

Business in the Community Ireland

Directors' Report and  
Financial Statements  
for the financial year ended  
31 December 2022

COMPANY REGISTERED NUMBER 338442

**DIRECTORS' REPORT AND FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31  
DECEMBER 2022**

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**DIRECTORS AND OTHER INFORMATION**

**BOARD OF DIRECTORS**

Pat O'Doherty (Chairperson appointed 18/4/2023)  
Ronan Murphy (resigned 18/4/2023)  
Debbie Byrne (appointed 28/6/2022)  
Leisha Daly  
Mark Foley  
Brendan Jennings  
Chris Martin  
David Murphy  
George O'Connor  
Sinéad Patton  
Orlaigh Quinn (appointed 20/9/2022)  
John Reynolds (resigned 12/4/2022)  
Margot Slattery  
Deborah Threadgold

**CHIEF EXECUTIVE OFFICER**

Tomás Sercovich

**SECRETARY AND REGISTERED OFFICE**

Leisha Daly

3rd Floor Phibsborough Tower  
Phibsborough Road, Dublin 7  
D07 XH2D

**PRINCIPAL OFFICE**

3rd Floor Phibsborough  
Tower Phibsborough Road,  
Dublin 7 D07 XH2D

**CHARITY REGISTERED NUMBER**

CHY 13968

**COMPANY REGISTERED NUMBER**

338442

**CHARITIES REGULATOR NUMBER**

20044893

**INDEPENDENT AUDITORS**

Mazars  
Chartered Accountants & Statutory Audit Firm  
Harcourt Centre, Block 3  
Harcourt Road  
Dublin 2

**SOLICITORS**

A&L Goodbody LLP  
International Financial Services Centre  
North Wall Quay  
Dublin 1, D01 H104

McCann Fitzgerald  
Riverside One  
Sir John Rogerson's Quay  
Dublin 2, D02 X576

**BANKERS**

Bank of Ireland  
Lower Baggot Street  
Dublin 2, D02 Y754

Allied Irish Banks plc 52  
Upper Baggot Street,  
Dublin 4, D02 X342

### DIRECTORS' REPORT

#### OBJECTIVES AND ACTIVITIES

Founded in 2000, Business in the Community Ireland is a movement for sustainable change in business. Our purpose is to inspire and enable businesses to bring about a sustainable, low carbon economy and a more inclusive society where everyone thrives.

The objectives of Business in the Community Ireland are:

1. Assist companies to engage in corporate responsibility and sustainability;
2. Help organisations to measure, report and communicate on corporate responsibility and sustainability;
3. Run The Business Working Responsibly Mark, its NSAI (National Standards Authority of Ireland) audited standard based on ISO 26000; and
4. Operate innovative social inclusion programmes focused on education and employment.

The strategies employed by Business in the Community Ireland to achieve the objectives are:

- Offer specialist advice and guidance to companies on corporate responsibility and sustainability;
- Provide networking opportunities for companies to share and learn best practice;
- Leverage our CEO-led platform, "The Leaders' Group on Sustainability", to drive collective action;
- Operate The Business Working Responsibly Mark and offer tools to reach that standard;
- Encourage and inspire companies to embed best practice across all their activities;
- Engage companies in our social inclusion programmes targeting education and employment; and
- Engage members and other stakeholders, such as the government, on sustainability issues.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

Business in the Community Ireland (BITCI) is a company limited by guarantee, not having share capital, governed by its Constitution dated 11 October 2016. The Constitution was reviewed in 2022 with a new submission made to the Charities Regulator. The company is registered as a charity with the Revenue Commissioners and the Charities Regulator. There are currently 12 company members (11 in 2021), each of whom has agreed to contribute €1.27 in the event of the charity winding up. The organisation complies with the Charities Governance Code as laid out by the Charities Regulator in Ireland which promotes high standards of governance and transparency in the charity sector. The Code provides clear guidelines on the roles, duties, and responsibilities of those who run community, voluntary and charitable organisations.

In 2021 a complete review of the governance code was undertaken to ensure compliance with the new Code introduced by the Charities Regulatory Authority (CRA). During 2022, Business in The Community Ireland continued its commitment to each principle of the CRA Governance Code - leadership, organisational controls, transparency, and accountability, working effectively, and behaving with integrity.

The company is a wholly controlled subsidiary of the Foundation for Investing in Communities (FIC), itself a registered charity, by virtue of the Foundation for Investing in Communities being the ultimate controlling party of the charity that appoints the subsidiary's Board. The Community Foundation for Ireland (CFI) is a fellow 100% wholly controlled subsidiary of the Foundation for Investing in Communities and is also a registered charity, operating from the same premises in Phibsborough, and is also a related party of Business in the Community Ireland.

#### DIRECTORS

The Foundation for Investing in Communities shall nominate the directors. Initial appointment is for a three-year term, as recommended by the Chair of Business in the Community Ireland to the Chair of The Foundation for Investing in Communities for approval. A director can be reappointed for a second three-year term as per the Chair's recommendation to the Board. A director may be re-appointed for a third three-year term if it is agreed by all of the directors. In exceptional circumstances, agreed by all of the directors, a director may remain on the Board having completed three, three-year terms for an additional maximum one-year term.

When considering co-opting directors, the Board has regard to the requirement for any specialist skills needed as well as a broad diversity of thought and backgrounds.

## **BUSINESS IN THE COMMUNITY IRELAND**

### **DIRECTORS' REPORT (CONTINUED)**

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#### **DIRECTORS' INDUCTION AND TRAINING**

New directors undergo an orientation day to brief them on their legal obligations under charity and company law, the content of the Constitution, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other directors.

