

New Communities Partnership (NCP) Company Limited By Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2021

Donal Ryan & Associates
Chartered Certified Accountants and Statutory Auditor
32 Manor Street
Dublin 7
Ireland

Company Number: 433791
Charity Number: CHY 18961
Charities Regulatory Authority Number: 20073671

New Communities Partnership (NCP) Company Limited By Guarantee

REFERENCE AND ADMINISTRATIVE INFORMATION

Directors

Veronica Bokeng Akale (Resigned 10 June 2021)
Umar Mehr (Resigned 10 June 2021)
Issah Huseini (Resigned 10 June 2021)
John Mc Donnell
Fei Liang
Tomas Bulnes
Iker Erdocia Iniguez (Appointed 10 June 2021)
Bashir Otukoya (Appointed 10 June 2021)
Natacha Soto (Appointed 10 June 2021)
Florin Marian Andreiu (Resigned 10 June 2021)

Company Secretary

Marguerite Bourke

Charity Number

CHY 18961

Charities Regulatory Authority Number

20073671

Company Number

433791

Registered Office and Principal Address

53 Dorset Street Upper
Dublin 1
Ireland

Auditors

Donal Ryan & Associates
Chartered Certified Accountants and Statutory Auditor
32 Manor Street
Dublin 7
Ireland

Bankers

AIB
126/128 Capel St,
North City,
Dublin 1

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New Communities Partnership (NCP) Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

NCP

Directors' Report

FOREWORD FROM OUR CHAIRPERSON

On behalf of the Board, I am pleased to present the audit financial statements for the year ended 31 December 2021. I would like to start by expressing my appreciation to our members. I note in particular all our staff who have worked tirelessly ensuring that our clients are well supported in their needs. In essence this is our key function in which we take pride in discharging. Despite the challenges of the pandemic, our team delivered admirably this year. I sincerely thank our management for their commendable resilience, delivering such results in very challenging circumstances. Importantly this year we also took the opportunity to progress our strategic transformation. Our new strategy which we will be launching soon will act as a catalyst to deliver our vision. We seek to become an important partner in building integration. Another achievement for our organisation is that we added to the diversity of members in leadership at board level and I hold that this will help us in delivering for the whole community. The resilience that we have developed over these past two years has left our staff well equipped to deal with the long-term challenges from the pandemic. This past year has reminded us that the cornerstones of a strong community are trust, collaboration, and your health. This year has stiffened our resolve to remain a trusted source to provide support to many migrant individuals, families and groups who continue to face uncertainty and other inequalities.

The demand on our services has increased enormously. More migrants are struggling to access public services and calls to our helpline and visits to our centre remain steady. Basic needs and utility assistance requests remain high as the situation recovers. We know the evolving nature of the pandemic may still challenge us. However, we remain resolute in our commitment to work collaboratively to improve the education, employability and health of our community.

In 2021, the NCP team provided more services in order to support migrants' access to the labour market, information on child protection and safeguarding, cultural support, social inclusion, youth capacity building, citizenship and immigration information, among others. We also provide support to stakeholders and partnering organisations, including NGOs and statutory agencies at both local and national levels.

Through our services, we supported a range of people from new communities, including vulnerable families, asylum seekers and refugees, migrant workers, migrant groups, ethnic minority communities, Roma, people experiencing homelessness and domestic violence. These services are designed to enhance the services provided by government, non-profit and private services in existence in Ireland, as well as to ameliorate the pressures on those services.

Our work acts to complement that of government services and other NGOs. When it comes to providing assistance to enhance the lives of all people in Ireland, such a diversity of people and backgrounds requires a diversity of approaches. As an organisation comprised of a diverse workforce (NCP's paid staff hail from Europe, Africa and South America), and whose member groups span even more countries of origin, New Communities Partnership is well placed to understand and identify best processes for enriching the lives of migrants in Ireland.

We have an acute understanding of the disparate issues migrants face. These issues can relate to language difficulties; lack of knowledge about the services in existence in Ireland; unproductive or even hostile treatment from government and services in other states, leading to distrust or an unwillingness to engage with state agencies; religious or cultural differences and difficulties; and previous negative experiences on the basis of the migrants' race, religion or cultural background.

Difficulties that migrants who use our services face extend to all areas of society and life in Ireland and can be made more difficult by a number of personal and societal challenges: a lack of knowledge in the typical processes for job-seeking and accessing services in Ireland, for example; a lack of family support for those migrants whose close and extended families are living elsewhere; difficulties with traversing official documents and literature in the English language; a lack of education; emotional or mental issues that may have been caused or exasperated by the asylum process; discrimination or bias against migrants; or an inability or unwillingness to integrate fully into Irish society.

New Communities Partnership (NCP) Company Limited By Guarantee

BALANCE SHEET

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	8	10,025	13,769
Current Assets			
Debtors	9	34	1,484
Cash at bank and in hand		22,127	61,839
		22,161	63,323
Creditors: Amounts Falling Due within One Year	10	(147,993)	(136,454)
Net Current Liabilities		(125,832)	(73,131)
Total Assets Less Current Liabilities		(115,807)	(59,362)
Funds			
Restricted funds		(115,807)	(83,770)
General fund (unrestricted)		-	24,408
Total Funds	13	(115,807)	(59,362)

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

Approved by the Board of Directors on 7/7/21 and Signed on Its Behalf by:


John Mc Donnell
Director


Bashir Otukoya
Director

New Communities Partnership (NCP) Company Limited By Guarantee


STATEMENT OF FINANCIAL ACTIVITIES

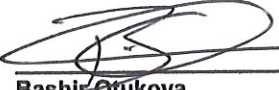
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2021

