

**Longford Women's Link Limited**  
**Directors' Report and Financial Statements**  
**for the year ended 31 December 2011**

**Longford Women's Link Limited**  
**(A company limited by guarantee not having a share capital)**

**Company Information**

<b>Directors</b>	Elsie Moxham Mary Carleton Reynolds Patricia Rouiller Catherine Lynch Jacqueline Kennedy Genevieve Doherty Sheila Rose Reilly Stephanie Igoe Sonia McEntee
<b>Secretary</b>	Elsie Moxham
<b>Company Number</b>	241515
<b>Registered Office</b>	Willow House Ardnacassa Avenue Longford
<b>Auditors</b>	O' Brien & Co. Leader House Dublin Road Longford
<b>Business Address</b>	Willow House Ardnacassa Avenue Longford
<b>Bankers</b>	Permanent TSB 27/28 Main Street Longford  Ulster Bank Main Street Longford
<b>Solicitors</b>	F J Gearty & Co 4/5 Church Street Longford

**Longford Women's Link Limited**  
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**Longford Women's Link Limited**  
**(A company limited by guarantee not having a share capital)**  
**Directors' Report**  
**for the year ended 31 December 2011**

The directors present their report and the financial statements for the year ended 31st December 2011.

**Principal Activity**

The Company was set up in 1995 to respond to the identified needs of women in the county. In 2008, the organisation undertook a review and strategic plan for the next three years. As a result of extensive consultations with all stakeholders, it was decided to change the name of the organisation to Longford Women's Link as it was felt that the new name more accurately reflected the new strategic plan.

**Vision**

Longford Women's Link vision for the future is that :

Women in Longford can fulfil their potential in a safe and equal society.

Longford Women's Link identified 3 key issues that many women in Longford face that contribute to, and maintain poverty and disadvantages for women and their families:

1. Lack of economic independence
2. Specific needs of women from new communities
3. Domestic violence

These issues are not independent or stand alone, but rather they interact with each other, and with other issues, to create situations of complex disadvantage where a single intervention will not be sufficient to create real and lasting change. Longford Women's Link integrated approach looks at the various barriers underlying these issues and how these issues interact. Longford Women's Link then designs and implements interventions which feed into each other and provide multi-dimensional, holistic response. Within this integrated approach, there were three main areas of focus in terms of activities for the past three years.

Direct Support

Building Community Capacity

Advocacy

These three areas continue to be the focus of a new strategic plan for the next three years.

**Results And Dividends**

The profit for the year after providing for depreciation and taxation amounted to €19,317 (2010 - €34,068).

**Directors**

In accordance with the Articles of Association, Mary Carleton Reynolds and Catherine Lynch retire by rotation and, being eligible, offer themselves for re-election.

**Important events since the period end**

No matters or circumstances have arisen since the end of the financial period which significantly affect or may significantly affect the operations of the company, the results of those operations or the state of affairs of the company in financial years subsequent to the financial year ended 31st December 2011.

**Books of Account**

The measures taken by the directors to ensure compliance with the requirements of Section 202, Companies Act 1990, regarding proper books of account are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function.

The books of account are maintained at Willow House, Ardnacassa Avenue, Longford.

**Longford Women's Link Limited**  
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**Directors' Report**  
**for the year ended 31 December 2011**

**Going Concern**

Current economic conditions have created uncertainty. The financial statements have been prepared on a going concern basis. The company is funded by grant aided bodies, childcare fees, course fees, other income and fundraising as needed, therefore the existence of the company is based on funds available from these sources.

**Principal Risks and Uncertainties**

Under Irish company law, the company is required to give a description of the principal risks and uncertainties which it faces. As Longford Women's Link Limited is a not-for-profit entity, most normal business risks do not apply. The board seek to ensure that the costs of events and other expenditure incurred are fully covered by the grant aided bodies, childcare fees, course fees, other income and fundraising as needed. The board are satisfied that there are no material risks applying to the activities of the company at this time, but will continue to regularly review this situation.