The directors and secretary, who served at any time during 2022 except as noted, were as follows:

#### **Secretary**

Leisha Daly

#### **Directors:**

Pat O'Doherty (Chairperson appointed 18/4/2023)

Ronan Murphy (resigned 18/4/2023)

Debbie Byrne (appointed 28/6/2022)

Leisha Daly

Mark Foley

Brendan Jennings

Chris Martin

David Murphy

George O'Connor

Sinéad Patton

Orlaigh Quinn (appointed 20/9/2022)

John Reynolds (resigned 12/4/2022)

Margot Slattery

Deborah Threadgold

#### **ORGANISATION**

The Board of directors, which must have a minimum of 4 directors, oversee the operation of the company. The Board meets at least 4 times per annum. There were 5 meetings in 2022 (2021: 6) at which there was an average of 82% attendance (2021: 78%). Business in the Community Ireland shows the cumulative attendance figure by directors rather than individual directors as the organisation believes this impinges on the privacy of individual volunteer directors, without providing significantly enhanced information. There are no emoluments, including travel expenses, paid to directors.

The Audit & Risk Committee (ARC), established in December 2021, has the absolute discretion and authority to consider any financial, investment, audit and compliance activity and any other activity at the request of the Board. The committee met 4 times in 2022 (2021:1). The Nominations and Governance Committee met 5 times in 2022 (2021:4). In addition, the Nominations and Governance Committee now includes Governance and has been tasked with supporting the Board in defining a director recruitment process and carrying out a skills and diversity assessment exercise for future Board appointments and Governance matters.

A Chief Executive is appointed by the directors to manage the day-to-day operations of the company. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation approved by the directors, for operational matters.

#### **FINANCIAL REVIEW**

The principal funding source for Business in The Community is corporate donations and government funding. The net movement of funds in 2022 shows a surplus of €65,670, (2021: deficit €72,141 restated). This deficit in the prior year arises due to timing differences between the recognition of programme income and associated programme costs. The Charities Statement of Recommended Practice (SORP) provides that income should be recognised when an entity becomes entitled to that income, when it is probable that the income will flow to the entity and when it can be measured reliably. The Board is satisfied that any deficit is derived from timing differences and that it does not adversely impact the organisation's financial health.

## **BUSINESS IN THE COMMUNITY IRELAND**

### **DIRECTORS' REPORT (CONTINUED)**

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#### **Reserves Policy**

The directors have established the level of reserves (that is those funds that are freely available) that the charity ought to provide, as set to a minimum cover of approximately 9 months' operational costs, not including programme funding. The directors estimate the operational costs to be €1,800,000 per annum. The reserves may be needed to bridge the gaps between spending on the above-mentioned activities and income, should current funding flows discontinue. Business in the Community Ireland has unrestricted reserves at 31 December 2022 of €899,179 (2021: €985,487 as restated). In addition, an amount of €602,834 (2021: €595,916) of unrestricted income is available under deferred income from membership revenue where BITCI has 100% entitlement in 2023 to the funds.

Designated Reserves are those which have been set aside for particular purposes by the directors in the furtherance of the company's charitable objectives. The designated reserves balance at 31 December 2022 stood at €380,912 (2021: €407,786). An annual review of designated reserves is carried out by the Audit and Risk Committee.

Restricted reserves are funds received and used for a specific charitable purpose. The restricted reserves balance at 31 December 2022 stood at €683,744 (2021: €504,892 as restated). In addition, an amount of €116,132 (2021: €174,382) of unrestricted income is available under deferred income from membership revenue where BITCI has 100% entitlement in 2023 to the funds.

#### **Plans for future years**

Business in the Community Ireland embarked on its new strategic plan 2022-2025 in 2021. The purpose is to inspire and enable business to bring about a sustainable, low carbon economy and a more inclusive society where everyone thrives. Our vision for 2025 is Ireland as a fair, inclusive and sustainable place to live and work. The impact aimed to be achieved by 2025 is:

- Transparent, sustainable and profitable businesses that have a positive impact on environment and society.
- Reduced emissions by businesses towards net-zero across operations and supply chain.
- Nature protected through business initiatives.
- Equitable, diverse & inclusive workplaces with improved access and opportunity for diverse jobseekers.
- Increased support/opportunities for young people to reach their full potential.

Embedding the membership and its engagement will continue during 2023 and future years. The critical focus areas will be defining and mobilising members within the Leader stream, together with ensuring that the activities remain relevant to member needs.

#### **GOING CONCERN**

The financial statements have been prepared on a going concern basis, that is, that the company will be able to continue normal operations for the foreseeable future. The foreseeable future is defined as a period not less than 12 months from the date the Financial Statements were signed. The company's forecasts and projections, taking account of reasonable possible changes in performance, results for the year and approved budgets for a period not less than twelve months from the date of signing the financial statements, show that the company will be able to operate within the level of its current cash resources. The directors have a reasonable expectation the company has adequate resources to continue in operational existence for the foreseeable future. They continue to adopt the going concern basis of accounting in preparing the annual financial statements. Recent events such as the COVID-19 pandemic, the invasion of Ukraine by Russia and the economic outlook for Ireland have been considered broadly by the entity.

#### **RISK MANAGEMENT**

The directors developed a risk management strategy which comprises:

- Risk Register, to identify the principal risk and to assess the likelihood and potential impact of those risks;
- Annual review of the risks the charity may face;
- Establishment of systems and procedures to mitigate those risks identified in the review; and
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise

#### FINANCIAL RISK MANAGEMENT

##### Principal risks and mitigating controls:

###### **Cash flow risk:**

Business in the Community Ireland hold a number of bank accounts deposited in a number of different financial institutions ensuring the security of our funds and also endeavouring to maximise the return available. The company's activities expose it primarily to the financial risks of changes in interest rates. Interest bearing assets are held at fixed rates to ensure certainty of cash flows.

###### **Credit risk:**

The company's principal financial assets are bank balances and cash. The credit risk on cash at bank is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies. The organisation has no significant concentration of credit risk, with exposure spread over a number of counterparties and customers.

###### **Discovery of fraud:**

Business in the Community Ireland finance team monitors internal financial controls on an ongoing basis, ensures full compliance with all of our statutory obligations, and separates key duties and responsibilities in accordance with best practice to both detect and prevent fraud.

