

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 2015

**84 Northumberland Road
Ballsbridge
Dublin 4**

**Duignan Carthy O'Neill
Chartered Accountants
Registered Auditors**

Care Alliance Ireland

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Care Alliance Ireland

1. Legal and Administration Details

BOARD OF DIRECTORS

Avril Dooley	
Clare Duffy	(Research Committee)
Dermot Maguire	(Audit and Risk Committee)
Gerard McCaffrey	(Chair)
Fergus O'Rourke	(Chair, Audit and Risk Committee)
Deirdre Shanagher	(Chair, Research Committee)
Jimmy Duggan	
Rosemary Daynes	
Ann Walsh	
Donal McKenna	(Appointed 8 April 2016)
Phil Dunne	(Appointed 15 March 2016)

SECRETARY AND REGISTERED OFFICE

Avril Dooley

Care Alliance Ireland
Coleraine House
Coleraine Street
Dublin 7

EXECUTIVE DIRECTOR

Liam O'Sullivan

BOARD COMMITTEES

Dermot Maguire	(Audit and Risk Committee)
Fergus O'Rourke	(Chair, Audit and Risk Committee)
Clare Duffy	(Research Committee)
Deirdre Shanagher	(Chair, Research Committee)

REGISTERED COMPANY NUMBER

461315

CHY NUMBER

14644

CHARITY REGISTRATION NO:

20048303

AUDITORS

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

PRINCIPAL BANKERS

Allied Irish Bank
Capel Street
Dublin 2

**Directors' Report
for the year ended 31 December 2015**

2 Directors' Report

The Directors present their annual report together with the audited financial statements of Care Alliance Ireland for the year ended 31 December 2015. The Directors confirm that the annual report and financial statements comply with the current statutory requirements, the requirements of our governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005 (updated 2008, 2013).

2.1 Objectives, Activities, Achievements and Performance

The main objective of Care Alliance Ireland as set out in its Memorandum of Association is to provide for the relief of poverty and distress through the provision of support, education, training and research, and the dissemination of information, to Family Carers and Family Carer organisations throughout Ireland.

The Memorandum of Association also sets out a number of supporting objectives which are used to attain our main objective, and any income generated from the achievement of its supporting objectives can only be applied for the main objective. The supporting objectives are:

- To ensure that the role of Family Carers is fully recognised and valued by society in Ireland.
- To enhance the quality of life for Family Carers. We achieve this by supporting our charitable member organisations in their direct work with Family Carers through the provision of information, developing research and policy in the field, sharing resources, and instigating opportunities for collaboration.

2.2 Achievements and Performance in 2015 in Meeting Objectives

Care Alliance Ireland is the National Network of Voluntary Organisations supporting Family Carers. Our vision is that the role of Family Carers is fully recognised and valued by Irish society. Care Alliance exists to enhance the quality of life for Family Carers. There are approximately 274,000 Family Carers in the Republic of Ireland. Family Carer support is provided by a number of organisations, including those dedicated solely to carer support and others who support Carers as part of their response to individuals with specific conditions. We support our 104 member organisations and other agencies in their work with Family Carers. Our legitimacy derives from our membership base, which includes all the carer organisations and virtually all the disease/disability-specific organisations currently providing services to Ireland's Family Carers. Our membership is comprised of large and small organisations which have regional and/or national remits.

2015 was a highly successful and impactful year for Care Alliance Ireland. Our activities and annual work plan are informed by our Strategic Plan (2014–2017), and during 2015 we continued its implementation.

A work plan is prepared annually and approved by the Board. The majority of our KPIs were met or exceeded in 2015.

Care Alliance Ireland

Directors' Report for the year ended 31 December 2015

Key events in 2015 were:

- a number of new publications, including two discussion documents, five e-zines and the updated Overview Report on Family Caring in Ireland;
- a highly successful ninth National Carers Week in June;
- progression of two Family Carer primary research projects;
- delivery of the first ever Family Carer Research Conference.

We now report on how we achieved our objectives, with reference to our priorities as outlined in our 2014–2017 Strategic Plan.

The plan prioritises the following six areas of action:

- Providing a united voice for, and strengthening the impact and relevance of, family caring organisations in Ireland.
- Providing up-to-date, relevant information to our members in a timely and accessible manner.
- Supporting primary and applied research on family caring and the role of Family Carers.
- Building the profile and raising awareness of Care Alliance Ireland.
- Ensuring we have the capacity and resources to progress strategic priorities.
- Supporting member organisations and international alliances.

**Directors' Report
for the year ended 31 December 201**

Providing a united voice for, and strengthening the impact and relevance of, family caring organisations in Ireland

- To ensure that we are seen as a significant representative voice for the Family Carer sector.
- To coordinate policy submissions on issues of relevance to Family Carers and our member organisations.
- To provide opportunities for our members to interact, network and share learning by coordinating meetings, events and workshops.

We continued to deliver on our representative function in a number of ways in 2015, most significantly through our pre-budget submissions to government, and through our policy-related submissions.

Through our co-ordination of the ninth National Carers Week, we facilitated collaborative events for Family Carers throughout Ireland. Details are provided later in this report.

Delivering on existing projects and commitments, creating and disseminating new publications, and progressing primary research were our primary focus this year.

Implementation of the 2012 National Carers Strategy by government agencies and other support organisations is progressing, albeit slowly. We worked intensively on a monitoring group led by the Carers Association. The third annual report on the Strategy, which was published in early 2016, demonstrated some material progress.

We engaged in ongoing collaborative work with the Carmichael Centre for Voluntary Groups, the Disability Federation of Ireland and the Wheel.

Providing up-to-date, relevant information to our members in a timely and accessible manner

- To produce information, including policy and research briefings, that will inform member organisations on issues of relevance.
- To disseminate the latest national and international policy, research and practice initiatives.

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 104 member organisations and over 550 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. Our database of contacts grew by in excess of 40% in 2015.

Care Alliance Ireland

Directors' Report for the year ended 31 December 201

We use email in a measured and focused way to ensure that communication is relevant to members and stakeholders.

We review sectoral publications, and, in particular, carer-related research, and disseminate in a targeted way.

Much of early 2015 was spent updating the “Overview of Family Caring in Ireland” report. This publication, now in its third edition, has been directly downloaded in excess of 4,600 times from our website www.carealliance.ie. In April we disseminated hard copies of this publication to over 500 organisations.

We continued to work closely with the HSE and others in their progression of the Single Assessment Tool and, in particular, in the creation of a Carer Assessment supplement to the InterRAI. The pre-pilot of this intervention took place in late 2015 and we look forward to a full international pilot taking place throughout 2016.

We also undertook regular reviews of new Family Carer research, policy and practice resources internationally and disseminated these as appropriate.

In spring we updated the “Directory of Support Services for Family Carers” for Dublin and surrounding areas.

Our website is increasingly viewed as a portal for Family Carer research and policy. The website reach in 2015 was the highest yet, with in excess of 82,000 downloads. The number of unique users in 2015 was 8,965, which represents a material increase on 2014 levels. Visitors increased to 17,267, again the highest number ever.