	Notes	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €	Unrestricted Funds 2020 €	Restricted Funds 2020 €	Total 2020 €
Income							
Donations and legacies	4.1	-	180	180	-	-	-
Charitable activities	4.2	35,021	502,866	537,887	24,408	528,669	553,077
Other income	4.3	-	20,237	20,237	-	13,543	13,543
Total Income		35,021	523,283	558,304	24,408	542,212	566,620
Expenditure							
Charitable activities	5.1	35,021	579,728	614,749	-	609,261	609,261
Net Income/(Expenditure)		-	(56,445)	(56,445)	24,408	(67,049)	(42,641)
Transfers between funds		-	-	-	-	-	-
Net Movement in Funds for the Financial Year		-	(56,445)	(56,445)	24,408	(67,049)	(42,641)
Reconciliation of Funds							
Balances brought forward at 1 January 2021	13	-	(59,362)	(59,362)	-	(16,721)	(16,721)
Balances Carried Forward at 31 December 2021		-	(115,807)	(115,807)	24,408	(83,770)	(59,362)

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 7/7/21 and Signed on Its Behalf by:


John Mc Donnell
Director


Bashir Otukoya
Director

New Communities Partnership (NCP) Company Limited By Guarantee

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity 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 apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

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

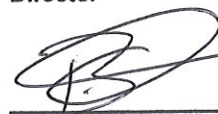
In so far as the directors are aware:

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

Approved by the Board of Directors on 31/12/22 and Signed on Its Behalf by:



John Mc Donnell
Director



Bashir Otukoya
Director

New Communities Partnership (NCP) Company Limited By Guarantee
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2021

Future Developments

Above all else as we continue to grow our support, we aim to ensure that all areas of our work are underpinned by the values which shape everything we do; first, to work with all new communities in Ireland; second, our determination to create services and opportunities to ensure their full participation in Irish society; and finally our commitment to empower them to influence positive change in all matters affecting their lives. In the year to come, we hope to engage even more voices from within Ireland's migrant communities. Our primary focus once again will be on supporting the network and our services to continue to grow and expand its activities. The organisation plans to continue its existing activities based on the overarching framework of its Strategic. NCP has also engaged in an extensive strategic planning process that will ultimately result in a follow-on five-year Strategic Plan covering the period 2022-2026. The process of consultation and engagement involving external and internal stakeholder.

Fundraising Plan (Addressing deficit and other potential risks)

The purpose of the Fundraising Plan is to contribute to the financial stability of the New Communities Partnership and its ability to effectively facilitate the accounting functions of its financial operation. Specifically, it supports the NCP's ability to maintain steady cash flow, reserves and fulfill all financial obligations while also addressing the organizational deficit.

The board members are committed to addressing the organization deficit and requested the Finance & Audit Committee (AFC) to put in place a fundraising plan in order to address the current financial deficit. The AFC members presented the plan to the board and delegated the CEO and the Finance Manager to implement the plan with immediate effect with the focus being firmly being placed on reducing and eliminating the organization financial deficit, and to ensure that the organization is making the necessary actions to stabilize the financial situation. This plan is set out accordingly with the organization new Strategic Goals 2022-2026. The plan includes major fundraising activities and opportunities that will boost the existing largely State sponsored income.

The work of NCP was significantly impacted during 2020/21/22 by the Coronavirus pandemic. It is hoped that the lifting of the restrictions will enhance NCP's capacity to fundraise once again. The AFC have already begun engaging with various stakeholders in implementing the fundraising activities.

Government Department Circulars

New Communities Partnership (NCP) Company Limited By Guarantee is compliant with relevant circulars including Circular: 44/2006 "Tax Clearance Procedures Grants, subsidies and Similar Type Payments" and DPE 022/05/2013 Circular: 13/2014 'Management of and Accountability for Grants from Exchequer Funds'.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. New Communities Partnership (NCP) Company Limited By Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)


Auditors

The auditors, Donal Ryan & Associates, (Chartered Certified Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 53 Dorset Street Upper, Dublin 1.

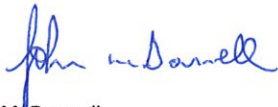
Approved by the Board of Directors on 7/7/22 and Signed on Its Behalf by:


John Mc Donnell
Director


Bashir Otukoya
Director

New Communities Partnership (NCP) Company Limited By Guarantee
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2021

All of this is done with heartfelt commitment to our people and communities. Respect for human rights is at the core of everything we do and a non-negotiable value for us and all our partners. We are committed to thriving with our members and communities, and we actively participate to enhance their livelihoods, with initiatives across health, education and skill development. This report is a milestone to drive build progress for the migrant population. I hope you will be as inspired as I am by the achievements this year, which are reflected in the pages that follow. On behalf of the Board of Directors, I sincerely thank you for your continued trust, which gives us the confidence to keep on advancing our mission.



John McDonnell

Chairperson

New Communities Partnership (NCP) Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2021.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of New Communities Partnership (NCP) Company Limited By Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2021.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

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

Background/overview of organization

New Communities Partnership (NCP) is an independent national network of over 150 immigrant-led groups (including ethnic minority groups) comprising 65 nationalities with offices in Dublin. NCP provides 5 different services. These include support with: Access to the labour market, information on child protection and safeguarding, cultural support, social inclusion, youth capacity building, citizenship and immigration information, among others. We also provide support to stakeholders and partnering organisations, including NGOs and statutory agencies at both local and national levels.

Through our services, we support a range of people from new communities, including vulnerable families, asylum seekers and refugees, migrant workers, migrant groups, ethnic minority communities, Roma, people experiencing homelessness and domestic violence.