###### **Cyber-attack:**

Business in the Community Ireland has engaged suitable expertise, both internally and from external professional firms as appropriate, to ensure that all IT systems operate in accordance with best practice and that the risk of cyber attackers gaining access to confidential data is kept to a minimum. Anti-virus software and firewalls are in place on all IT systems and ongoing cyber security awareness training is taking place. A Business Continuity and IT Disaster Recovery Policy is also in place.

###### **Compliance failure:**

A strong compliance culture exists throughout the organisation. This is supported and led by the senior management team, which ensures that ongoing training is provided to staff to enable them to perform their duties and responsibilities in accordance with best practice.

##### **Risk analysis of the new Strategy:**

As part of the strategy development process, the Board and Executive risk assessed the strategy to consider any issues that needed to be addressed. On-going risk assessment is built into the evaluative process for the strategy, with regular oversight by the executive, and bi-annual consideration by the Board.

##### **During 2022, Business in the Community Ireland had the following impacts:**

###### **Membership Services**

- Having started the year with 104 members, we ended 2022 with 115 members, a net growth of 11 (104 members: 2021). *2021 member numbers were revised to include those with paid donations with the exclusion of members who have an agreed pause of membership.*
- The annual retention rate was 95% (2021 – 96%).
- We worked with members across our three services areas, delivering projects on integrating sustainability (with 80% of members), social inclusion (with 75% of members), and low carbon (65% of our members).
- We hosted over 20 virtual and in-person events, discussing issues such as community engagement, diversity & inclusion, climate change action, sustainability and ESG at Board level. In total we engaged nearly 1,174 people, with 338 in person and 836 on-line.
- By year end, there were 42 (2021 – 45) companies certified to the Business Working Responsibly Mark; it was critical year for the Mark as we implemented both a new process and new indicators for the standard.
- Our Leaders' Group on Sustainability increased to 35 members (2021- 34), and we hosted three CEO Roundtables, three coordinator briefings and operated three advisory sub-groups to support programme delivery.

## **BUSINESS IN THE COMMUNITY IRELAND**

### **DIRECTORS' REPORT (CONTINUED)**

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- We published our fourth Low Carbon Report in partnership with PwC in June, with 72 (2021: 62) companies participating in our Low Carbon Pledge.
- We published our first Elevate Pledge report with 57 (2021 – 45) signatories and there was positive feedback from across the network and from key stakeholders.
- We maintained active relationships with key stakeholders such as NSAI, ISO, CSR Europe, World Business Council for Sustainable Development and various government departments.

#### **Education Programmes**

- All BITCI education programmes continued to operate virtually during the first part of 2021 with a gradual return to in-person meetings. Programmes fully returned in person from September 2022 with some challenges presented by new hybrid ways of working, particularly for primary programmes which require a weekly commitment.
- 2022 ended with 189 education partnerships (2021: 180) with post-primary schools that are targeted within the School Completion programme.
- 55 (2021: 58) primary schools participated in either Time to Read or Time to Count. These programmes are literacy and numeracy support that support Government's strategy in this area.
- An external evaluation of the Time to Count programme was put on hold due to challenges arising from the pandemic and this will recommence in 2023.
- 97% business retention was achieved in post-primary programmes (rise from 91% in 2021) which is the highest level since this metric was first tracked in 2010, and particularly at the end of a pandemic was a very strong outcome.
- 3,571 students participated in the World of Work programme (2021: 3,392), an increase of 5.3% on the previous year
- 246 students participated in the Student Mentoring programme which is being delivered to 25 schools (2021:24). Basis.point have continued to fund this expansion.
- 1,358 (2021: 1,292) principals and deputy principals have participated to date in the Management Excellence for Principals & Deputy Principals programmes. Sessions took place online in Spring and returned to in person in Autumn/Winter 2022.
- A new sustainability module was developed for the World of Work programme (our largest national programme) during 2022-23, which was funded by Gas Networks Ireland.
- 20 seminars (2021:20) as part of the Industry Insights for Teachers programme took place (previously known as Management Excellence for teachers' programme). This area of work is funded by the Teacher Education Section of the Department of Education.

#### **Education Programme Funders**

- €270,547 (2021: €257,664) was received from Tusla (restricted funding) for our post primary student programmes. This was an increase of almost 5%.
- €29,826 (2021: €29,826) was received from the Department of Education for the Management Excellence for Teachers Programme.
- €6,000 was received from PPLI (post primary language Ireland) for the delivery of two webinars promoting languages to students in primary and post-primary schools.
- Funding of €40,000 was received from an anonymous donor at the Community Foundation for Ireland as year 2 of a 3-year agreement to expand Time to Read and Time to Count in primary schools. This business development slowed somewhat due to recruitment for the role proving a challenge despite going to market 3 times.
- Marks & Spencer Ireland continue to support sponsorship of the education programmes with annual contribution of €38,092 (2021: €38,092)
- €20,000 (2021: €20,000) was provided from Cornmarket to sponsor the Management Excellence for Principals programme.
- €20,000 (2021: €20,000) was received from the Department of Education & Skills from Dormant Account Funding for Time to Count expansion as year 2 of a two-year funding totalling €40,000.
- €11,000 (2021: €12,000) was received from Basis.point (restricted funding) to fund the expansion of the Student Mentoring Programme as year 2 of a new 2-year agreement.
- €20,000 was received from Gas Networks Ireland for the development of Sustainability module for the World of Work programme.



## BUSINESS IN THE COMMUNITY IRELAND

### DIRECTORS' REPORT (CONTINUED)

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#### Employment Programmes

The main initiatives under this programme are:

- Employment for People from Immigrant Communities (**EPIC**) works with asylum seekers, refugees and vulnerable migrants to equip them to gain and sustain employment or training;
- **EmployAbility** (formerly Ready for Work) supports jobseekers with a health issue or disability to gain and sustain employment. It is one of a number of independent EmployAbility services around Ireland;
- **Women@Work** supports women who are distanced from the workplace (i.e., not in work, training or on a jobseeker payment) to gain and sustain employment, training, or other positive progress towards employment;
- **SSE Works** is a recruitment and supported employment programme for people with disabilities and the long-term unemployed run-in partnership with SSE Airtricity.
- **The Traveller Employment Programme (TEP)** supports Irish Travellers to progress to training and employment and to sustain employment.