**Directors and their Interests**

The directors who served during the year are as stated below:

Elsie Moxham

Mary Carleton Reynolds

Patricia Rouiller

Catherine Lynch

Jacqueline Kennedy

Genevieve Doherty

Sheila Rose Reilly

Stephanie Igoe

Sonia McEntee

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**Directors' Responsibilities**

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the company and of the profit or loss of the company for that year. In preparing these the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.
- state whether applicable accounting standards have been followed, subject to any material departure disclosed and explained in the financial statements.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2009. 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.

**Auditors**

The auditors, O' Brien & Co., have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

**Longford Women's Link Limited**  
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**Directors' Report**  
**for the year ended 31 December 2011**

**Report for Board AGM 2012**

As we come to the end of another trading year we are happy that in spite of the cut backs in funding the current level of services has been maintained.

The biggest change for the organisation has been the retirement of CEO Tess Murphy and the appointment of her successor Louise Lovett. A new Management team was set up with the appointments of Tara Farrell as Head of Direct Services and Deputy CEO and Angela Keaveney as Head of Support Services. Additional funding from the ONE Foundation was crucial in the setting up of the new team however this funding is limited to a two year timeline. Employment opportunities in the county are difficult to find and a key factor for Longford Women's Link is the employment of an increasing number of full and part time staff. The challenge for the Board is to source the financial resources to support this level of staffing while maintaining the current services.

In addition to the staffing grant the ONE Foundation has approved a grant to match any funds raised through fundraising activities by the organisation over the year, subject to a minimum amount of €30k being raised and the payment of a maximum challenge grant of €50k. Funding continues to be a concern and the extension of the employment contract for the organisations development officer was regarded as crucial to the continuation of fund raising locally. A great many events have been organised each contributing much needed funding however it is difficult to raise significant funds in a county the size of Longford. Again we are indebted to the many volunteers including staff members who ran in the mini marathon, packed bags, collected at church gates, helped with the Santa etc. in support of the work of the centre. We would also like to thank the many businesses who supported the Mother and Daughter dinner and other events.

The opening of the new Training Centre was an important event during the last year. This purpose built centre was granted aided by the Rural Development Programme, via Longford Community Resources. The training centre has enabled women to avail of courses which will promote increased self confidence and employment skills in keeping with the organisations stated aims of encouraging women to achieve their full potential. Last year alone 86 women were awarded certificates accredited through FETAC and ECDL. An innovative FETAC accredited course was designed for women, many of whom were survivors of Domestic Violence, called 'Making the Links into Employment'. This followed on from the successful 'Coming back Home' and 'Making the Links' courses which were unique in linking Domestic Violence Survivors together in the first instance and then linking them with resources for greater independence.

The work of the organisation continues to be recognised both locally and nationally in particular the Manifesto group has linked in with other groups of women from other counties, concerned with women's lack of participation in local and national politics. Another important facet of the work is the support for women in enterprise and this has been very successful in the last year with the introduction of a mentoring programme for women in business on an inter-county basis matching experienced female entrepreneurs (mentors) from Longford and Westmeath with fledgling business women (mentees) in order to provide support and guidance. This program was funded through the Equality for Women Measure.

A special Board meeting was held to approve the upgraded financial policies and procedures of the organisations to incorporate changes required by POBAL during the course of their audit check.

Finally I would like to thank the following people:

Our auditors O'Brien & Co for their continued support.

The CEO, Management team and staff for their commitment to the work of the centre.

The Board of Directors for their dedication to Longford Women's Link.

Our funders without whose financial support we would be unable to provide the services.

On behalf of the Board

**Elsie Moxham**

)

) **Directors**

**Jacqueline Kennedy**

)

**Date: 01/05/12**

**Longford Women's Link Limited**  
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**Independent Auditors' Report to the Shareholders of Longford Women's Link Limited**

We have audited the financial statements of Longford Women's Link Limited for the year ended 31st December 2011 on pages 6 to 14, which have been prepared under the historical cost convention and accounting policies set out on page 9.