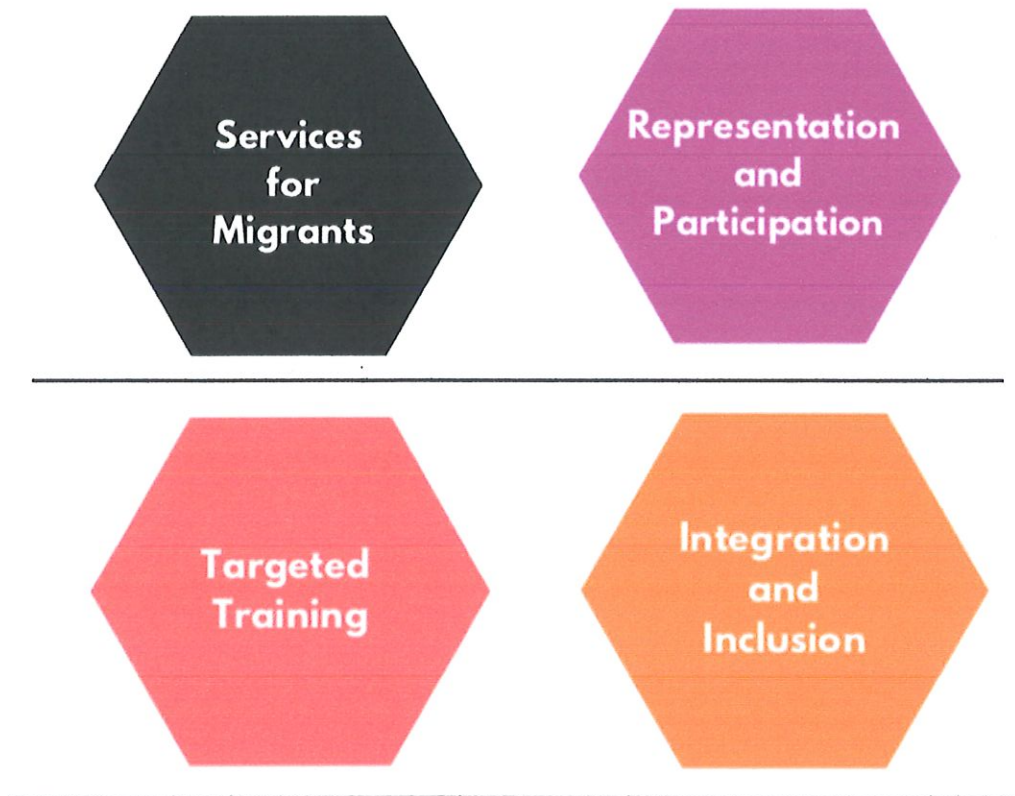
Our Mission - The mission of NCP is to be an effective network, representing and empowering ethnic minority-led groups, at all levels, in order to influence positive change in policies that impact on their lives.

Our Vision - We are working towards an intercultural and inclusive Irish society where immigrant groups are achieving equality in economic, social, political and cultural aspects of Irish life.

Strategic Goals

- Ensure **representation** and **participation** of ethnic minorities at all levels in Irish society in order to influence positive change and inform policies that impact on migrants' lives.
- Deliver targeted **training** that enhances the delivery of better services to people from migrant communities in Ireland and to promote cultural understanding in Irish society.
- Promote and sustain effective **economic participation, integration, and social inclusion** initiatives for migrant communities at local, regional and national levels.
- Promote awareness of, improve access to, and provide and create **bespoke services for migrants** in the local community in Ireland.

New Communities Partnership (NCP) Company Limited By Guarantee
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2021



The backgrounds, experiences, and history of each group who forms NCP's network differ. One thing that is common to all of them, and to New Communities Partnership, is that the organisations are migrant-led and migrant-focused.

The ability and the commitment to centring migrant voices at the heart of all our activities ensures that NCP continues to enjoy a unique vision, identity, and focus among advocacy groups in Ireland. Migrants define the work of New Communities Partnership; as migrants ourselves, both at staff and group membership level, we are better placed to identify the particular needs, requirements, and desires of migrant groups in Ireland a membership of migrants, Asylum Seekers, Refugees and black and ethnic minorities grassroots, which have come together to promote sustainable communities in Ireland through the services we provide. NCP's members are operational in all of or parts of Dublin 1,3,7,8 as well as disadvantaged city areas in Dublin 2 and 4.

NCP has a staff team of thirteen people, headed up by a CEO. Additional Interns and Volunteers are seconded to a peer organisation. This team is augmented from time to time through various contracts for services such as finance and programme monitoring & evaluation to bring specific skills into the organisation. In doing its work, NCP engages with, and relies upon the skills and expertise of the people within its member organisations.

NCP's Principles

New Communities Partnership strives to follow a clearly defined set of principles to achieve its aims. These five principles dictate and provide a framework for how we interact with all stakeholders, including member groups, individual migrants and migrant communities, funders, government and non-governmental bodies we work with, and NCP's own staff and board.

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Leadership



Equality



**Transparency/
Accountability**



**Participation/
Empowerment**



Integrity



New Communities Partnership (NCP) Company Limited By Guarantee DIRECTORS' ANNUAL REPORT for the financial year ended 31 December 2021

NCP operates to community development principles, a social inclusion and human rights ethos forms the basis of our work with members and other stakeholders. We embrace the following values in how we operate:

- Promote and Maintain a Community Development Ethos
- Empowerment
- Justice
- Social Inclusion and Diversity
- Representation and Participative
- Collaboration and Positive Engagement
- Human Rights Based Approach
- Anti-Racism and Integration

NCP Services:

Migrant Family Support Service (MFSS): Service (MFSS for short), a service that provides confidential and free advice and support to migrant families with children in care or who are going through child protection interventions. This service also provides training, outreach and assistance to government bodies and social workers (including Tusla), to religious institutions, community groups and to other entities concerned with child protection and welfare in Ireland.

Social Inclusion and Community Activation Programme: A community programme that promotes social inclusion and equality through services for both individuals and groups, through helpline, drop in clinics, referrals, community support and group formation.

Mi-WOW- Migrant Women - Opportunities for Work - A free, nationwide programme, run by migrant women for migrant women. Mi-WOW has been designed to empower migrant women to reach their potential, facilitating their access to the Labour Market.

SSNO (Scheme to Support National Organisations) – National Development and Integration: Initiating, maintaining and developing a sustainable working relationship with key groups and individuals engaged with NCP

Citizenship Application Support Service (CASS): A multi-lingual, drop-in service, for migrants negotiating the Irish naturalisation process with offices in Dublin.

NCP Youth: NCP Youth identifies the challenges and issues migrant youth face in Ireland. We work towards an intercultural and inclusive Irish society where migrant students are achieving their full potential in schools as their Irish peers.