During 2022:

- 343 (2021: 332) jobseekers engaged with our employment programmes;
- 189 (2021: 185) jobseekers entered employment;
- 76 (2021: 75) people undertook internships, training or other positive progressions
- 47 (2021: 38) nationalities engaged through the EPIC programme;
- 21 (2021: 33) member companies worked with the programmes and a further 13 (2021:15) non-member companies were engaged.

#### Employment Programmes funders

The core Employment Programmes are mainly funded by government.

- In 2022, the EPIC programme received partial funding from the Department of Children, Equality, Disability, Integration and Youth to support people in the International Protection System and Ukrainian people under the Temporary Protection Directive. Additional funding was raised through corporate sponsorship and from a private donor through Community Foundation Ireland (CFI). EPIC applied for funding under the ESF EIST programme and was granted €623,028 to run from Jan-2023 to May-2024.
- EmployAbility received continued funding from The Department of and Social Protection.
- Funding for Women@Work under the European Social Fund Programme for Gender Equality ended in September 2022. A reduced programme is continuing pending further a call for proposals for ESF Gender Equality funding, with partial funding from Community Foundation Ireland (CFI).
- Marks and Spencer Ireland continued its long-term commitment to contribute financially for work placement provision.
- The Traveller Employment Programme is funded by private donors through Community Foundation Ireland (CFI).
- SSE Works is funded by SSE.

#### APPROVAL OF REDUCED DISCLOSURES

The company, as a qualifying entity, has taken advantage of the disclosure exemptions in FRS 102 paragraph 1.12, the requirement of Section 7 in preparing a Statement of Cash Flows.

#### POST BALANCE SHEET EVENTS

There have been no events subsequent to the year-end that require any adjustment to, or additional disclosure in the 2022 financial statements.

#### ACCOUNTING RECORDS

The measures that the directors have taken to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems.

The company's accounting records are maintained at the company's business office at 3rd Floor, Phibsborough Tower, Phibsborough Road, Dublin 7, D07 XH2D.

## BUSINESS IN THE COMMUNITY IRELAND

### DIRECTORS' REPORT (CONTINUED)

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#### STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who is a Director at the date of approval of this report confirms that:


- (i) So far as the Director is aware, there is no relevant audit information of which the company's auditors are unaware; and
- (ii) The Director has taken all the steps that he/she ought to have taken as a Director in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

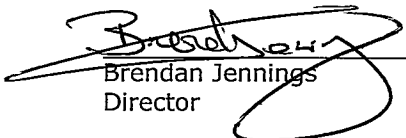
This confirmation is given and should be interpreted in accordance with the provisions of Section 330 of the Companies Act 2014.

#### AUDITORS

The auditors, Mazars, Chartered Accountants and Statutory Audit Firm, were appointed to office in 2022 and continue in office, in accordance with Section 383(2) of the Companies Act, 2014.

Signed on behalf of the Board;

  
Pat O'Doherty  
Director

  
Brendan Jennings  
Director

Date: 27/6/2023

## BUSINESS IN THE COMMUNITY IRELAND

### DIRECTORS' RESPONSIBILITIES STATEMENT

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The directors are responsible for preparing the directors' report and the financial statements in accordance with the Companies Act 2014.

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, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and The Statement of Recommended Practice (Charities SORP (FRS 102)), issued by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

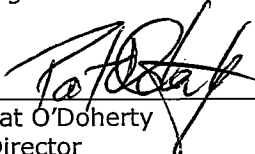
In preparing these financial statements, the directors are required to:

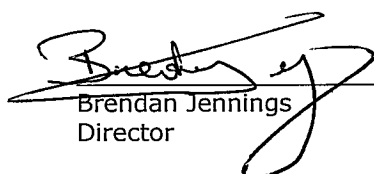
- Select suitable accounting policies for the company financial statements and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the financial statements have been prepared in accordance with applicable accounting standards, identify those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

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

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

Signed on behalf of the Board;

  
Pat O'Doherty  
Director

  
Brendan Jennings  
Director

Date: 27/6/2023

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BUSINESS IN THE COMMUNITY IRELAND**

### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the financial statements of Business in the Community Ireland for the year ended 31 December 2022, which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in note 1. 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 (FRS 102).

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2022, and of its result for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

#### **Conclusions relating to going concern**

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

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
BUSINESS IN THE COMMUNITY IRELAND (CONTINUED)**

**Other information**

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2014**

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

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with the Companies Act 2014;
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited; and
- the financial statements are in agreement with the accounting records.

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.

**Matters on which we are required to report by exception**

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
BUSINESS IN THE COMMUNITY IRELAND (CONTINUED)****Respective responsibilities*****Responsibilities of directors for the financial statements***

As explained more fully in the directors' responsibilities statement out on page 10, 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 management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

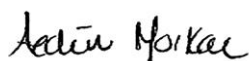
***Auditor's responsibilities for the audit of the financial statements***

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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf). This description forms part of our auditor's report.

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

Our report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume 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.