This report is made solely to the companies members, as a body, in accordance with Section 193 of the Companies Act, 1990. 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 the auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of directors and auditors**

As described in the Statement of Directors Responsibilities the company's directors are responsible for the preparation of financial statements in accordance with applicable Law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing ( UK and Ireland ).

We report to you our opinion as to whether the financial statements give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland and are properly prepared in accordance with the Companies Acts, 1963 to 2009. We also report to you whether in our opinion: proper books of account have been kept by the company and whether the information given in the directors' report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the financial statements are in agreement with the books of account.

We also report to you if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not disclosed and, where, practicable, include such information in our report.

We read the Director's Report and consider the implications for our report if we become aware of any apparent misstatement's within it.

**Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland ) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also include an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

We have undertaken the audit in accordance with the requirements of APB Ethical Standards including APB Ethical Standard - Provisions Available for Small Entities, in the circumstances set out in note 9 to the financial statements.

**Longford Women's Link Limited**  
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**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 the 31 December 2011 and of its profit and cash flows for the year then ended and have been properly prepared in accordance with the Companies Acts 1963 to 2009.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion the company has kept proper books of account. The financial statements are in agreement with the books of account.

In our opinion the information given in the directors' report on page 1 - 3 is consistent with the financial statements.

**O' Brien & Co.**  
**Chartered Certified Accountants and**  
**Registered Auditors**  
Leader House  
Dublin Road  
Longford

**Certified to be a true copy**

\_\_\_\_\_  
**Director**

\_\_\_\_\_  
**Secretary**

Date: 1 May 2012

**Longford Women's Link Limited**  
(A company limited by guarantee not having a share capital)

**Income & Expenditure Account**  
**for the year ended 31 December 2011**

**Continuing operations**

		<b>2011</b>	<b>2010</b>
	<b>Notes</b>	<b>€</b>	<b>€</b>
<b>Income</b>		1,336,642	1,274,466
Administrative expenses		(1,321,271)	(1,254,978)
<b>Operating profit</b>	<b>2</b>	<u>15,371</u>	<u>19,488</u>
Interest receivable and similar income		<u>3,946</u>	<u>14,580</u>
<b>Surplus on Ordinary Activities</b>	<b>2</b>	<u><u>19,317</u></u>	<u><u>34,068</u></u>

There are no recognised surplus or deficit other than the surplus or deficit for the above two financial years.

All activities are in respect of continuing activities.

The financial statements were approved by the board on 1 May 2012 and signed on its behalf by

.....  
**Elsie Moxham**  
**Director**

.....  
**Jacqueline Kennedy**  
**Director**

**Longford Women's Link Limited**  
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**Balance Sheet**  
as at 31 December 2011

	Notes	2011 €	€	2010 €	€
<b>Fixed Assets</b>					
Tangible assets	4		855,859		591,706
<b>Current Assets</b>					
Debtors	5	33,063		24,249	
Cash at bank and in hand		504,774		602,262	
		<u>537,837</u>		<u>626,511</u>	
<b>Creditors: amounts falling due within one year</b>	6	<u>(142,208)</u>		<u>(195,807)</u>	
<b>Net Current Assets</b>			<u>395,629</u>		<u>430,704</u>
<b>Total Assets Less Current Liabilities</b>			1,251,488		1,022,410
<b>Accruals and deferred income</b>	7		<u>(333,146)</u>		<u>(123,385)</u>
<b>Net Assets</b>			<u>918,342</u>		<u>899,025</u>
<b>Capital and Reserves</b>					
Income and Expenditure Account			<u>918,342</u>		<u>899,025</u>
	8		<u>918,342</u>		<u>899,025</u>

The financial statements were approved by the Board on 1 May 2012 and signed on its behalf by

.....  
**Elsie Moxham**  
Director

.....  
**Jacqueline Kennedy**  
Director

**Longford Women's Link Limited**  
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**Cash Flow Statement**  
**for the year ended 31 December 2011**