Achievements and Performance

Migrant Job Fair2021

The Migrant Job Fair is an annual event to create an opportunity for migrants to access direct information and support, connect with employers, recruiters and relevant organisations in the job market in Ireland. Additionally, it offers corporate bodies, recruitment agencies and public sectors an on-the-spot meeting with highly skilled, diverse and multilingual professionals from different sectors and different parts of the world.

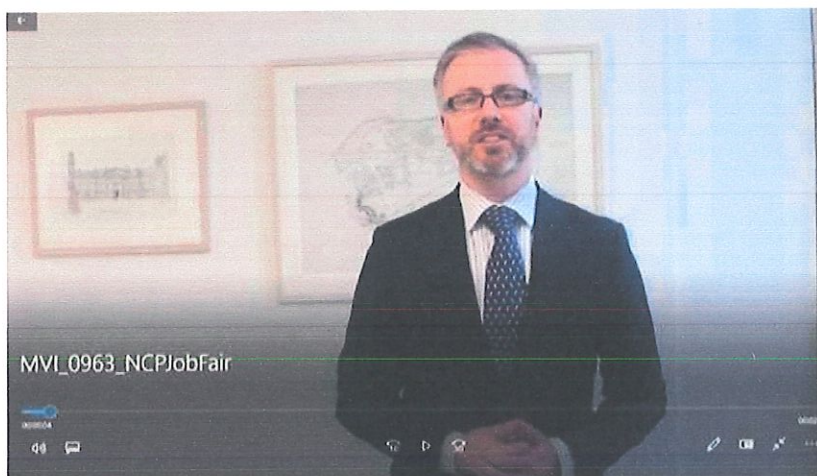


In November 2021 we conducted our first Virtual Job Fair due to the ongoing pandemic and its restrictions. We gave each organisation 15-20 minutes to introduce their work, mission and vision, simultaneously a representative from their organisation answered questions from the attendees through the Q/A window. Additionally, we had a session from QQI explaining their services. Following that there were two 30 minutes sessions on 'Stamps and Visas' and 'Different support schemes available' from the department of Social Protection and NCP staff.

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 for the financial year ended 31 December 2021



We were honoured to have the Minister of Children, Equality, Disability, Integration and Youth- Roderic O'Gorman give an introductory speech to commence the programme.



End of Year Event

We could not organize our End of Year Intercultural Art and Cultural Festival due to Covid-19. SICAP instead was involved in organizing a Christmas Family Day. This was a gift and toys giveaway for migrant's children. We had a fair number of families and children.

Our Free & Confidential Support Services **Migrant Family Support Service (MFSS)**

Migrant Family Support Service (MFSS), supported by TUSLA - Child and Family Agency, delivers culturally sensitive supports and advocacy services to migrant families who are experiencing child protection interventions. The service offers practical advice and support to migrant families, foster families and social workers. MFSS also works with existing child protection and family support, to promote the common goal of positive outcomes for migrant families. Referrals from Tusla departments continued to be the highest on our referrals with 66%. 20% self-referrals and 7% came from HSE services. 5% from NGO's while approximately 2% were referred from schools. In 2021, 86% of referrals were for Families with Children at Risk. Our Support Plans were based on Prevention. 14% of referrals were for families with

New Communities Partnership (NCP) Company Limited By Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

Children in Care. Our key focus was to support family reunification and help parents understand the child protection system in Ireland.

Clients also attended interagency meetings via teleconference calls with the social work departments through our drop-in clinics. Literacy and language skills counted to 69% of our clients who needed to attend in person to meet with our team for receiving information and awareness sessions on child protection, family support and linking them with relevant service.

During 2021 most interagency meetings for our clients with Tusla offices were replaced by teleconference calls. Such calls were not possible for many of our clients who availed our support at the drop-in clinics to access the interagency meetings via teleconference.

A total of 6 29 Interagency and teleconference meetings through Microsoft teams, phone calls and zoom meetings were conducted in place of outreaches and drop-in clinics

Outreaches including home visits and access visits, accompany clients to meetings with legal teams and court appointments continued throughout the pandemic and the family support team continued to be present in these settings to provide the cultural and language support between social worker and parents.

240 individuals were trained on Child Protection and Positive Parenting in Ireland. We reached out for participants at International Protection Accommodation (IPAS) centers and Emergency accommodations including Dublin, Donegal, Galway, Cork and Monaghan. Additionally MFSS developed and delivered cultural information on Roma culture and community in Ireland which will be delivered to School teachers and Tusla professionals. We have also developed cultural information on Syrian families living in Ireland.

Migrant Woman – Opportunities for Work (MI-WOW)

Mi-WOW aims to explore, support, and overcome specific barriers that migrant women are facing in Ireland during their job-seeking journeys. Mi-WOW is designed to empower migrant women to reach their potential, rebuilding their confidence, and upgrading their skills to facilitate their access to the labour market and/or career progression in ways that are linked to their professional goals. Additionally, Mi-WOW provides support and a critical thinking space to enterprises with the aim of creating and developing inclusive and equal routes for migrant women to participate in any space of the Irish labour market.

Public Conversation Hubs are free information sessions and a space for migrant women and migrant descendant women, HR staff and/or people involved in hiring processes to discuss, learn and exchange information on topics that are important to migrant women, as well as to generate an open, bi-directional, safe and respectful conversation on critical topics like bias, discrimination etc.

NCP being a migrant organisation, run by migrants for migrants, we are well aware of the needs our communities have. We realised that, despite the many efforts from different organisations, there still is misinformation among migrants on so many topics pertaining to their lifestyle.

The organised four webinars in 2021: Access to physical and mental health, Understanding your finances, Benefits of Mentoring and Access to third level education.