The most popular downloads from our website in 2015 were (in order): Life After Care Booklet, Family Caring In Ireland Overview, Directory of Support Services, Literature Review on the Relationship between Family Carers and Paid Care Workers.

Four editions of our newsletter, *Care Alliance Ireland*, were produced and disseminated widely and they remain available on our website. The number of downloads of our newsletters reached 8,646 – an increase of 40% year on year.

Five editions of the Care Alliance Ireland Research & Policy E-zine were produced and disseminated widely, to over 750 key individuals across the not-for-profit and academic spheres. These e-zines included research reviews, policy analysis and other related topics.

We undertook an analysis of Budget 2016 within 24 hours of the Budget announcement regarding the developments affecting Family Carers. This was shared widely.

**Directors' Report
for the year ended 31 December 201**

Supporting primary and applied research on family caring and the role of Family Carers

- To communicate and support carer-specific research that informs and progresses policy and service development for Family Carers.
- To influence the Family Carer research agenda by collaborating with third-level institutions, statutory bodies and other relevant agencies, both nationally and internationally.

2015 marked a significant development in the Family Carer research realm. Our collaborative research with the University of Limerick on benefit-finding in family caregiving successfully recruited over 80 participants, who completed regular personal online journals. The findings will be published in 2016.

In November, the Health Research Board funded primary research with UCD and others on resilience in caregivers of people with dementia, and a research assistant was recruited at year end. We look forward to recruiting another research assistant in 2016 to assist with the dissemination aspect of the project.

Our new Policy and Research Officer came on board in January. This facilitated the re-establishment of the Family Carer Research Group, which met twice in 2015. In November we hosted the inaugural Family Carer Conference in Dublin, with submissions from across the not-for-profit and academic sectors. Twenty-four papers were presented in oral and poster format, with a large number of first-time attendees at a Care Alliance event.

Our previous publications continued to be downloaded in large numbers; for example, the peer-reviewed literature review on the relationship between Family Carers and home care support workers, launched in November 2014, has been downloaded in excess of 2,500 times to date.

We continue to lead the sector in considering and addressing research gaps. We continue to have ongoing contact with senior academics regarding their Family Carer research proposals and projects.

2015 also saw the launch of the Care Alliance Discussion Paper Series, which aims to stimulate debate and further research across the sector. The first two papers – “Defining Carers” and “Intellectual Disability, Caring and Role Reversal” – were met with positive reviews and feedback. The second of these papers, on the topic of intellectual disability and family care, will be published in the *Irish Social Work* journal in March 2016.

**Directors' Report
for the year ended 31 December 201**

Building the profile and raising awareness of Care Alliance Ireland

- To expand our membership by 25% over the period 2014–2017.
- To increase the active engagement and participation of member organisations in the work of our alliance.
- To continue leading and developing National Carers Week as the primary annual awareness-raising event for Family Carers in Ireland, and to organise at least one other annual event/seminar that generates significant publicity and media interest.
- To increase awareness and understanding of our activities using different channels, including social media.

We undertook a membership development initiative in 2015 which resulted in ten organisations being accepted for membership.

Meetings also took place with key member organisations with which collaborative ventures are ongoing or planned.

At the end of 2015, our membership stood at 103, including key intellectual-disability organisations and nearly all of the significant condition-specific organisations.

Our collaborative pre-Budget media event with other national federations resulted in considerable national media attention being drawn to Family Carers. We also collaborated with Inclusion Ireland on issues around respite care.

National Carers Week (2015 saw the ninth), a significant entry in the calendars of organisations supporting Family Carers, took place from 8th to 14th June, and exceeded our expectations. Events took place in every county. New developments in 2015 included a short video, which was widely viewed on a number of social media. We continued to engage with primary schools through the schools' competition, as well as with occupational health departments in 50 of Ireland's biggest companies. A new survey was undertaken, with in excess of 800 respondents. Media coverage was extensive across a range of traditional and social media fora. The www.carersweek.ie website had 11,067 unique users in 2015.

Our social media campaign was extensive, primarily through the NationalCarersWeek Facebook page. The page received over 11,500 "likes", and in the run-up to the week, became one of the most active Facebook pages within the NGO sector in Ireland. The page reached over 140,000 users in the week before Carers Week.

Care Alliance Ireland

Directors' Report for the year ended 31 December 2015

The objectives for the week were:

- to raise awareness of Family Carers in our community;
- to deliver events for Family Carers throughout the country; and
- to engage with Family Carers not yet availing of carer support services.

Based on stakeholder feedback, we have succeeded in meeting these objectives. A full review of the week was undertaken and we were successful in a National Lottery funding application to support the project for 2016.

Throughout the year we continued to manage a large and growing Facebook following on our NationalCarersWeek Facebook page. We constantly review this activity to ensure that it is in keeping with our core principles. We are increasingly using our Twitter account (@CareAllianceIrl) to reach and engage with a wide range of stakeholders and potential stakeholders.

In September we celebrated our 20 year anniversary, with two guest speakers, Diarmaid O'Corrbui, CEO of The Carmichael Centre and Senator Jillian van Turnhout.

Ensuring we have the capacity and resources to progress strategic priorities

- To secure the resources required to successfully implement our vision, mission and objectives;
- To develop and implement exemplary operational and governance structures, and to promote this philosophy and practice among our members;
- To support the ongoing development of our staff, volunteers and Board of Directors.

Thanks to generous state support under the Scheme to Support National Community and Voluntary organisations (SSNO) and modest funding from the HSE, 2015 was a year when we could focus less on securing funds and more on delivering real impact and outcomes. Continued funding from these two sources is crucial to our continued work.

The Board, ever mindful of the need to demonstrate high levels of governance, reviewed our compliance with the Governance Code and reiterated our full compliance with same in November 2015.

Both staff and board members availed of appropriate training opportunities that arose during the year.

**Directors' Report
for the year ended 31 December 201**

Supporting member organisations and international alliances

- To support the development of member organisations through the provision of services and supports that will strengthen their organisational effectiveness and corporate governance structures;
- To share with members details of funding opportunities relevant to their work with Family Carers;
- To develop international links and to participate in international networks to facilitate the transfer of good practice and policies.

Our comprehensive approach to communicating with our members gives expression to our efforts to enhance their own individual and organisational response to supporting Family Carers. We respect the independence of our member organisations, yet actively encourage them to deliver higher quality supports for Family Carers. We have shared a number of our policy templates with some member organisations at their request.

