Agency	HSE
Government Department	Department of Health
Grant Programme	HSE Social Inclusion DNCC Core Grant
Term	Expires 31 December 2024
Grant taken to income for the year	€644,741
Expenditure in the year	€644,741
Received in the financial year	2024
Capital Grant	Nil
Restriction on use	Support for the purpose of the grant.
Agency	Department of Children, Equality, Disability, Integration and Youth
Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	Roma Education Project - DCEDIY
Term	Expires 31 December 2024
Opening deferred income b/fwd 2023	€82,328
Grant received in the year	€300,000
Closing deferred income c/fwd 2025	(€20,648)
Accrued liabilities c/fwd 2025	(€45,035)
Grant taken to income for the year	€316,645
Expenditure in the year	€316,645
Received in the financial year	2024
Capital Grant	Nil
Restriction on use	Support for the purpose of the grant.
Agency	HSE
Government Department	Department of Health
Grant Programme	HSE Social Inclusion DNCC Ukraine Grant CHO 9
Term	Expires 31 December 2024
Opening deferred income b/fwd 2023	€83,722
Grant received in the year	€163,607
Closing deferred income c/fwd 2025	(€36,782)
Grant taken to income for the year	€210,547
Expenditure in the year	€210,547
Received in the financial year	2024
Capital Grant	Nil
Restriction on use	Support for the purpose of the grant.
Agency	HSE
Government Department	Department of Health
Grant Programme	HSE / IHA Dublin South & Wicklow Grant CHO 6
Term	Expires 31 December 2024
Opening deferred income b/fwd 2023	€0
Grant received in the year	€79,835
Closing deferred income c/fwd 2025	(€0)
Grant taken to income for the year	€79,835
Expenditure in the year	€79,835
Received in the financial year	2024
Capital Grant	Nil
Restriction on use	Support for the purpose of the grant.

CAIRDE**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

Agency

Government Department
Grant Programme
Term
Opening deferred income b/fwd 2023
Grant received in the year
Closing deferred income c/fwd 2025
Grant taken to income for the year
Expenditure in the year
Received in the financial year
Capital Grant
Restriction on use

HSE

Department of Health
HSE NSIO UCR
Expires 31 December 2024
€19,989
€419,855
(€45,765)
€394,080
€394,080
2024
Nil
Support for the purpose of the grant.

Agency

Government Department
Grant Programme
Term
Opening deferred income b/fwd 2023
Grant received in the year
Closing deferred income c/fwd 2025
Grant taken to income for the year
Expenditure in the year
Received in the financial year
Capital Grant
Restriction on use

HSE

Department of Health
HSE Social Inclusion DNCC Health Navigators CHO 9
Expires 31 December 2024
€21,019
€448,037
(€21,019)
€448,037
€448,037
2024
Nil
Support for the purpose of the grant.

Agency

Government Department
Grant Programme
Term
Opening deferred income b/fwd 2023
Grant received in the year
Closing deferred income c/fwd 2025
Closing accrued income c/fwd 2025
Grant taken to income for the year
Expenditure in the year
Received in the financial year
Capital Grant
Restriction on use

HSE

Department of Health
HSE Communications (Health Connect)
Expires 31 December 2024
€56,943
€12,037
(€43,276)
€1,503
€27,207
€27,207
2024
Nil
Support for the purpose of the grant.

Agency

Government Department
Grant Programme
Term
Opening accrued income b/fwd 2023
Grant received in the year
Closing deferred income c/fwd 2025
Grant taken to income for the year
Expenditure in the year
Received in the financial year
Capital Grant
Restriction on use

HSE

Department of Health
HSE Special Inclusion DNCC Peer Support Programme
Expires 31 December 2024
(€9,581)
€82,825
(€2,923)
€70,321
€70,321
2024
Nil
Support for the purpose of the grant.

CAIRDE**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2024

Agency	HSE
Government Department	Department of Health
Grant Programme	Women's Health MHER
Term	Expires 31 December 2024
Opening deferred income b/fwd 2023	€0
Grant received in the year	€22,000
Closing deferred income c/fwd 2025	(€6,432)
Grant taken to income for the year	€15,568
Expenditure in the year	€15,568
Received in the financial year	2024
Capital Grant	Nil
Restriction on use	Support for the purpose of the grant.
Agency	HSE
Government Department	Department of Health
Grant Programme	HSE Dublin & Midlands Roma Information Line
Term	Expires 31 December 2024
Grant taken to income for the year	€78,056
Expenditure in the year	€78,056
Received in the financial year	2024
Capital Grant	Nil
Restriction on use	Support for the purpose of the grant.
Agency	HSE
Government Department	Department of Health
Grant Programme	Social Inclusion - Housing First
Term	Expires 31 December 2024
Opening deferred income b/fwd 2023	€0
Grant received in the year	€72,821
Closing deferred income c/fwd 2025	(€20,986)
Grant taken to income for the year	€51,835
Expenditure in the year	€51,835
Received in the financial year	2024
Capital Grant	Nil
Restriction on use	Support for the purpose of the grant.

16. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.27.

17. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2024.

18. Key Management Personnel Remuneration

In accordance with Section 33 of FRS 102, the total salary received by key management personnel during the financial year was 150,789 (2023: 134,575). Pension contributions to PRSA's for these staff is 4% of salary.

The number of key management personnel to whom this remuneration relates was 3 (2023: 3).

In line with HSE disclosure requirements, the salary of the General Manager was €70,000 in 2024 (2023: €61,512).

None of the directors received remuneration or benefits for their service during the year ending 2024 or 2023.

19. Post-Balance Sheet Events

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

CAIRDE

continued

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

20. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on

25th September 2025