Returning to the Workforce Training is an employment training aimed at preparing migrant women and migrant descendant women to go back to, or start their career in, the Irish labour market by offering sessions on communication skills, IT skills, employment rights and the Irish labour market, and 1:1 career coaching sessions. Due to the COVID-19 pandemic, the training was adapted in order to be delivered online. During its second year, Mi-WOW ran four employment training sessions. Each training lasted four weeks, with classes running twice-weekly (Tuesdays and Thursdays). This format not only allowed for the project to continue despite restrictions in the country, but it also gave the opportunity to migrant women living in different parts of Ireland to apply and participate in the training from the comfort of their own homes.

NCP and Mi-WOW believe that the first step towards achieving inclusive and diverse work environments, is to have

New Communities Partnership (NCP) Company Limited By Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

inclusive and unbiased recruitment processes, where everyone is given equal opportunities; despite their gender, ethnicity, name, accent, or foreign experience/qualifications.

The 'Hiring for Diversity Training' is an equality, diversity and inclusion training directed at HR staff and/or people involved in hiring processes so that together we can build bridges to overcome the barriers that migrant women and migrant descendant women face in accessing the Irish labour market. The aim of this training is to raise awareness of the importance of including diversity, equality and inclusion values into the recruitment processes and providing techniques to do so.

During Mi-WOW's second year, three 3-hour trainings were delivered to HR professionals and recruiters working across different sectors and throughout the country. The three trainings were delivered between September – December 2021.

Social Inclusion and Community Activation Programme (SICAP)

During 2021 SICAP continued to support individuals that were facing: Housing, Homelessness, Garda National Immigration Bureau (GNIB renewal), Social Welfare including Child Benefit, Lone Parent, Job Seekers, English languages and Medical cards issues. We also continued to work and collaborate with various governments departments, state agencies, local authorities, health agencies and voluntary sector partners to influence the development of the services which respond to the needs of new communities at local, regional and national levels.

in 2021 both CICAP and CASS have supported over 800 individuals regarding to citizenship/naturalisation application process, passport applications, GNIB online renewal, and general enquiries on citizenship, naturalisation and immigration status.

443 individuals were given supported via a helpline and drop-in clinics, including referrals from Local Development Communities, Government Services, Statutory and non-Statutory bodies.

335 citizenship/naturalisation and GNIB/IRP renewal card.

72 individuals were referred to external services, including referrals to online English classes and adult education, and other service providers.

Both services shared between 90 referrals nationwide and received over 1,920 telephone calls with an average of 35 calls weekly. These calls represent contact made and received from clients, local development groups, service providers, and general public enquiries.

55 calls pertaining to opening a bank account during the months of November and December only

Citizenship Application Support Service (CASS)

Citizenship Application Support Service (CASS) is a multi-lingual, drop-in service, for migrants negotiating the Irish Naturalisation process. The Service is provided by trained staff, speaking in different languages five days a week.



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National Development and Integration

Scheme to Support National Organisations in the Community and Voluntary Sector (SSNO)

The National Development & Integration Officer (NDIO) strengthened collaborative working relationship with existing NCP member groups, individuals, and key stakeholders as well as initiated and developed new ones engaging with other organisations in the community & voluntary sector, local authorities, public agencies among other key stakeholders working on issues facing migrants living in Ireland. The project is funded by Pobal through the Scheme to Support National Organisations (SSNO). In 2021 NDIO outreached and engaged with migrant-led community support groups and organisations nationwide connecting with key areas such as Dublin, Wicklow, Longford, Cavan, Galway, Clare, Waterford, Wexford, Donegal, Limerick, Cork among others.

NDIO provided support, information & advice to over 60 individuals from Africa, Middle East, Asia, Latin America, Europe, and Eastern Europe through helpline, drop-in clinics, advocacy, referrals, lifelong learning support. NDIO fostered effective integration & ongoing engagement with migrant communities, public services, and local communities. NDIO established, maintained, and developed working relationship with migrant groups locally and nationally, actively promoting awareness of social inclusion and integration. NDIO engaged and worked with migrants-led groups fostering their full integration into Irish society. NDIO ensured migrants access to key information and services. Through NDIO over 20 new migrant community support groups joined NCP.

NDIO established, developed, and strengthened working relationships with key migrant support organisations and public bodies such as Recruit Refugees, Safetynet, Public Participation Network, Crosscare, Intercultural Language Service, County Councils & Local Authorities nationwide, Intreo Offices, Homeless Units, DCC & Fingal Integration Offices, among other key stakeholders. Comhthuisce Ireland Health Literacy & Social Inclusion Project, Inco Ireland free IT Skills Course, Community Action Network & City-Wide Action Research Project on Drug Use and Drug-related Issues within Migrant Communities, TUS Back-To-Work Programme, UCD Research Institute among others. NDIO jointly with MiWOW & SICAP organised and delivered webinars and information sessions on various topics relevant to migrants such as migrants access to health services, personal finances & budgeting, mentoring, access to 3rd level education, COVID vaccine & vaccination, access to community medical services among others.

NDIO had a key role organising and delivering NCP events such as Inco Open Day, NCP Migrant Job Fair, African Tribal Art Exhibition, Halloween Big Scream Festival among others.

Organisation, Governance & Management

NCP has thirteen employees, including its Chief Executive Officer, who reports to NCP Board. The Board comprises seven board members. The names of the persons who at any time during the year were directors of the NCP are listed in the report. There are four board standing sub-committees, Governance; Finance & Audit, Advocacy & both of which met throughout 2020 via Zoom. NCP recruited & inducted 3 staff members for the Migrant Women – Opportunities for Work (MiWOW) project, NCP conducted a review including governance and projects evaluations and developed a new website and enhanced its social media platforms, NCP updated our vulnerable adults and child safeguarding policies and child safeguarding statement in line with the Children First Act 2015, NCP worked to ensure compliance under GDPR and that all systems, policies and procedures were in place such as a review of Employee handbook, Health & Safety, complaint policy, members of the board are named on the NCP's website www.newcommunities.ie

During 2021 the board held 6 scheduled meetings and three board & staff and volunteers strategic planning meetings. NCP's AGM was held on 10th June 2021. (due to the corona virus and the lockdown the AGM was rescheduled to June 10th same year)

Appointment of Directors

The board of directors of New Communities Partnership CLG elect a chairperson for their meetings following each annual general meeting. In accordance with the Articles of Association of the company, at every AGM, one third of the elected members of the Board shall retire from office, but shall be eligible for re-elections. If the number on the board

New Communities Partnership (NCP) Company Limited By Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

should be an uneven number, then the number of members which, with the addition of one would make one third of the Board shall retire. The board members to retire in every year shall be those who have been longest in office, but as persons who become members on the same day, those to retire (unless they otherwise agree amongst themselves) be determined by lot. The board introduced the term limits for the charity trustees, with a maximum of nine years in total.