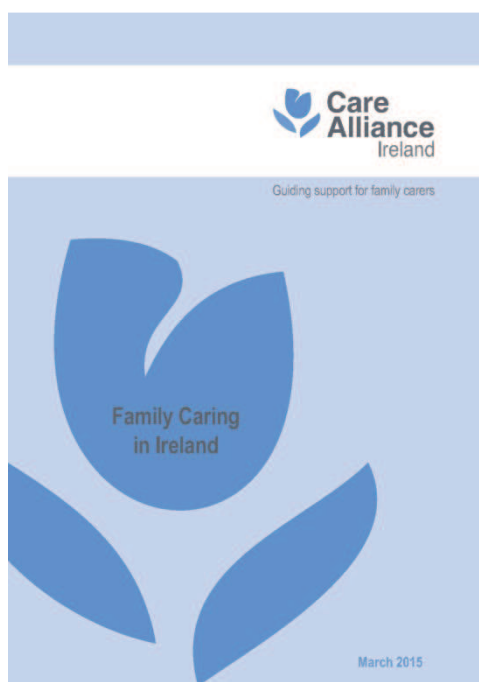
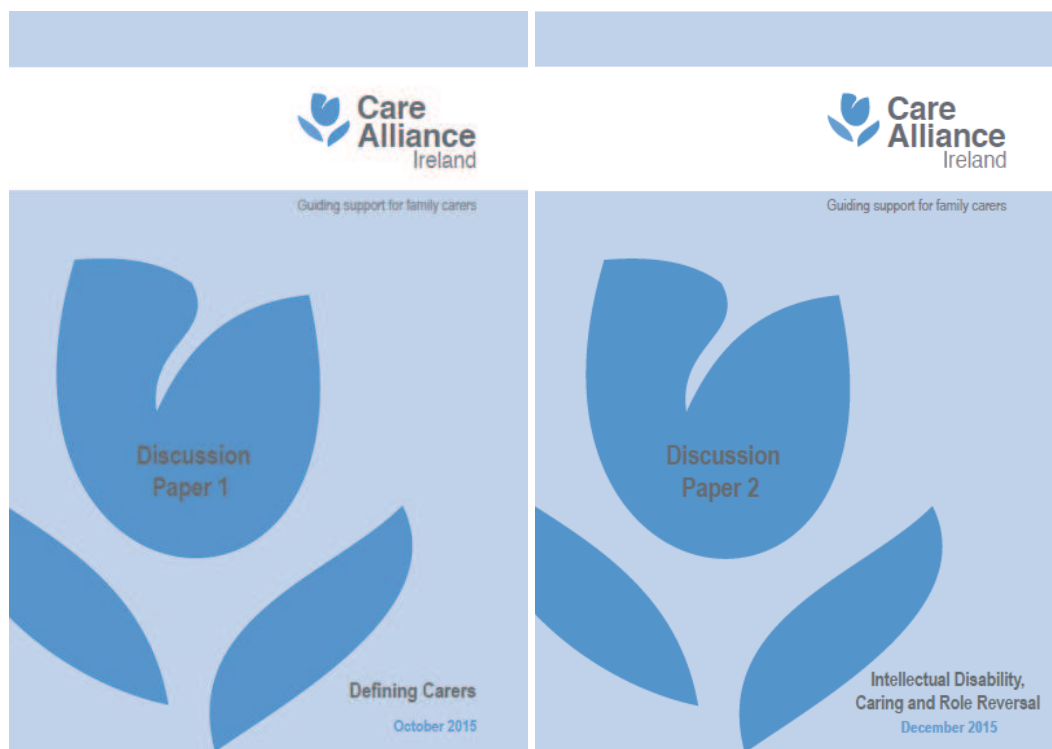
In December, we were delighted to be awarded funds under the Dormant Account Funds (Carer Training Measure). This will enable us to support a wide range of not-for-profit organisations in their delivery of Family Carer training in 2016 and beyond. Other outputs will include a Family Carer training website www.familycarertraining.ie and a resource/good practice booklet.

We scan for funding opportunities and regularly share these details with our member organisations.

In 2015 we continued to be active in the international sphere, with participation in the International Alliance of Caregiver Organisations (IACO) as well as in Eurocarers. In particular we have been highly active in the newly formed Eurocarers Research Working Group. In September we presented a number of papers and chaired a number of sessions at the Sixth International Carers Conference in Gothenburg, Sweden.

**Directors' Report
for the year ended 31 December 2015**

2.3 2015 in Publications



Care Alliance Ireland

Directors' Report for the year ended 31 December 2015



Care Alliance Ireland
Exchange Autumn 2015 Issue 48

20 Year Celebrations
In 1995, a group of individuals and voluntary organisations, many condition or issue specific, came together with a view to forming an alliance. The idea was that the formation of such an alliance could be an effective way of raising the awareness both within their own organisations and externally, about the valuable role played by family carers.

Twenty years on, Care Alliance Ireland is now a leading actor in the field. We strive to positively influence research, policy and practice in family carer support, and work collaboratively with a wide range of partners. Currently we are engaged in a number of significant interagency projects, namely:

- National Carers Week
- National Carers' Strategy Implementation Monitoring Group
- Home Care Employment Standards Working Group (MRCI)
- Innovege - Online Portal for Carers of Older People
- InterRAM Single Assessment Tool/Carer Needs Assessment Working Group
- Lenus Working Group
- Family Carer Resilience/Dementia HRS Research (UCD)
- Benefit Finding Research (JUL)

We also are involved in making regular submissions to a number of government departments and other agencies. We are also active internationally with Eurocarers and IACO. With in excess of 70,000 downloads from our website annually, we are the leading provider of information on family carer research, policy and practice in Ireland.

Founders and others who had supported our work were invited to a special 20 year anniversary, which took place in The Carmichael Centre on 15 September. With over 30 people in attendance, Senator Jillian van Turnhout and Dáiread O'Corbui both spoke eloquently on the topic of 'The Value of Federations and Alliances in the Not for Profit Sector'.

See page 2 for photos.


'Guiding Support for Family Carers'

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We believe that our work over the past 20 years has contributed to:

1. Enriching the work of our 102 member organisations and others to be more informed and more family carer focused
2. Raising awareness of the valuable contribution family carers make to our community
3. Making the lives of family carers better.



Care Alliance Ireland
Exchange Spring 2015 Issue 46

Merger of Two National Carer Organisations Approved by Members

A merger between The Carers Association and Caring for Carers was approved overwhelmingly in early February by both organisations' respective memberships.

"This will mean one dedicated carer centred organisation to help support, lobby and advocate on behalf of Ireland's family carers. The merger will ensure that benefits and services of both organisations will be available to all carers throughout the country while pooling best practice and experience to create one strong national voice for family carers based on a shared vision for the future" said Pat Dolan, Chairperson, of the Carers Association.



Judith Inoride, President and a founding member of Caring for Carers Ireland said: "I welcome the decision to merge the two organisations. I look forward to an improved network of support for family carers in Ireland and to gaining greater recognition for the voices of family carers".

With both organisations offering services and support in different parts of Ireland, the merger will ensure the benefits and services of both organisations are available for family carers across the whole country.

'Guiding Support for Family Carers'

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Care Alliance Ireland
Exchange Summer 2015 Issue 47

Update on Membership Development Initiative

Key National Organisations Join Care Alliance Ireland - Membership Now Exceeds 100

Following a recent membership development initiative, a number of national condition-specific organisations have become members of Care Alliance Ireland, namely the Migraine Association of Ireland, Epilepsy Ireland and ASPIRE (Asperger Syndrome Association).

Speaking on the occasion of board approval of these applications, Chairperson Gerry McCaffrey, said:

"Having these three national organisations as members is a wonderful opportunity for Care Alliance Ireland to increase its reach and impact in its work of guiding support for family carers."