**Aedín Morkan**  
for and on behalf of Mazars  
Chartered Accountants & Statutory Audit Firm  
Harcourt Centre, Block 3  
Harcourt Road  
Dublin 2

**11 July 2023**

## BUSINESS IN THE COMMUNITY IRELAND

### STATEMENT OF FINANCIAL ACTIVITIES (Including Income & Expenditure Account) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

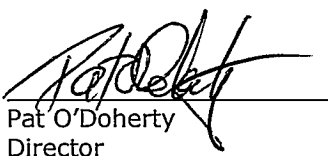
		Unrestricted Funds €	Designated Funds €	Restricted Funds €	Total 2022 €	Unrestricted Funds (as restated) €	Designated Funds €	Restricted Funds (as restated) €	Total 2021 (as restated) €
	Notes								
<b>Income from:</b>									
Donations and legacies	4	1,554,084	-	940,384	2,494,468	1,610,959	-	807,313	2,418,272
Charitable Activities	4	-	-	832,466	832,466	-	-	621,281	621,281
Other	4	31,271	-	-	31,271	16,370	-	12,000	28,370
<b>Total income</b>		<b>1,585,355</b>	<b>-</b>	<b>1,772,850</b>	<b>3,358,205</b>	<b>1,627,329</b>	<b>-</b>	<b>1,440,594</b>	<b>3,067,923</b>
<b>Expenditure on:</b>									
Raising funds	5	(150,416)	-	-	(150,416)	(132,524)	-	-	(132,524)
Charitable activities	5	(1,197,772)	(61,565)	(1,623,986)	(2,883,323)	(1,198,192)	(90,447)	(1,513,350)	(2,801,989)
Other	5	(258,796)	-	-	(258,796)	(205,551)	-	-	(205,551)
<b>Total expenditure</b>		<b>(1,606,984)</b>	<b>(61,565)</b>	<b>(1,623,986)</b>	<b>(3,292,535)</b>	<b>(1,536,267)</b>	<b>(90,447)</b>	<b>(1,513,350)</b>	<b>(3,140,064)</b>
Taxation	9	-	-	-	-				
Net (Expenditure)/Income	10	(21,629)	(61,565)	148,864	65,670	91,062	(90,447)	(72,756)	(72,141)
Net transfer between funds		(64,679)	34,691	29,988	-	48,205	(14,759)	(33,446)	-
Net movement in funds		(86,308)	(26,874)	178,852	65,670	139,267	(105,206)	(106,202)	(72,141)
Total funds brought forward	15	985,487	407,786	504,892	1,898,165	846,220	512,992	611,094	1,970,306
<b>Total funds carried forward</b>	15	<b>899,179</b>	<b>380,912</b>	<b>683,744</b>	<b>1,963,835</b>	<b>985,487</b>	<b>407,786</b>	<b>504,892</b>	<b>1,898,165</b>

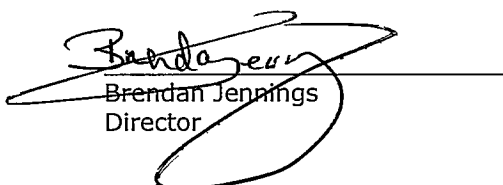
There are no other recognised gains or losses other than those included in the net income for the financial year. All income and expenditure derive from continuing activities. The notes on pages 16 to 29 form part of these financial statements.

**BUSINESS IN THE COMMUNITY IRELAND****BALANCE SHEET  
AS AT 31 DECEMBER 2022**

	Notes	2022 €	2021 (as restated) €
<b>FIXED ASSETS</b>			
Tangible fixed assets	11	<u>17,948</u>	<u>76,802</u>
<b>CURRENT ASSETS</b>			
Debtors: (amounts falling due within one year)	12	291,785	66,628
Cash at bank		<u>2,690,392</u>	<u>2,780,690</u>
<b>Total current assets</b>		<u>2,982,177</u>	<u>2,847,318</u>
<b>LIABILITIES:</b>			
Creditors: amounts falling due within one year	13	(317,324)	(255,657)
Deferred Income	16	<u>(718,966)</u>	<u>(770,298)</u>
		<u>(1,036,290)</u>	<u>(1,025,955)</u>
<b>NET CURRENT ASSETS</b>		<u>1,945,887</u>	<u>1,821,363</u>
<b>TOTAL NET ASSETS</b>		<u>1,963,835</u>	<u>1,898,165</u>
<b>THE FUNDS OF THE CHARITY:</b>			
Restricted funds	15a	683,744	504,892
Unrestricted funds	15b	899,179	985,487
Designated funds	15c	380,912	407,786
<b>TOTAL CHARITY FUNDS</b>		<u>1,963,835</u>	<u>1,898,165</u>

The financial statements were approved by the Board of Directors on 27/6/2023 and signed on its behalf by:

  
Pat O'Doherty  
Director

  
Brendan Jennings  
Director

The notes on pages 16 to 29 form part of these financial statements.



## **BUSINESS IN THE COMMUNITY IRELAND**

### **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

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#### **1. ACCOUNTING POLICIES**

##### **General information and format of financial statements**

Business in the Community Ireland is a company incorporated in Ireland under the Companies Act 2014 as a company limited by guarantee and is a registered charity with its registered office at 29 Earlsfort Terrace Dublin 2 registered number 338442. The nature of the company's operations and its principal activities are set out in the directors' report on pages 3 to 9.

As permitted by Section 291(3)(4) of the Companies Act 2014, the company has varied the standard formats specified 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 Sections 4.7, 10.6 and 15.2 of the Charities SORP.

The company meets the definition of a Public Benefit Entity under FRS102. As a registered charity, the company is exempt from the reporting and disclosure requirements to prepare a directors' report under Section 325 (1) (c) Companies Act 2014 but does so in compliance with the Charities SORP. There is nothing to disclose in respect of directors' interests in shares or debentures of the company under Section 329 Companies Act 2014.

##### **Statement of Compliance**

The financial statements have been prepared under the historical cost convention and in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council, as applied in accordance with the provisions of the Companies Act 2014, and with the Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with FRS102 ("the Charities SORP") ("relevant financial reporting framework").

##### **Currency**

The functional currency of the company is considered to be euro because that is the currency of the primary economic environment in which the company operates.

##### **Basis of preparation**

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP 2019) "Accounting and Reporting by Charities", in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), issued by the Financial Reporting Council ("relevant financial reporting framework"), and the Companies Act 2014. Financial reporting in line with the SORP is considered best practice for charities in Ireland. As noted above, the directors consider the adoption of the SORP requirements is the most appropriate accounting to properly reflect and disclose the activities of the organisation.

In accordance with Section 1180(8) of the Companies Act, 2014, the company is exempt from including the word "Limited" in its name. The company is limited by guarantee and has no share capital.