Members

Members of the charitable company guarantee to contribute an amount not exceeding €1 to the assets of the charitable company in the event of winding up.

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

Veronica Bokeng Akale (Resigned 10 June 2021)
Umar Mehr (Resigned 10 June 2021)
Issah Huseini (Resigned 10 June 2021)
John Mc Donnell
Fei Liang
Tomas Bulnes
Iker Erdocia Iniguez (Appointed 10 June 2021)
Bashir Otukoya (Appointed 10 June 2021)
Natacha Soto (Appointed 10 June 2021)
Florin Marian Andreiu (Resigned 10 June 2021)

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

The secretary who served throughout the financial year was Marguerite Bourke.

Charities Governance Code

In November 2018, the Charities Regulator published its Code of Governance requiring charities to be fully compliant by 31 December 2020. This new code is principles-based and is similar to the Governance Code for Community, Voluntary and Charitable Organisations, with which NCP was compliant. During 2019 we commenced the process of compliance with the Code as it applies to larger organisations.

In October 2021 the board reviewed the completed evidence template, which was reviewed again in October 2021 and were pleased to sign off on NCP being compliant with the code. This status of full compliance was then filed with the Charities Regulator for the first time, as part of our annual return, in October 2021.

Beneficial Ownership

Article 30(1) of the EU's Fourth Anti-Money Laundering Directive (4AMLD) requires all EU Member States to put into national law provisions requiring corporate and legal entities to obtain and hold adequate, accurate and current information on their beneficial owner(s) in their own internal beneficial ownership register.

During 2019, this directive was implemented by the Department of Finance in Ireland. NCP filed its initial return on the Register of Beneficial Ownership by the deadline of 21 November 2019 and continues to be compliant with the regulations.

Risk review, uncertainties and internal controls

In 2021 a review of risks and policies was undertaken with a recommendation that a new risk policy, register and process for risk management be developed and implemented. Following the review, the organisation developed a new risk policy and register, which were approved by the board in December 2020.

The policy identifies 8 risk categories; strategy, governance, financial management, legal regulatory and compliance.

Reserves Position and Policy in line with best practice in accounting and reporting by societies, the Board of Directors have adopted the Statement of Recommended Practice (SORP) which requires a society to state its reserves policy within its annual report. The Board have examined the organisation requirements for reserves in light of the main risks to the organisation and also making allowance for the organisation's ability to respond to any crisis situations that may arise without the need to wait for third party funding. The organisation was successful in securing additional funding from the Bank of America in order to sustain its financial stability.

INDEPENDENT AUDITOR'S REPORT

to the Members of New Communities Partnership (NCP) Company Limited By Guarantee

Report on the Audit of the Financial Statements

Opinion

We have audited the charity financial statements of New Communities Partnership (NCP) Company Limited By Guarantee for the financial year ended 31 December 2021 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2021 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 3 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions Relating to Going Concern

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

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

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

Emphasis of Matter

We draw attention to the statement of financial activities at page 20, which indicates a cumulative loss of €115,807. We have considered the adequacy of the disclosures made on the director's report and on note 16 which indicates that in 2022 the CAF America's Eligibility Committee has determined that New Communities Partnership is now eligible to receive grants from CAF America from 31/01/2022 to 31/01/2025 and is now listed on CAF America's Charity Database. The grant of €78,620 has already been approved by Bank of America.

These events or conditions, along with the other matters as set forth in the future cash flow, indicate that there is no material uncertainty exists that may cast significant doubt on the company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other Information

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of New Communities Partnership (NCP) Company Limited By Guarantee

Opinions on Other Matters Prescribed by the Companies Act 2014

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

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

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

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

Matters on Which We Are Required to Report by Exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.

Respective Responsibilities

Responsibilities of Directors for the Financial Statements

As explained more fully in the Directors' Responsibilities Statement set out on page 15, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

Further Information Regarding the Scope of Our Responsibilities As Auditor

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

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of New Communities Partnership (NCP) Company Limited By Guarantee

The Purpose of Our Audit Work and to Whom We Owe Our Responsibilities

Our report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Donal Ryan FCCA AITI

For and on Behalf of

DONAL RYAN & ASSOCIATES

Chartered Certified Accountants and Statutory Auditor

32 Manor Street

Dublin 7

Ireland

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New Communities Partnership (NCP) Company Limited By Guarantee
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash Flows from Operating Activities			
Net movement in funds		(56,445)	(42,641)
Adjustments for:			
Depreciation		5,392	5,353
		<u>(51,053)</u>	<u>(37,288)</u>
Movements in working capital:			
Movement in debtors		1,450	(266)
Movement in creditors		11,539	(105,749)
		<u>(38,064)</u>	<u>(143,303)</u>
Cash Flows from Investing Activities			
Payments to acquire tangible assets		(1,648)	(4,855)
		<u>(39,712)</u>	<u>(148,158)</u>
Net Increase in Cash and Cash Equivalents		61,839	209,997
Cash and Cash Equivalents at 1 January 2021		61,839	209,997
Cash and Cash Equivalents at 31 December 2021	15	22,127	61,839

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. GENERAL INFORMATION

New Communities Partnership (NCP) Company Limited By Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is 53 Dorset Street Upper, Dublin 1, Ireland which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of Preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of Compliance

The financial statements of the charity for the financial year ended 31 December 2017 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102", applying Section 1A of that Standard.