Liam O'Sullivan, Executive Director, Care Alliance Ireland said:

"These conditions can be quite hidden, and as such, the understanding, care and support provided by family members is often insufficiently acknowledged by the wider community. We look forward to seeking out ways to work with these organisations to help them deliver on their visions and missions."

At the May board meeting a number of other membership applications were also approved. These are: Breffni Family Resource Centre (Carrick on Shannon), Baile Mhuire Ltd (Tralee), GROW, Congregation of the Sisters of Mercy, Cairdeas Centre (Carlow) and St Hilda's Services (Athlone).

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Senator Jillian van Turnhout pictured at the launch of National Carers Week 2015



Care Alliance Ireland
Exchange Winter 2015 Issue 49

Budget 2016

Welcome Response to Restoration of Level of Respite Care Grant Family Carers Unhappy with Being Described as "Not Working"

Budget 2016 will deliver some real improvements in overall income supports for full-time family carers. This is to be welcomed. Not-for-profit organisations may at last be able to again build and develop their supports for family carers, confident that the cut-backs are behind us. This does not negate the need for all who deliver supports to family carers to deliver high quality evidenced-based supports, and to deliver them efficiently. Demographic pressures combined with increases in life expectancy will increase the overall quantum of care support needs for our community into the future. Family Carers are the bedrock of these supports.

Post-budget feedback from family carers on social media was interesting. Whilst the higher rate of Respite Care Grant and other small improvements in income supports were welcomed, a common thread was the feeling that as a family carer, to be labelled as non-working, was disrespectful and did not give expression to being fully valued. In addition, those family carers who were also in paid employment expressed their frustration at a lack of support and acknowledgement for the time spent balancing paid employment and caring responsibilities.

Concerns were also expressed about the ongoing challenges in accessing timely home care support as well as the so-called ancillary supports such as occupational therapy, physiotherapy, etc. We look forward to reviewing the 2016 HSE Service Plan and hope it will seek to prioritise the progression of a number of initiatives in the areas of carer information and carer needs assessment. We also look forward to the awarding of contracts to applicants for the family carer training funds (Dormant Accounts), announced nearly two years ago.

'Guiding Support for Family Carers'

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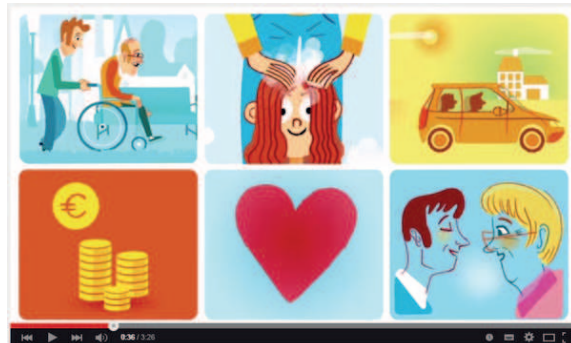
See our full response to Budget 2016 on page 2

**Directors' Report
for the year ended 31 December 2015**

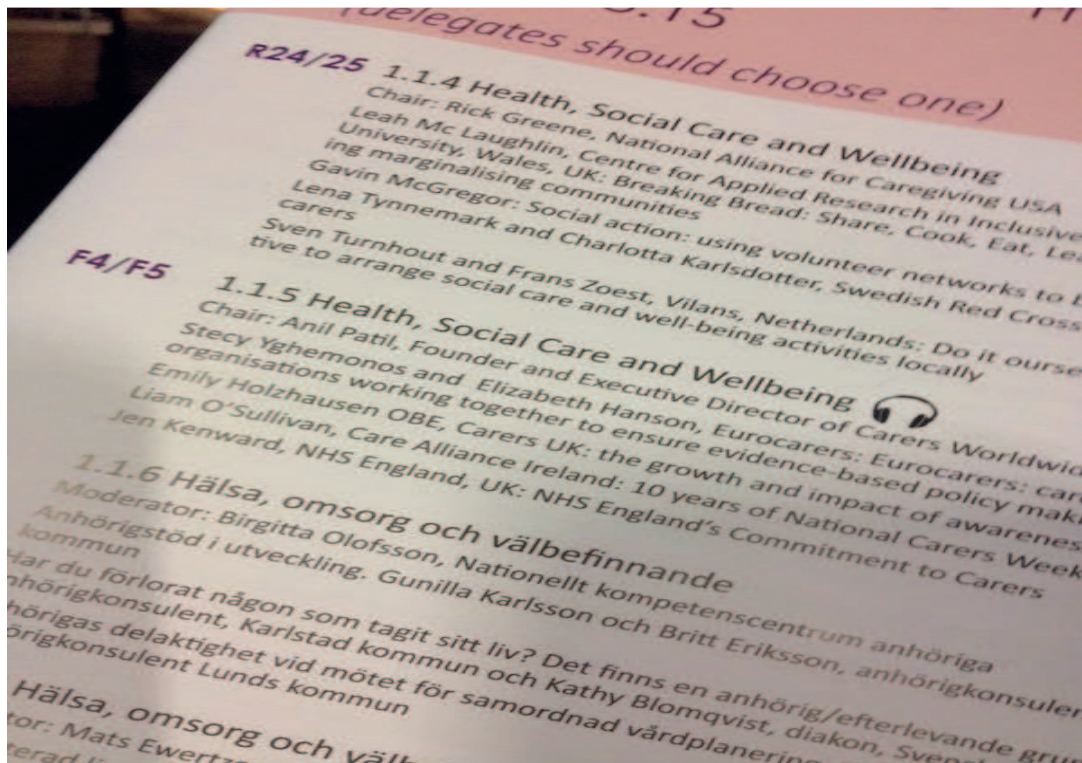
2.4 2015 in Images



Our 20 year celebration



Online resource for Carers of older people



Some presentations at the Sixth International Carers Conference

Care Alliance Ireland

**Directors' Report
for the year ended 31 December 2015**



Some of the leaders from International Caregiver Organisations (IACO)



**Participants at the inaugural Family Carer Research Conference,
November 2015**

**Directors' Report
for the year ended 31 December 2015**



**Ninth National Carers Week –
-presentation to VHI staff**

carersweek National Carers Week
June 8th - 14th 2015



**Celebrating
Ireland's
Family Carers**

www.carersweek.ie

Find Us
www.facebook.com/nationalcarersweek

Carers Week Banner

**Directors' Report
for the year ended 31 December 2015**



Nuala Carey supporting National Carers Week, 8–14 June 2015



Nuala Carey during National Carers Week; trolley coins for Carers Week



New logo for merged national carer organisations – The Carers Association and Caring for Carers

Care Alliance Ireland

Directors' Report for the year ended 31 December 2015

2.5 2015 in Figures

131	Number of events for Family Carers as part of National Carers Week 8–14 June
1,285	Downloads of “Caring in Ireland” publication during 2015
10	Number of new member organisations
11,542	National Carers Week Facebook followers on 31 December 2015
82,060	Number of downloads from our website
8,965	Number of unique users of www.carealliance.ie
5	Number of policies reviewed by the Board
5	Number of meetings of the Board of Directors
1	Number of new committees set up – the Research Committee

2.6 2015 by Dates

5 January	Policy and Research Officer begins work with Care Alliance Ireland
24 February	Annual carer organisations forum with government departments
9 March	First planning meeting for Ninth National Carers Week
10 March	First board meeting of the year
22 April	Eurocarers research meeting in Dublin
8–14 June	National Carers Week
2 July	Received news of successful research funding from the Health Research Board for “Resilience in Caregivers of People with Dementia”
3–5 Sept	Sixth International Carers Conference
15 September	20 year anniversary and AGM
20 November	Inaugural Family Carer Research Conference

Care Alliance Ireland

**Directors' Report
for the year ended 31 December 2015**

2.7 2015 by Feedback

Below is a selection of comments and feedback from members and allied organisations that have interacted with Care Alliance Ireland in 2015.