##### **Disclosure exemptions**

As a qualifying entity, under the definition in FRS 102, in preparing the separate financial statements of the company, advantage has been taken of the following disclosure exemptions available in FRS 102:

- No cash flow statement has been presented for the company.
- Related Party Transactions are not disclosed (S 33. FRS 102).

The company is included in the consolidated financial statements of its ultimate parent company, The Foundation for Investing in Communities, which are available from Companies Registration Office, Gloucester Place Lower, Mountjoy, Dublin D01 C576. Business in The Community Ireland financial statements are available on the company website at <https://www.bitc.ie/governance-finance/>

**1. ACCOUNTING POLICIES (CONTINUED)**

**Donations and legacies and other income**

This income which consists of monetary donations from corporates, trusts, charities, government bodies and members of the public together with any related tax refunds, are recognised in the year in which the organisation is entitled to the resources and are recognised when the funds have been received.

Voluntary income including donations and grants that provide core funding or are of a general nature are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Membership income is recognised on receipt of funds from the member regardless of whether it is received in the period to which it relates. Membership periods for Advisory Services do not always correspond to a calendar or financial year and those amounts received but pertaining to a subsequent financial year are therefore deferred at year end. Membership income is not accrued as receipt is not probable until funds are received. Membership periods for School Business Partnership correspond to a school calendar year, September to August, and 8/12 of the amounts received are therefore deferred at year end.

**Income from Charitable Activities**

This income consists of money received through government grant agreements. It is accounted for using the performance model by crediting the statement of financial activities in the period in which the services are delivered. Grants are recognised where there is entitlement, probability of receipt and the amount can be measured reliably.

**Volunteers and donated services and facilities**

The value of services provided by volunteers is not incorporated into these financial statements and does not constitute a substantial part of the charitable activities. SORP specifically does not require disclosure of these services.

**Expenditure**

Expenditure is recognised when a liability is incurred. Contractual arrangements are recognised as goods or services are supplied.

Expenditure is analysed between costs of raising funds, charitable activities and other. The costs are recognised when an obligation exists as a result of a past event and a monetary transaction is required to fulfil the obligation.

Support costs which cannot be attributed to any of the headings are allocated on a basis consistent with the use of resources.

Fundraising costs are those costs incurred in attracting voluntary income.

Charitable activities include those costs incurred directly in the delivery of programme services and include allocation and support costs that have been allocated to activity cost centres on a basis consistent with the use of resources, e.g., allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Other costs are those costs incurred in the governance of the charity and its assets and include costs associated with constitutional and statutory requirements.

**Irrecoverable VAT**

All expenditure is classified under activity headings that aggregate all costs related to the category. As VAT is irrecoverable, it is charged against the category of expenditure for which it was incurred.

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022****1. ACCOUNTING POLICIES (CONTINUED)****Tangible fixed assets**

Individual tangible fixed assets are capitalised at cost and are stated in the balance sheet at cost less accumulated depreciation. Assets are written off from start of use in equal annual instalments over their estimated useful lives and in full in the year of disposal. BITCI has a new policy in capitalising fixed assets. The new policy requires that all assets with a value of €500 or more be capitalised. The new policy will be effective of all new fixed assets acquired on or after 28 June 2022.

Office equipment	5 years
IT equipment	3 years
EPIC equipment	3 years
Ready for work equipment	3 years
Women at Work	3 years
School Business Partnership equipment	3 years
Membership services team equipment	3 years
Premises Fittings	5 years

**Financial Instruments**

Financial assets and financial liabilities are recognised when the charitable company becomes a party to the contractual provisions of the instrument. Financial liabilities are classified according to the substance of the contractual arrangements entered into.

*(i) Financial assets and liabilities*

All financial assets and liabilities are initially measured at transaction price (including transaction costs) unless the arrangement constitutes a financing transaction. If an arrangement constitutes a finance transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charitable company transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charitable company, despite having retained some significant risks and rewards of ownership, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled, or expires. Balances that are classified as payable or receivable within one year on initial recognition are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

*(ii) Cash and Cash Equivalents*

Cash and cash equivalents include cash in hand, cash held in current accounts with Irish banks and cash on short notice deposit accounts.

*(iii) Debtors*

Debtors are recognised at the settlement amount due after any discount offered.

*(iv) Creditors and provisions*

Creditors and provisions are recognised where there is a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be reliably measured or estimated. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due and at their present value where the time value of money is deemed significant.

**1. ACCOUNTING POLICIES (CONTINUED)**

**Pensions**

The company has in place a PRSA scheme as prescribed by legislation. Membership of the scheme is voluntary, and employees may join immediately upon recruitment. Following successful completion of the probationary period and a confirmation of appointment as staff member, the organisation will contribute a maximum of 5% of that person's salary to the PRSA scheme, subject to the individual making a 5% contribution to the PRSA scheme. The employer collects the employee contributions and remits the total (employee + employer) contribution to the scheme provider within the specified period, on behalf of the employee. The scheme provider is New Ireland Assurance.

**Operating Leases**

Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities (SOFA).

**Funds Accounting**

Funds held by the charity are:

*Restricted funds* - these are funds that can only be used for restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

*Unrestricted funds* - these are funds which can be used in accordance with the charitable objects at the discretion of the directors.

*Designated funds* - these are funds which have been set aside for particular purposes by the company itself, in furtherance of the company's charitable objects.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

In the application of the company's accounting policies, which are described in note 1, the directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Information about critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the accounting policies and the notes to the financial statements.

The directors consider the following to be the critical judgements and sources of estimation requiring disclosure.

**Going concern**

The company's forecasts and projections, taking account of reasonable possible changes in performance, results for the year and approved budgets for a period not less than twelve months from the date of signing the financial statements, show that the company will be able to operate within the level of its current cash resources.

## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (CONTINUED)

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. They continue to adopt the going concern basis of accounting in preparing the annual financial statements. Recent events such as the COVID-19 pandemic, invasion of Ukraine by Russia and economic outlook for Ireland have been considered broadly by the entity. As in prior years, the COVID-19 pandemic has had no impact on the directors' assessment of the going concern of the company.