	Notes	2011 €	2010 €
<b>Reconciliation of operating profit to net cash outflow from operating activities</b>			
Operating profit		15,371	19,488
Depreciation		33,178	23,804
(Increase) in debtors		(8,814)	(8,157)
(Decrease) in creditors		(53,599)	25,847
Government grant released		(7,509)	(3,164)
<b>Net cash outflow from operating activities</b>		<u>(21,373)</u>	<u>57,818</u>
<b>Cash Flow Statement</b>			
<b>Net cash outflow from operating activities</b>		(21,373)	57,818
<b>Returns on investments and servicing of finance</b>	<b>12</b>	3,946	14,580
<b>Government Grant received</b>	<b>7</b>	217,270	
<b>Capital expenditure</b>	<b>12</b>	(297,331)	(16,136)
<b>Decrease in cash in the year</b>		<u>(97,488)</u>	<u>56,262</u>
<b>Reconciliation of net cash flow to movement in net debt (Note 13)</b>			
<b>Decrease in cash in the year</b>		(97,488)	56,262
<b>Net funds at 1 January 11</b>		602,261	545,999
<b>Net funds at 31 December 2011</b>		<u>504,773</u>	<u>602,261</u>

**Notes to the Financial Statements  
for the year ended 31 December 2011**

**1. Accounting Policies**

**1.1. Accounting convention**

The financial statements are prepared under the historical cost convention

**1.2. Income**

Income is recognised on a cash receipts basis. Revenue grants received are credited to the income and expenditure account.

**1.3. Tangible fixed assets and depreciation**

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Buildings	-	Over 42 years
Building additions from 2010 onwards	-	Over 50 years
Plant and machinery	-	15% Straight Line
Fixtures, fittings and equipment	-	15% Straight Line
Non Building Additions from 2006 onwards	-	12.50% Straight Line

**1.4. Taxation**

The company has been granted exemption from Corporation Tax by the Revenue Commissioners

**1.5. Government grants**

Grants are credited to deferred revenue. Grants towards capital expenditure are released to the profit and loss account over the expected useful life of the assets. Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred.

**1.6. Going Concern**

Current economic conditions have created uncertainty. The financial statements have been prepared on a going concern basis. The company is funded by grant aided bodies, childcare fees, course fees, other income and fundraising as needed, therefore the existence of the company is based on funds available from these sources.



## Longford Women's Link

Notes to the Financial Statements  
for the year ended 31 December 2011

..... continued

**3. Employees****Number of employees**

The average monthly numbers of employees during the year were:

	<b>2011</b>	<b>2010</b>
	<b>Number</b>	<b>Number</b>
Centre	32	29
FAS CE	17	17
	<u>49</u>	<u>46</u>

**Employment costs**

	<b>2011</b>	<b>2010</b>
	<b>€</b>	<b>€</b>
Wages and salaries	964,171	917,751
Social welfare costs	77,448	70,522
Other pension costs	18,018	6,228
	<u>1,059,637</u>	<u>994,501</u>

**4. Tangible assets**

	<b>Land and buildings freehold</b>	<b>Plant and machinery</b>	<b>Fixtures, fittings equipment</b>	<b>Motor vehicles</b>	<b>Total</b>
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
<b>Cost</b>					
At 1 January 2011	601,569	1,073	88,098	8,800	699,540
Additions	265,627	-	31,704	-	297,331
Disposals	-	-	(37,780)	-	(37,780)
At 31 December 2011	<u>867,196</u>	<u>1,073</u>	<u>82,022</u>	<u>8,800</u>	<u>959,091</u>
<b>Depreciation</b>					
At 1 January 2011	41,611	1,073	61,850	3,300	107,834
On disposals	-	-	(35,357)	-	(35,357)
Charge for the year	19,692	-	9,963	1,100	30,755
At 31 December 2011	<u>61,303</u>	<u>1,073</u>	<u>36,456</u>	<u>4,400</u>	<u>103,232</u>
<b>Net book values</b>					
At 31 December 2011	<u>805,893</u>	<u>-</u>	<u>45,566</u>	<u>4,400</u>	<u>855,859</u>
At 31 December 2010	<u>559,958</u>	<u>-</u>	<u>26,248</u>	<u>5,500</u>	<u>591,706</u>

The premises was built on a site transferred to the company by Longford County Council for a notional consideration of £100 in 1999.