"Just a quick note to say thank you very much for a well organised and enjoyable conference on Friday. I thoroughly enjoyed the day, and once again thank you for the invite. Also I would appreciate it to be included on the email list of updates."

Mental Health Social Worker, Community Rehab
Team, Ballymun Civic Centre

"I just wanted to say well done on the conference! It was a very successful day indeed and really interesting presentations. Thanks for hosting it and I look forward to the next one!"

Lecturer, UCD School of Nursing, Midwifery and
Health Systems, UCD Health Sciences Centre

"I really enjoyed Friday; well done – it was a great programme and a fantastic opportunity to meet researchers and others working in the field."

Policy and Research Manager, The Alzheimer
Society of Ireland (in response to the Family Carer
Research Conference)

"I have read your piece of research 'Defining Carers'. I found it very interesting and thought provoking. It brought to light some vague feelings such as paternalism in the term and so on. It also opened my eyes as to how other people feel about the different terms as I was firm in my conviction of Family Carer (maybe not so now). The quotation from the last person in the study is the truth but I think this type of paper makes people in a caring role look at their job and begin to discuss it with a wider audience. I hope to read this study to my family carers group today."

Direct feedback received from a Family Carer about
the discussion document "Defining Carers"

"This Newsletter is a great resource – it gives a great insight into all the work you are doing – well done!"

Senior Policy Officer at Age Action Ireland (in
response to receipt of Care Alliance Ireland
Exchange Quarterly Newsletter)

"This is indeed good news and a big step forward! I would appreciate receiving a copy of the draft assessment tool and instruction manual, if possible. We will look forward to following your full international pilot on assessing caregiver needs in 2016."

Senior Strategic Policy Advisor, AARP Public
Policy Institute, USA (in response to communication
about Carer Needs Assessments)

Care Alliance Ireland

**Directors' Report
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"I have always found your organisation to be a useful port of contact down through the years and ... [one that] has always been of assistance to us here in SBHI. I look forward to working with you again in the near future."

Manager, Family Support Services, Spina Bifida
Hydrocephalus Ireland

"Congratulations to you and everyone there on an extremely successful Carers Week! We really appreciate all the support you gave us in the lead up to and during the week."

Advocacy Officer, The Alzheimer Society of Ireland

"Thanks for sending this on, I have forwarded it to the SAT Clinical Leads."

SAT National Education and Development
Manager, Services for Older People Care Group,
Social Care Directorate, HSE (commenting on the
launch of our Directory of Support Services for
Family Carers)

"Very informative Directory, would be great to have one for all counties."

Senior Manager, HSE West (commenting on the
launch of our Directory of Support Services for
Family Carers)

"Congratulations on all the activities your organization is undertaking (the newsletter looks great!)"

President, Canadian Caregiver Coalition/ Executive
Director, Canadian Home Care Association

"Thanks for this; it is very relevant for our family carer training."

Policy and Research Manager from member
organisation commenting on receipt of latest
research from BMJ on dementia/carer intervention)

"Looks like a great report ... and a wonderful resource for us all in the sector – well done."

Social Policy Manager from member organisation
commenting on content of new report "Family
Caring in Ireland"

**Directors' Report
for the year ended 31 December 2015**

2.8 2015 in Quotes

"This will mean one dedicated carer centred organisation to help support, lobby and advocate on behalf of Ireland's family carers. The merger will ensure that benefits and services of both organisations will be available to all carers throughout the country while pooling best practice and experience to create one strong national voice for family carers based on a shared vision for the future."

Pat Dolan, Chairperson, The Carers Association,
speaking on the merger between The Carers
Association and Caring for Carers

"I welcome the decision to merge the two organisations. I look forward to an improved network of support for family carers in Ireland and to gaining greater recognition for the voices of family carers."

Judith Ironside, President and a founding member of
Caring for Carers Ireland

"This merger is to be welcomed and creates potential for further cohesion, efficiencies and added value to the sector. We look forward to working more closely with the new unified organisation and wish them well for the future. Care Alliance Ireland will continue to reach out to and support ever more organisations that are currently supporting or looking to support Ireland's family carers."

Gerry McCaffrey, Chairperson, Care Alliance Ireland

"It is wonderful at last to see the Carer Needs Assessment tool being used here in Ireland. The initial verbal feedback from practitioners has been immensely positive to date. This augurs well for the wider roll out in 2016. They report the process as being positive for both themselves and for the family carers who have taken part so far. We acknowledge the leadership being shown by them and by the SAT team within the HSE and look forward to publishing the findings from this study in a future edition of our Newsletter. We also look forward to working with the HSE and other stakeholders in progressing a full international pilot in 2016."

Liam O'Sullivan, Executive Director, Care Alliance
Ireland

"We are an invisible work force in Ireland. We need more help and more support. Being a carer is a wonderful privilege for somebody you love. But the isolation and loneliness are awful and feeling that you are not part of Irish society anymore and don't count. That is soul destroying."

Family Carer, 2015 Carers Week Survey

"I have learned that I have strengths that I never knew I had. I have learned how to cope in the most difficult of circumstances. I have learned that I am able to do things that I never thought I would be able to do."

Family Carer, 2015 Carers Week Survey

2.9 Financial Review

The results for the year as set out on page 24 show net operating surplus of €1,148 for 2015 (2014 – deficit €647).

**Directors' Report
for the year ended 31 December 2015**

Our organisation's income for 2015 was €141,371 and our expenditure was €140,456. The results were slightly better than budgeted for in comparison with the budget approved at the November 2014 board meeting.

Our organisation has been in growth mode since 2014, and we anticipate that in 2016 we will grow significantly in monetary terms. We are significantly reliant on receipt of funds under the Scheme to Support National Organisations in the Voluntary Sector. This current round ends on 30 June 2016. In February 2016 we made a strong bid for the continuation of funds under this scheme and we look forward to a successful outcome. Other sources of income during 2015 were largely stable.

We continue to seek ways to diversify our income streams. Our two biggest funders in 2015 were the Department of the Environment, Community and Local Government (64%) and the Health Service Executive (17%). Other notable income in 2015 included National Lottery grants, Carers Week partner contributions and membership fees. On the expenditure side, staff salaries were the biggest outlay (61%), followed by project expenditure (18%) and rent (4%). A number of new policies and procedures were reviewed and updated throughout the year.