#### 3. LEGAL STATUS OF THE COMPANY

The company is a company limited by guarantee and not having a share capital. The liability of each member in the event of winding up is limited to €1.27.

#### 4. INCOME

	2022 €	2021 (as restated) €
Membership fees	2,072,532	2,137,774
Government grants	832,466	621,281
Donations	421,936	280,498
Other	31,271	28,370
	<b>3,358,205</b>	<b>3,067,923</b>

All income is derived in the Republic of Ireland.

#### 5. EXPENDITURE

##### Raising funds

	2022 €	2021 €
Staff costs	121,704	109,842
Administration costs	13,731	6,302
Overhead allocation	14,981	16,380
	<b>150,416</b>	<b>132,524</b>

##### Charitable activities

	2022	2021 €
Staff costs	2,319,284	2,269,789
Administration costs	290,801	152,675
Overhead allocation	273,238	379,525
	<b>2,883,323</b>	<b>2,801,989</b>

##### Other

	2022	2021 €
Staff costs	190,205	181,736
Administration costs	27,399	22,561
Overhead allocation	41,192	1,254
	<b>258,796</b>	<b>205,551</b>

##### Other costs

Other costs are primarily associated with supporting charitable and fund-raising activities and include governance costs of €34,442 in 2022 (2021: €33,751).

## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### 6. STAFF NUMBERS AND COSTS

- (a) The average number of full-time equivalent employees (including casual and part time staff) during the financial year was as follows:

Programme	2022 No	2021 No
BITCI membership services	24	23
Schools' Business Partnership	12	11
Employment Services	13	16
Shared services (Finance & HR)	10	7
Marketing & Communications	5	4
Total full time equivalent	64	61

- (b) Analysis of staff costs which are charged to the SOFA

	2022 €	2021 €
Salaries and wages	2,330,962	2,263,543
Social Insurance Costs	248,920	243,898
Employer's pension costs	51,311	53,926
	2,631,193	2,561,367

#### 7. KEY MANAGEMENT COMPENSATION/RENUMERATION

In July 2022, The Foundation for Investing in Communities transferred the contractual employment of staff to the subsidiary entity, Business in the Community Ireland and The Community Foundation for Ireland. The total cumulative amount paid to key management in Business in the Community Ireland including pension entitlements is €489,303 (2021: €408,086).

The salary bands (exclusive of Employer's PRSI and pension entitlement) for salaries of staff, allocated to, Business in the Community Ireland, including pension entitlement are noted below.

Salary Band	2022 No.	2021 No.
€60,000 - €70,000	2	2
€70,000 - €80,000	1	1
€80,000 - €90,000	-	1
€90,000 - €100,000	-	-
€100,000 - €110,000	-	1
€110,000 - €120,000	1	-

Benefits for all staff, including senior management, comprise entitlements to pension contributions, death in service, discretionary income protection and Employee Assistance Programme.

The CEO's total salary and pension entitlement is €115,250 (2021: €108,850).

#### 8. DIRECTOR REMUNERATION AND RELATED PARTY TRANSACTIONS

No director received remuneration or expenses during the financial year (2021: €nil). No director had any personal interest in any contract or transaction entered into during the financial year (2021: €nil).

## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

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#### 9. TAXATION

Business in the Community Ireland is a registered charity and has been granted tax exemption status by Revenue.

#### 10. NET INCOME / (EXPENDITURE)

	2022	2021
	€	€
The net income / (expenditure) for the financial year is stated after charging:		
Auditor's remuneration - statutory audit services	33,049	30,534
Depreciation	68,128	72,927

## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### 11. TANGIBLE FIXED ASSETS

	IT	EPIC	Ready for work	Women at Work	School business partnership	Membership service team	Premises Fittings	Total
	€	€	€		€	€	€	€
<b>Cost</b>								
On 1 January 2022	86,224	8,930	4,900	2,128	24,021	35,397	247,094	<b>408,694</b>
Additions	2,472	-	-	-	2,454	4,348	-	<b>9,274</b>
<b>On 31 December 2022</b>	<b>88,696</b>	<b>8,930</b>	<b>4,900</b>	<b>2,128</b>	<b>26,475</b>	<b>39,745</b>	<b>247,094</b>	<b>417,968</b>
<b>Accumulated depreciation</b>								
On 1 January 2022	(78,822)	(7,135)	(3,010)	(2,128)	(17,182)	(25,939)	(197,676)	<b>(331,892)</b>
Charge	(5,192)	(876)	(882)	-	(5,504)	(6,256)	(49,418)	<b>(68,128)</b>
<b>On 31 December 2022</b>	<b>(84,014)</b>	<b>(8,011)</b>	<b>(3,892)</b>	<b>(2,128)</b>	<b>(22,686)</b>	<b>(32,195)</b>	<b>(247,094)</b>	<b>(400,020)</b>
<b>Carrying value</b>								
<b>On 31 December 2022</b>	<b>4,682</b>	<b>919</b>	<b>1,008</b>	<b>-</b>	<b>3,789</b>	<b>7,550</b>	<b>-</b>	<b>17,948</b>
On 31 December 2021	7,402	1,795	1,890	-	6,839	9,458	49,418	76,802



## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### 12. DEBTORS: (amounts falling due within one year)

	2022 €	2021 €
Amounts due from group companies:		
- The Community Foundation for Ireland (note 19)	109,513	62,410
Income due from Government	178,356	-
Debtors	376	-
Prepayments	3,540	4,218
	<u>291,785</u>	<u>66,628</u>

#### 13. CREDITORS: (amounts falling due within one year)

	2022 €	2021 (as restated) €
Trade creditors	15,131	14,214
Accruals	186,463	193,911
Payroll	63,459	-
Amounts due to group companies:		
- The Foundation for Investing in Communities (note 19)	52,271	47,532
Deferred Income (note 16)	718,966	770,298
	<u>1,036,290</u>	<u>1,025,955</u>

Trade creditors, accruals and grants payables are payable at various dates in the next three months in accordance with the suppliers' and grants usual terms and conditions.