**Notes to the Financial Statements  
for the year ended 31 December 2011**

..... continued

**5. Debtors**

	<b>2011</b>	<b>2010</b>
	<b>€</b>	<b>€</b>
Other Debtors	19,099	-
Prepayments and accrued income	13,964	24,249
	<u>33,063</u>	<u>24,249</u>

**Breakdown of Prepayments**

Insurance	1,502
Grant received in 2012 relating to 2011	11,645
Small Firms Association	817
	<u>13,964</u>

**6. Creditors: amounts falling due within one year**

	<b>2011</b>	<b>2010</b>
	<b>€</b>	<b>€</b>
Trade creditors	6,869	-
Other taxes and social security costs	15,769	16,229
Accruals and deferred income	119,570	179,578
	<u>142,208</u>	<u>195,806</u>

**Accruals includes the following**

Accountancy/Audit	5,860
Income received in 2011 relating to 2012	106,655
Bank charges	45
Deferred expenditure	1,160
Retention due - New Building	5,850
	<u>119,570</u>

**Notes to the Financial Statements  
for the year ended 31 December 2011**

..... continued

<b>7. Accruals and deferred income</b>	<b>2011</b>	<b>2010</b>
	<b>€</b>	<b>€</b>
<b>Government grants</b>		
At 1 January 2011	123,385	126,549
Increase in year	217,270	-
	<u>340,655</u>	<u>126,549</u>
Released in year	(7,509)	(3,164)
At 31 December 2011	<u><u>333,146</u></u>	<u><u>123,385</u></u>

Funding of €164,402 was received in 2003 & 2004 from ADM for the building of an extension. As at 1st January 2011 balance brought forward is €123,385. €3,164 of this is to be released to the income and expenditure account each year for 42 years, this being the estimated useful life of the building.

Funding of €17,270 was received in 2011 for the construction of the new building. €4,345 is to be released to the income and expenditure account each year over 50 years.

<b>8. Reconciliation of movements in revenue reverses</b>	<b>2011</b>	<b>2010</b>
	<b>€</b>	<b>€</b>
Surplus for the year	19,317	34,068
Opening reserves	899,025	864,957
Closing reserves	<u><u>918,342</u></u>	<u><u>899,025</u></u>

**9. APB Ethical Standard - Provisions Available for Small Entities**

In common with many other businesses of our size and nature we use our auditors to assist with the preparation of the financial statements.

**10. Ultimate control**

The Directors are members of the company and the members have ultimate control of the company.

**Notes to the Financial Statements  
for the year ended 31 December 2011**

..... continued

**11. Post Balance Sheet events**

No events have occurred between 31st December 2011 and date of signing the accounts which could materially affect the financial statements.

**12. Gross Cash Flows**

	<b>2011</b>	<b>2010</b>
	€	€
<b>Returns on investments and servicing of finance</b>		
Interest received	3,946	14,580
	<u>          </u>	<u>          </u>
<b>Capital expenditure</b>		
Payments to acquire tangible assets	(297,331)	(16,136)
	<u>          </u>	<u>          </u>

**13. Analysis of changes in net funds**

	<b>Opening balance</b>	<b>Cash flows</b>	<b>Closing balance</b>
	€	€	€
Cash at bank and in hand	602,262	(97,488)	504,774
	<u>          </u>	<u>          </u>	<u>          </u>
Net funds	602,262	(97,488)	504,774
	<u>          </u>	<u>          </u>	<u>          </u>

**14. Guarantee Company**

The company is one limited by guarantee not having a share capital. The liability of each member in the event of the company being wound up is €1.