2.9.1 Risk Management

The Board recognises and regularly reviews the major risks to which we could be exposed. We consider risk not only in terms of safety and security of staff but equally in terms of financial, operational, reputational, governance and other risks that might affect our ability to deliver a quality service for our stakeholders and the public. The Directors are satisfied that policies and procedures are in place to mitigate exposure to major risks. In 2015, the risk register was reviewed and updated.

2.9.2 Reserves Policy

The Board of Directors has set a reserves policy that requires that reserves be maintained at a minimum of four months' expenditure based on the previous year's audited accounts. Care Alliance had reserves of €35,810 at 31 December 2015 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 (3½ months) is not strictly in keeping with the official policy, the policy itself remains adequate.

2.9.3 Investment Policy

The Board's policy is to keep all surplus cash on short-term deposit providing a market rate of interest.

2.10 Future Developments

Our 2014–2017 Strategic Plan has been developed following extensive consultation with key stakeholders. The resources available for its implementation will directly influence the scope and reach of the plan.

**Directors' Report
for the year ended 31 December 2015**

The plan seeks to prioritise the following areas of action:

- Providing a united voice for, and strengthening the impact and relevance of, family caring organisations in Ireland.
- Providing up-to-date, relevant information to our members in a timely and accessible manner.
- Supporting primary and applied research on family caring and the role of Family Carers.
- Building the profile and raising awareness of Care Alliance Ireland.
- Ensuring we have the capacity and resources to progress strategic priorities.
- Supporting member organisations and international alliances.

2.11 Events since the end of year

We are now two thirds way through our 2014 – 2017 Strategic Plan. Activities through January – April 2016 advanced the targets established in that plan and we are confident of exceeding our original KPIs on most fronts. 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. With the engagement of our Policy and Research Officer we have been able to expand our reach and participate in several applied and academic research activities, in a way not previously possible.

2.12 Structure, Governance and Management

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

The Board of Directors, elected and co-opted under the terms of the Articles of Association, has overall responsibility for strategic development, in close liaison with the Executive Director. Dr Gerry McCaffrey is the Board Chairperson, Fergus O'Rourke is the Board Treasurer and Avril Dooley is the Company Secretary. Liam O'Sullivan, the Executive Director, manages the operations. The Board is responsible for providing leadership, setting strategy and ensuring control. It comprises nine non-executive Directors. The Board's Directors are drawn from diverse backgrounds in not-for-profit organisations, business and other 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. The role of Chairperson and Executive Director are separate. The Directors are committed to maintaining the highest standard of corporate governance and they believe that this is a key element in ensuring the proper operation of Care Alliance's activities. At its November 2015 meeting, the Board formally reiterated our full compliance with the Governance Code for Community, Voluntary and Charitable Organisations.

Care Alliance Ireland

Directors' Report for the year ended 31 December 2015

In line with the compliance requirements of the Governance Code, the Directors wish to make the following confirming statement:

We comply with the Governance Code for Community, Voluntary and Charitable Organisations in Ireland. We confirm that a review of our organisation's compliance with the principles in the Code was conducted in October 2015. This review was based on an assessment of our organisational practice against the recommended actions for each principle. The review sets out actions and completion dates for any issues that the assessment identifies as needing to be addressed.

There is clear division of responsibility, with the Board retaining control of major decisions under a formal schedule of matters reserved to the Board for decision, while the Executive Director is responsible for devising strategy and policy within the authority delegated to him by the Board. Care Alliance has a comprehensive process for reporting management information to the Board. The Board meets regularly, as required, and met five times during 2015. On appointment, Directors receive a formal induction programme and are provided with comprehensive briefing documents designed to familiarise them with Care Alliance's operations, management and governance structures. All Directors are appointed for a six-year term and a proportion offer themselves for re-election by rotation at the AGM annually.

There were no resignations from or appointments to the Board in 2015. We anticipate that there will be new appointments made in 2016. Board attendance averaged 64% over the course of 2015. Three Directors were on maternity leave during 2015, which materially affected overall board attendance.

Our Patron Dr Maeve Hillery passed away in early 2015. Dr Hillery was involved in our organisation since its inception in 1995 and her wisdom and insight was so valuable over the years.

Care Alliance Ireland

Directors' Report for the year ended 31 December 2015

2.12.1 Board Attendance Rates 2015

Name	Mar 2015	May 2015	July 2015	Sept	Nov	Att'd	Max poss. in 2015	% in 2015
J. Duggan	1	1	1	1	1	5	5	100%
A. Walsh	0	1	0	1	1	3	5	60%
D. Shanagher	0	1	1	1	1	4	5	80%
R. Dawynes (*)	0	0	1	0	1	2	5	40%
A. Dooley (*)	0	0	0	0	0	0	5	0%
G. McCaffrey	1	1	1	1	1	5	5	100%
D. Maguire	1	1	0	1	1	4	5	80%
C. Duffy(*)	1	0	0	0	0	1	5	20%
F. O'Rourke	1	1	1	1	1	5	5	100%
Attendance	5	6	5	6	7	29	45	64%

(*) These board members were on maternity leave during part or all of 2015.

Board sub-committees are established for good governance practice. We have two board sub-committees, namely the Audit and Risk Committee and the Research Committee. The role of the Audit and Risk Committee is to oversee the efficient financial and risk management of Care Alliance, including the raising, collection, investment, borrowing and outlay of all monies required. The duties of the Audit and Risk Committee are approved by the Board. The sub-committee met once in 2015.

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 sub-committee met once in 2015.

**Directors' Report
for the year ended 31 December 2015**

2.13 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).

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 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 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.

**Directors' Report
for the year ended 31 December 2015**

2.13.1 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 interests in respect of agenda items.

2.13.2 Thanks

We are very grateful to all our donors 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 the Environment, Community and Local Government, the Health Service Executive, the National Lottery, the European Commission. We also thank the Carmichael Centre for their continued support and specifically for the provision of mentoring and shared premises.

2.13.3 Accounting Records

The Directors acknowledge their responsibilities under sections 281 to 285 of the Companies Act 2014 to keep adequate accounting records for the charitable company.

2.13.4 Independent Auditor

In accordance with section 383 (2) of the Companies Act 2014, the auditors, Duignan Carthy O'Neill, Chartered Accountants, will continue in office.

This report was approved by the Directors:

Gerard McCaffrey
Director

Fergus O'Rourke
Director

Date: 26 April 2016

Independent Auditors' Report to the members of Care Alliance Ireland

We have audited the financial statements of Care Alliance Ireland for the year ended 31 December 2015 on pages 30 to 42, which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out on page 34 - 36. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland (Generally Accepted Accounting Practice in 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 we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement the directors are responsible for the preparation of financial statements giving a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). These standards require us to comply with the Auditing Practice Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the directors report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion

In our opinion, the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31 December 2015 and of its surplus for the year then ended: and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014

- 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.
- The financial statements are in agreement with the accounting records.
- In our opinion, the information given in the directors' report is consistent with the financial statements.