Fund Accounting

The following are the categories of funds maintained:

Restricted Funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted Funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from Charitable Activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

- Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Tangible Fixed Assets and Depreciation

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

Fixtures, fittings and equipment	- 20% Straight Line
Motor vehicles	- Written off in equal instalments over estimated useful economic life

Debtors

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

Cash at Bank and in Hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation

No charge to current or deferred taxation arises as the company has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No 18961. The company is eligible under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act, 1997" therefore income tax refunds arising from sponsorships exceeding €250 per annum are included in unrestricted funds. Irrecoverable value added tax is expended as incurred.

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

3. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

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

4. INCOME

4.1 DONATIONS AND LEGACIES

Unrestricted Funds	Restricted Funds	2021	2020
€	€	€	€
Donations and legacies	180	180	-

4.2 CHARITABLE ACTIVITIES

Unrestricted Funds	Restricted Funds	2021	2020
€	€	€	€
Migration policy group (SIRIUS)	1,372	1,372	5,479
Child & Family Agency Tusla (MFSS)	241,500	241,500	230,000
Cork City Council	-	-	200
Citizenship Application Support Service	-	35,021	24,408
Dept of Justice & Equality (ESF/Mi-WOW)	110,215	110,215	93,064
Department of Justice (NCP Youth)	5,000	5,000	16,187
POBAL (SICAP)	34,768	34,768	34,768
South Dublin County Council	-	-	278
Dept of Justice - ESF-IEM (MAP)Funding	16,235	16,235	46,957
DCC/Dept of Rural & Community (ICCSP)	16,338	16,338	16,338
Office for the promotion of migrant intergration	-	-	4,960
Fingal City Council	-	-	500
The Ireland Funds	-	-	5,000
Dept of Rural & community development	74,938	74,938	74,938
Other Grants	2,500	2,500	-
35,021	502,866	537,887	553,077

4.3 OTHER INCOME

Unrestricted Funds	Restricted Funds	2021	2020
€	€	€	€
Other income	233	233	911
Wage Subsidy	20,004	20,004	12,632
-	20,237	20,237	13,543

5. EXPENDITURE

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

5.1 CHARITABLE ACTIVITIES

	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
Expenditure on charitable activities	-	-	-	-	3,545
Staff Costs	447,531	-	-	447,531	437,660
Programme costs	135,048	-	-	135,048	86,318
Depreciation	5,392	-	-	5,392	5,353
Computer & IT Costs	4,493	-	-	4,493	1,072
Legal & Professional Fees	1,732	-	-	1,732	22,108
Office Costs	14,478	-	-	14,478	35,262
Insurance	2,445	-	-	2,445	1,914
Repairs and maintenance	-	-	-	-	10,797
Other Staff Costs	-	-	-	-	2,422
Governance Costs (Note 5.2)	-	3,630	-	3,630	2,810
	<u>611,119</u>	<u>3,630</u>	<u>-</u>	<u>614,749</u>	<u>609,261</u>

5.2 GOVERNANCE COSTS

	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
Audit	-	3,630	-	3,630	2,810

6. NET INCOME

	2021 €	2020 €
Net Income Is Stated After Charging/(Crediting):		
Depreciation of tangible assets	<u>5,392</u>	<u>5,353</u>

7. EMPLOYEES AND REMUNERATION

Number of Employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2021 Number	2020 Number
Professionals	<u>12</u>	<u>14</u>
The staff costs comprise:	2021 €	2020 €
Wages and salaries	404,065	445,002
Social security costs	43,466	44,339
	<u>447,531</u>	<u>489,341</u>

The company does not have any employees whose total employee benefits (excluding employer pension costs) for the reporting period exceed €60,000 and the company does not make any employer pension contributions for employees, therefore no table has been prepared to accompany the report as otherwise required under DPE 022/05/2013 Circular: 13/2014.

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Motor vehicles €	Total €
Cost			
At 1 January 2021	55,357	3,700	59,057
Additions	1,648	-	1,648
At 31 December 2021	57,005	3,700	60,705
Depreciation			
At 1 January 2021	41,588	3,700	45,288
Charge for the financial year	5,392	-	5,392
At 31 December 2021	46,980	3,700	50,680
Net Book Value			
At 31 December 2021	10,025	-	10,025
At 31 December 2020	13,769	-	13,769

9. DEBTORS

	2021 €	2020 €
Taxation and social security costs	-	1,450
Prepayments	34	34
	34	1,484

10. CREDITORS

Amounts Falling Due within One Year	2021 €	2020 €
Taxation and social security costs	45,387	39,119
Other creditors	1,545	-
Accruals	5,143	14,633
Deferred Income	95,918	82,702
	147,993	136,454

11. State Funding

Agency	Tusla Child & Family Agency
Government Department	Department of Children & Youth Affairs
Grant Programme	Migrant Family Support Service
Opening Deferred Income b/f from 2020	€0
Total grant received in the year	€241,500
Closing Deferred Income c/f	€0
Total Grant per Accounts in the year	€241,500
Expenditure in the year	€241,500
Term	Expires 31 December 2021
Received in year ended	31 December 2021
Capital Grant	Nil
Restriction on use	Migrant Family Support Service