**15. Approval of financial statements**

The financial statements were approved by the Board on 1 May 2012 and signed on its behalf by

.....  
**Elsie Moxham**  
Director

.....  
**Jacqueline Kennedy**  
Director

**Longford Women's Link Limited**  
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**Detailed Income and Expenditure Account**  
**for the year ended 31 December 2011**

	2011		2010
	€	€	€
<b>Income</b>			
FAS Community Employment Scheme	282,209		300,341
Longford Community Resources Limited	49,162		45,350
One Foundation Grant	136,374		200,000
Counselling fees	6,721		9,488
Childcare Fees - Catkins Nursery	69,947		76,960
CSP income - (Mobile Childcare)	51,615		29,669
CSP - Pobal Grant	107,630		78,476
OMCYA Grants - (Subvention, CETS & ECCE)	242,475		239,012
EOCP extension fund released	3,164		3,164
RDP New building fund released	4,345		-
Family Support Agency	22,959		13,800
Longford County Enterprise Board	500		2,220
Cavan County Enterprise Board	500		-
Leitrim County Enterprise Board	500		-
Back To Education Initiative	34,250		35,563
Department of Social Welfare	2,819		3,615
Health Service Executive	124,149		127,000
Rental income	10,061		8,134
Longford VEC - Women's Studies grant	16,500		16,500
CSVC grant	19,300		25,000
COSC grant	1,000		-
OLC Grant	1,054		-
JRCT Grant	34,698		-
EWM - Pobal Grant	55,266		296
CEIDE funding	-		3,000
RDP Training Grant	-		(1,065)
Course fees	28,685		21,880
Court donations	3,000		80
Other income	210		5,776
Fundraising Income	27,549		30,207
	<u>1,336,642</u>		<u>1,274,466</u>
<b>Administrative expenses</b>	<u>1,321,271</u>		<u>1,254,978</u>
	(1,321,271)		(1,254,978)
<b>Operating Surplus for the year</b>	<u>15,371</u>		<u>19,488</u>
<b>Other income and expenses</b>			
<b>Interest receivable</b>			
Bank deposit interest	<u>3,946</u>		<u>14,580</u>
	<u>3,946</u>		<u>14,580</u>
<b>Net profit for the year</b>	<u><u>19,317</u></u>		<u><u>34,068</u></u>

**Longford Women's Link Limited**  
(A company limited by guarantee not having a share capital)

**Administrative Expenses**  
**for the year ended 31 December 2011**

	2011	2010
	€	€
<b>Administrative expenses</b>		
Wages and salaries	960,349	917,751
Employer's PRSI contributions	77,448	70,522
Staff pension costs	18,018	6,228
Redundancy payments	3,822	-
Staff training (incl. FAS CE)	13,945	10,824
Course participant childcare costs	2,373	5,929
Course Participant Transport costs	8,675	2,665
Room rental	8,021	2,282
Women's Studies course	20,186	19,926
General training costs	24,989	42,249
Insurance	5,780	7,805
Light and heat	14,221	14,032
Cleaning and maintenance	18,268	13,983
Service charge payable	1,194	1,407
Printing, postage and stationery	13,185	13,913
Recruitment and public relations	4,795	3,295
Telephone	8,964	8,868
Computer costs	8,860	8,640
Motor expenses	3,825	2,599
National travel and subsistence	14,636	6,459
Fundraising Expenses	-	10,307
Legal and professional	(86)	-
Accountancy	4,662	5,395
Audit	2,150	2,180
Counselling expenses	24,860	29,719
Bank charges	2,988	493
Creche running expenses	6,765	10,244
Mobile Childcare Unit	693	609
Catkins Nursery - Relief Staff Cover	702	1,955
Canteen and catering	5,029	3,585
Staff Welfare including health & safety	6,936	4,931
General expenses	188	742
Subscriptions	1,652	1,637
Depreciation on freehold property	19,692	14,380
Depreciation on plant and machinery	-	40
Depreciation on FF & Equipment	9,963	8,179
Depreciation on motor vehicles	1,100	1,100
Profits/losses on disp of tangibles	2,423	105
	<u>1,321,271</u>	<u>1,254,978</u>