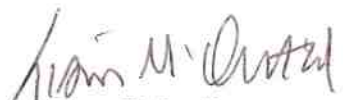
**Independent Auditors' Report to the members of
Care Alliance Ireland Continued.....**

Matters on which we are required to report by exception

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

**84 Northumberland Road
Dublin 4
Ireland**

Date: 26 April 2016


Liam McQuaid
for and on behalf of
Duignan Carthy O'Neill
Chartered Accountants
Registered Auditors

Care Alliance Ireland

Statement of Financial Activities for the year ended 31 December 2015

Income and Expenditure

Incoming Resources		Restricted Funds 2015 €	Unrestricted Funds 2015 €	Designated Funds 2015 €	Total Funds 2015 €	Total Funds 2014 €
	Notes					
Corporation & Grant Funding	2.9	114,853	-	-	114,853	76,707
Membership Fees		-	1,875	-	1,875	1,550
Projects	2.9	20,599	-	-	20,599	26,538
Other Income		4,044	-	-	4,044	1,850
Total Incoming Resources		139,496	1,875	-	141,371	106,645
Resources Expended						
Projects	3	24,869	-	-	24,869	20,394
Depreciation		-	-	-	-	371
Legal, Professional, Administration & Employment Costs	3	110,119	2,768	-	112,887	81,459
Research & Evaluation		2,700	-	-	2,700	5,736
Total Resources Expended		(137,688)	(2,768)	-	(140,456)	(107,960)
Surplus/(Deficit) on ordinary activities before interest		1,808	(893)	-	915	(1,315)
Interest receivable and similar income		-	233	-	233	668
Surplus/(Deficit) for the year	4	1,808	(660)	-	1,148	(647)
Surplus/(Deficit) retained for the year	14	1,808	(660)	-	1,148	(647)

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 26 April 2016 and signed on its behalf by:

Gerard Mc Caffrey
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 2015**

	Notes	2015 €	2014 €
Current Assets			
Debtors	9	3,615	3,544
Cash at bank and in hand	10	38,509	40,159
		42,124	43,703
Creditors: amounts falling due within one year	11	(6,314)	(9,041)
Net Current Assets		35,810	34,662
Total Assets Less Current Liabilities		35,810	34,662
Capital and Reserves			
Unrestricted Funds	13	35,810	34,662
Funds	14	35,810	34,662

The financial statements were approved by the Board of Directors on 26 April 2016 and signed on its behalf by:

Gerard McCaffrey
Director

Fergus O'Rourke
Director

Care Alliance Ireland

**Statement of Changes in Funds
for the year ended 31 December 2015**

	Funds account €	Total Funds €
At 1 January 2015	34,662	34,662
Retained surplus for the year	1,148	1,148
At 31 December 2015	<u>35,810</u>	<u>35,810</u>

In respect of prior year:

	Funds account €	Total Funds €
At 1 January 2014	35,309	35,309
Retained deficit for the year	(647)	(647)
At 31 December 2014	<u>34,662</u>	<u>34,662</u>

Care Alliance Ireland

**Statement of Cash Flows
for the year ended 31 December 2015**

	2015	2014
	€	€
Cash flows from charitable activities		
Operating Surplus/(Deficit)	915	(1,315)
Depreciation	-	371
(Increase) / Decrease in debtors	(71)	(3,544)
(Decrease) / Increase in creditors	(2,727)	(7,538)
Net cash flows from charitable activities	<u>(1,883)</u>	<u>(12,026)</u>
Cash flows from investing activities		
Interest received	<u>233</u>	<u>668</u>
Net cash flows from investing activities	<u>233</u>	<u>668</u>
Net (decrease) in cash and cash equivalents	<u>(1,650)</u>	<u>(11,358)</u>
Reconciliation of net cash flow to movement in net debt (Note 19)		
(Decrease) in cash and cash equivalents in the year	(1,650)	(11,358)
Net funds at 1 January 2015	<u>40,159</u>	<u>51,517</u>
Net funds at 31 December 2015	<u>38,509</u>	<u>40,159</u>

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2015

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.

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.

2.2. Transition to FRS 102

The entity transitioned from previous ROI GAAP to FRS 102 as at 1 January 2015. Details of how FRS 102 has affected the reported financial position and financial performance is given in note 20.

2.3. 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.

2.4. Reserves

Best practice requires that the company make a provision for a contingency fund. The Board of Directors has set a reserves policy which requires that reserves be maintained at a minimum of 4 month's expenditure based on the previous year's audited accounts.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2015

..... continued

2.5. 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.

2.6. Government grants

Grants of a revenue nature are recognised in the Income Statement in the same period as the related expenditure.

2.7. Pensions

Pension benefits for employees are met by payments to Executive Pensions.

The regular cost of providing retirement pensions and related benefits is charged to the Income and Expenditure account over the employees' service lives on the basis of a constant percentage of earnings. The assets of the fund are held separately from the company in independently administered funds.

2.8. Taxation

The company is exempt from taxation due to its charitable status CHY No. 14644.

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2015

..... continued

2.9. Incoming Resources

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

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

Bank interest received is included in the Statement of Financial Activities as soon as it is credited to the bank account.

Corporation & Grant Funding	2015 €	2014 €
HSE	23,976	23,975
Department of the Environment, Community & Local Government (Pobal)	90,877	52,731
- Scheme to Support National Organisations (SSNO)		
	<u>114,853</u>	<u>76,706</u>

Projects	2015 €	2014 €
ToYAC	-	6,000
Carers Week	8,623	17,288
National Lottery/ Young Carers Seminar	11,976	3,250
	<u>20,599</u>	<u>26,538</u>

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 2015

..... continued

3. Resources Expended

Included in resources expended are wages, salaries and pension costs comprising:

This includes:	2015	2014
Project Expenditure	€	€
TOYAC Project	369	3,857
Carers Week	8,642	9,330
Newsletters	1,754	1,800
Seminars & Conferences	972	-
Publications	11,679	3,360
Computer Costs	1,453	2,047
Total Project Expenditure	24,869	20,394

Legal, Professional, Administration & Employment Costs

Wages & Salaries	74,244	48,738
Employer's PRSI Contributions	7,807	4,947
Staff Pension Costs	4,075	2,527
Staff Recruitment	-	921
Board Development & Governance	230	140
Meetings	1,773	1,254
Rent	5,892	4,124
Insurance	1,033	588
HR Partnership Programme	1,759	1,150
Printing, Postage & Stationery	169	1,942
Telephone & Fax	1,390	1,893
Office Supplies	2,096	-
Membership Development Costs	2,464	-
Travelling and subsistence	1,827	1,237
Unplanned Project Expenses	-	1,053
Consultancy	-	3,550
Accountancy & Payroll Fees	3,174	2,684
Audit fees	2,768	2,768
Bank Charges	461	334
Staff Development	687	272
Sundry Expenses	317	417
Subscriptions	721	740
Innovage - subcontracting	-	180
Total Legal, Professional, Administration & Employment Costs	112,887	81,459

4. Surplus/(Deficit) for the year

	2015	2014
	€	€
Operating Surplus/(Deficit) is stated after charging:		
Depreciation of tangible assets	-	371

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2015

..... continued

5. Employees

Number of employees

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

	2015 Number	2014 Number
All employees	2	2
Employment costs	2015 €	2014 €
Wages and salaries	74,244	48,738
Social welfare costs	7,807	4,947
Pension costs (5-6% of salary)	4,075	2,527
	86,126	56,212

Director's salary for 2015 was €Nil (2014 : €Nil).