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Agency	Department of Children, Equality, Disability, Integration and Youth
Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	ESF/Mi-WOW
Opening Deferred Income b/f from 2020	€48,512
Total grant received in the year	€144,666
Closing Deferred Income c/f	(€82,963)
Total Grant per Accounts in the year	€110,215
Expenditure in the year	€110,215
Term	Expires 31 December 2021
Received in year ended	31 December 2021
Capital Grant	Nil
Restriction on use	ESF/Mi-WOW
Agency	Department of Children, Equality, Disability, Integration and Youth
Government Department	Department of Children, Equality, Disability, Integration and Youth
Grant Programme	ESF-IEM (MAP)
Opening Deferred Income b/f from 2020	€29,190
Total grant received in the year	€0
Closing Deferred Income c/f	(€12,955)
Total Grant per Accounts in the year	€16,235
Expenditure in the year	€16,235
Term	Expires 31 December 2021
Received in year ended	31 December 2021
Capital Grant	Nil
Restriction on use	ESF-IEM (MAP)
Agency	Department of Justice & Equality
Government Department	Department of Justice & Equality
Grant Programme	New Communities Partnership Youth Prog. (NCP)
Opening Deferred Income b/f from 2020	€5,000
Total grant received in the year	€0
Closing Deferred Income c/f	€0
Total Grant per Accounts in the year	€5,000
Expenditure in the year	€5,000
Term	Expires 31 December 2021
Received in year ended	31 December 2021
Capital Grant	Nil
Restriction on use	NCP Youth
Agency	Pobal
Government Department	Department of Rural & Community Development
Grant Programme	SICAP
Opening Deferred Income b/f from 2020	€0
Total grant received in the year	€34,768
Closing Deferred Income c/f	€0
Total Grant per Accounts in the year	€34,768
Expenditure in the year	€34,768
Term	Expires 31 December 2021
Received in year ended	31 December 2021
Capital Grant	Nil
Restriction on use	SICAP

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Agency	DCC/Department of Rural & Community
Government Department	DCC/Department of Rural & Community
Grant Programme	ICCSP
Opening Deferred Income b/f from 2020	€0
Total grant received in the year	€16,338
Closing Deferred Income c/f	€0
Total Grant per Accounts in the year	€16,338
Expenditure in the year	€16,338
Term	Expires 31 December 2021
Received in year ended	31 December 2021
Capital Grant	Nil
Restriction on use	ICCSP

Agency	Department of Rural and Community Development
Government Department	Department of Rural and Community Development
Grant Programme	SSNO
Opening Deferred Income b/f from 2020	€0
Total grant received in the year	€74,938
Closing Deferred Income c/f	€0
Total Grant per Accounts in the year	€74,938
Expenditure in the year	€74,938
Term	Expires 31 December 2021
Received in year ended	31 December 2021
Capital Grant	Nil
Restriction on use	Organisational Supports

12. RESERVES

	2021 €	2020 €
At 1 January 2021	(59,362)	(16,721)
Deficit for the financial year	(56,445)	(42,641)
At 31 December 2021	<u>(115,807)</u>	<u>(59,362)</u>

13. FUNDS

13.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Restricted Funds €	Total Funds €
At 1 January 2020	(16,721)	(16,721)
Movement during the financial year	(67,049)	(42,641)
At 31 December 2020	(59,362)	(59,362)
Movement during the financial year	(56,445)	(56,445)
At 31 December 2021	<u>(115,807)</u>	<u>(115,807)</u>

13.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2021 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2021 €
Restricted Funds					
Restricted	(59,362)	523,283	579,728	-	(115,807)
Unrestricted General	-	35,021	35,021	-	-
Total Funds	<u>(59,362)</u>	<u>558,304</u>	<u>614,749</u>	<u>-</u>	<u>(115,807)</u>

New Communities Partnership (NCP) Company Limited By Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

13.3 ANALYSIS OF NET LIABILITIES BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted funds	10,025	22,161	(147,993)	(115,807)
	<u>10,025</u>	<u>22,161</u>	<u>(147,993)</u>	<u>(115,807)</u>

14. STATUS

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

The liability of the members is limited.

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

15. CASH AND CASH EQUIVALENTS

	2021 €	2020 €
Cash and bank balances	<u>22,127</u>	<u>61,839</u>

16. POST-BALANCE SHEET EVENTS

On 2th February 2022, the CAF America's Eligibility Committee has determined that New Communities Partnership is now eligible to receive grants from CAF America from 31/01/2022 to 31/01/2025 and is now listed on CAF America's Charity Database.

The grant of €78,620 has already been approved by Bank of America.

17. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on

NEW COMMUNITIES PARTNERSHIP (NCP) COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

NOT COVERED BY THE REPORT OF THE AUDITORS

New Communities Partnership (NCP) Company Limited By Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
OPERATING STATEMENT

for the financial year ended 31 December 2021

	Schedule	2021 €	2020 €
Income			
- Donations		180	-
- Other income		233	911
- Wage Subsidy		20,004	12,632
- Migration policy group (SIRIUS)		1,372	5,479
- Child & Family Agency Tusla (MFSS)		241,500	230,000
- Cork City Council		-	200
- Other grants		2,500	-
- Citizenship Application Support Service		35,021	24,408
- Dept of Justice & Equality (ESF/Mi-WOW)		110,215	93,064
- Department of Justice (NCP Youth)		5,000	16,187
- POBAL (SICAP)		34,768	34,768
- South Dublin County Council		-	278
- Dept of Justice - ESF-IEM (MAP)Funding		16,235	46,957
- DCC/Dept of Rural & Community (ICCSF)		16,338	16,338
- Office for the promotion of migrant intergration		-	4,960
- Fingal City Council		-	500
- The Ireland Funds		-	5,000
- Dept of Rural & community development		74,938	74,938
		558,304	566,620
Charitable activities and other expenses	1	(614,749)	(609,261)
Net Deficit		(56,445)	(42,641)

New Communities Partnership (NCP) Company Limited By Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES
for the financial year ended 31 December 2021

	2021	2020
	€	€
Expenses		
Wages and salaries	404,065	445,002
Social security costs	43,466	44,339
Training and capacity development	-	2,422
Rent and rates	3,500	8,100
Insurance	2,445	1,914
Light, heat and water charges	-	2,483
Waste Disposal & Cleaning	1,695	3,390
Repairs and maintenance	-	10,797
Printing, postage and stationery	2,763	4,706
Advertising	17	1,105
Telephone and mobile phone	3,108	7,831
Information technology	4,493	1,072
Events & intercultural activities	822	5,927
Transport and travel	-	533
Legal and professional	1,732	22,108
Auditor's/Independent Examiner's remuneration	3,630	2,810
Bank charges	674	700
General expenses	2,436	3,545
Volunteer Support	290	1,891
Project Costs	133,936	32,746
Subscriptions	285	487
Depreciation	5,392	5,353
	614,749	609,261