The Executive Director was paid a whole time equivalent salary of €60,698 (€36,419 based on a 3 day week in 2015) and employer's pension contribution of 6% of salary. No other staff member was in receipt of a whole time equivalent salary in excess of €39,000 in 2015.

There were no employees whose salary was in excess of €70,000.

6. Auditors Remuneration

	2015 €	2014 €
Statutory audit	2,768	2,768

Care Alliance Ireland

Notes to the Financial Statements for the year ended 31 December 2015

..... continued

7. Tangible assets

	Fixtures, Furniture & Fittings €	Office Equipment €	Computer Equipment €	Total €
Cost				
At 1 January 2015	896	89	2,252	3,237
At 31 December 2015	896	89	2,252	3,237
Depreciation				
At 1 January 2015	896	89	2,252	3,237
Charge for the year	-	-	-	-
At 31 December 2015	896	89	2,252	3,237
Net book values				
At 31 December 2015	-	-	-	-
At 31 December 2014	-	-	-	-
Cost				
At 1 January 2014	896	89	2,252	3,237
At 31 December 2014	896	89	2,252	3,237
Depreciation				
At 1 January 2014	896	80	1,890	2,866
Charge for the year	-	9	362	371
At 31 December 2014	896	89	2,252	3,237
Net book values				
At 31 December 2014	-	-	-	-
At 31 December 2013	-	9	362	371

8. Pension costs

Pension benefits for employees are met by payments to Executive Pensions. Pension costs amounted to €4,075 (2014 - €2,527). The assets of the fund are held separately from the company in independently administered funds.

9. Debtors: amounts falling due within one year

	2015 €	2014 €
Prepayments and accrued income	3,615	3,544

Care Alliance Ireland

**Notes to the Financial Statements
for the year ended 31 December 2015**

..... continued

10. Cash at Bank and in Hand	2015	2014
	€	€
Current Account	20,362	22,246
Deposit Accounts	18,147	17,913
	<u>38,509</u>	<u>40,159</u>
11. Creditors: amounts falling due within one year	2015	2014
	€	€
Other taxes and social security costs	(9)	(9)
Accruals & Deferred Income	6,323	9,050
	<u>6,314</u>	<u>9,041</u>
<i>Other taxes and social security costs include:</i>		
PAYE & PRSI	(9)	9
	<u></u>	<u></u>
12. Financial Instruments	2015	2014
	€	€
Financial Assets		
Financial assets that are debt instruments measured at amortised cost	3,615	3,544
	<u>3,615</u>	<u>3,544</u>
Financial Liabilities		
Financial liabilities measured at amortised cost	(6,323)	(9,050)
At 31 December 2015	<u>(6,323)</u>	<u>(9,050)</u>

Financial assets measured at amortised cost comprise prepayments.

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

13. Reserves

The Board of Directors have set a reserves policy which requires that reserves be maintained at a minimum of 4 month's expenditure based on the previous year's audited accounts.

The Centre had reserves of €35,810 at 31 December 2015 and this was not sufficient to meet the 4 month's expenditure requirements of it's reserve policy.

Care Alliance Ireland

**Notes to the Financial Statements
for the year ended 31 December 2015**

..... continued

14. Reconciliation of movements in funds

Closing Reserves allocated as follows:

	Opening (Deficit)/Surplus 1st January 2015	2015	Closing (Deficit)/Surplus 31 December 2015
	€	€	€
Unrestricted Funds	34,662	1,148	35,810
	<u>34,662</u>	<u>1,148</u>	<u>35,810</u>

15. Capital commitments

The company had no capital commitments at 31 December 2015.

16. Contingent liabilities

As outlined in Note 1, 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.

17. Ultimate parent undertaking

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

18. Key management personnel compensation

There was no compensation paid to key management personnel during the year ended 31 December 2015.

19. Analysis of changes in net funds

	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	40,159	(1,650)	38,509
Net funds	<u>40,159</u>	<u>(1,650)</u>	<u>38,509</u>

Care Alliance Ireland

**Notes to the Financial Statements
for the year ended 31 December 2015**

..... continued

20. Transition to FRS 102

These are the first financial statements that comply with FRS 102. The company transitioned to FRS 102 on 1 January 2015.

Reconciliation of equity

No transitional adjustments were required.

Reconciliation of surplus or deficit for the year

No transitional adjustments were required.

21. Pobal Grant

During the financial year, Care Alliance Ireland received a grant from the Department of the Environment, Community and Local Government, dispensed by Pobal, for the period from 1st July 2014 to 30th June 2016. The grant is for the Scheme to Support National Organisations (SSNO). The total monies that will be awarded in respect of the grant are €170,394 of which €90,877 was in respect of the current year. The grant has been awarded to assist with staffing and core overhead costs and is not capital in nature.

22. Approval of financial statements

The financial statements were approved by the Board of Directors on 26 April 2016 and signed on its behalf by:

Gerard McCaffrey
Director

Fergus O'Rourke
Director

Care Alliance Ireland

**Detailed Trading Income and Expenditure Account
and Expenses Schedule
for the year ended 31 December 2015**

	2015		2014
	€	€	€
Incoming Resources			
HSE Grant Funding	23,976		23,976
Dept. of the Enviroment, Community & Local Government	90,877		52,731
Membership Fees	1,875		1,550
ToYAC Project	-		6,000
National Lottery/ Young Carers Seminar	11,976		3,250
Carers Week	8,623		17,288
Other Income	4,044		1,850
	<hr/>		<hr/>
	141,371		106,645
Resources Expended			
Wages and salaries	74,244		48,738
Employer's PRSI contributions	7,807		4,947
Staff pension costs	4,075		2,527
Staff Recruitment	-		921
Board Development & Governance	230		140
Meetings	1,773		1,254
Rent	5,892		4,124
Insurance	1,033		588
Innovage - Subcontracting	-		180
HR Partnership Programme	1,759		1,150
Printing, postage and stationery	169		1,942
Newsletters	1,754		1,800
Seminars & Conferences	972		-
Publications	11,679		3,360
Telephone and fax	1,390		1,893
Computer costs	1,453		2,047
Unplanned Project Expenses	-		1,053
Office Supplies	2,096		-
ToYAC Project	369		3,857
Carers Week	8,642		9,330
Membership Development Costs	2,464		-
Travelling and subsistence	1,827		1,237
Research & Evaluation	2,700		5,736
Consultancy	-		3,550
Accountancy & Payroll fees	3,174		2,684
Audit fees	2,768		2,768
Bank charges	461		334
Staff Development	687		272
Sundry expenses	317		417
Subscriptions	721		740
Depreciation Computer Equipment	-		362
Depreciation on Office Equipment	-		9
	<hr/>		<hr/>
	(140,456)		(107,960)
	<hr/>		<hr/>
	915		(1,315)

Care Alliance Ireland

**Detailed Trading Income and Expenditure Account
and Expenses Schedule
for the year ended 31 December 2015**

	2015		2014
	€	€	€
Bank deposit interest	233		668
		233	668
Net Surplus/(Deficit) for the year		1,148	(647)