#### 14. FINANCIAL INSTRUMENTS

The carrying value of the company's financial assets and liabilities are summarised by category below: -

	2022 €	2021 €
<b>Financial assets</b>		
<i>Measured at undiscounted amount receivable</i>		
Amounts due from group companies (note 12)	109,513	62,410
	<u>109,513</u>	<u>62,410</u>
<b>Financial liabilities</b>		
Trade creditors (note 13)	15,131	14,214
Amounts due to group companies (note 13)	52,271	47,532
	<u>67,402</u>	<u>61,746</u>

## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### 15. ANALYSIS OF FUNDS

##### (a) Analysis of restricted fund movements

	Opening Balance 1/1/2022 (as restated)	Income	Expenditure	Transfers (to) / from Reserves	Closing Balance 31/12/22
	€		€	€	€
Basis Point	5,304	61,000	(4,308)	-	61,996
Benevity	520	-	-	-	520
Cornmarket	19,500	20,000	(19,500)	-	20,000
Corporate Leaders Group	432	-	-	-	432
Croke Park Event	61,000	15,000	(72,750)	-	3,250
Employment Contingency	112,323	-	-	-	112,323
Employment Programmes ERAC	5,665	-	(3,680)	-	1,985
Employment Programmes Standard Life	5,490	-	(5,490)	-	-
Epic Programme	(138,104)	292,431	(257,026)	52,699	(50,000)
Epic Support	354	292,306	(232,625)	-	60,035
ESB Funds	5,000	-	(3,118)	-	1,882
EventBrite	4,550	-	-	-	4,550
Gas Network Ireland	-	20,000	-	-	20,000
Get Ready Programme	15,000	-	-	-	15,000
Glorney Foundation	400	350	(350)	-	400
Google Ireland	9,000	-	-	-	9,000
Grant making fund/PEI	640	-	-	-	640
M&S	37,092	-	(37,092)	-	-
Ready for work support	10,000	-	-	-	10,000
Ready for Work (RFW) (Deficit covered by ready for work support)	4,924	145,962	(153,524)	7,563	4,925
Schools Business Partnership	253,273	794,821	(705,449)	(30,274)	312,371
Social Networking	3,966	-	-	-	3,966
SSE Airtricity	31,795	13,280	(2,365)	-	42,710
Traveller Employment Programme	41,154	-	(38,894)	-	2,260
Traveller Employment Programme (Expenses fund)	-	25,000	(1,099)	-	23,901
Virgin Media	13,962	-	(9,842)	-	4,120
Women at work	1,652	67,700	(76,874)	-	(7,522)
Women at work (Private Donation)	-	25,000	-	-	25,000
<b>Total</b>	<b>504,892</b>	<b>1,772,850</b>	<b>(1,623,986)</b>	<b>29,988</b>	<b>683,744</b>

The transfer from Schools Business Partnership is to setup up a designated fund to cover cost of absence/leave. Transfer to EPIC Programme and Ready for Work is to cover deficit arising during the year from unrestricted funds. Deficit showing under the EPIC Programme and Women at Work relates to outstanding grant funding yet to be received at the end of year.

# BUSINESS IN THE COMMUNITY IRELAND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

### 15. ANALYSIS OF FUNDS (CONTINUED)

#### (b) Analysis of unrestricted fund movements

	Opening balance (as restated)	Income	Expenditure	Transfers between funds	Transfers from Designated / Restricted Reserves	Closing balance
	1-Jan-22					31-Dec-22
	€	€	€	€	€	€
Total	985,487	1,585,355	(1,606,984)	(64,679)	-	899,179

The transfer from unrestricted funds comprises of transfer to designated funds under leave contribution, a contribution of unrestricted reserves by the School Business Partnership and transfer to cover the deficit under the EPIC Programme.

#### (c) Analysis of designated fund movements

	Opening balance Jan- 2022	Income	Expenditure	Transfers (to)/from restricted / unrestricted reserves	Closing balance 31 December 2022
	€	€	€	€	€
Accounts System	21,293	-	(4,086)	-	17,207
Biodiversity Research	23,371	-	-	-	23,371
Business Working	18,839	-	(2,166)	(16,673)	-
Responsibly Mark	21,135	-	(21,135)	-	-
CRM Customisation	25,000	-	-	(25,000)	-
Document Management	240,527	-	(2,828)	42,273	279,972
Leave Contribution	21,377	-	-	-	21,377
Marketing/Social Media	28,662	-	(28,662)	-	-
Office Relocation	2,801	-	-	(2,801)	-
SME Campaign	2,069	-	-	(2,069)	-
Social Innovation Fund	2,712	-	-	(2,712)	-
Stem Research	-	-	-	25,000	25,000
Website upgrade	-	-	(2,688)	16,673	13,985
Women at Work	-	-	-	-	-
Total	407,786	-	(61,565)	34,691	380,912

The transfer from unrestricted funds to leave contribution is to setup up a designated fund to cover cost of absence/leave. Transfer to Website upgrade and Women at Work is the re-designation of previous reserves under Document Management and Business Working Responsibly Mark, respectively. The transfer under SME Campaign, Social Innovation Fund and Stem Research is to move back to unrestricted reserves.

## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### 15. ANALYSIS OF FUNDS (CONTINUED)

##### (d) ANALYSIS OF NET ASSETS

	Unrestricted funds	Designated funds	Restricted funds	Total 2022
	€	€	€	€
<b>Current Year</b>				
Fund balances at 31 December 2022 are represented by:				
Tangible fixed assets	12,232	-	5,716	17,948
Debtors	111,640	-	180,145	291,785
Cash at bank	1,539,283	380,912	770,197	2,690,392
Creditors	(763,976)	-	(272,314)	(1,036,290)
<b>Total net assets</b>	<b>899,179</b>	<b>380,912</b>	<b>683,744</b>	<b>1,963,835</b>

	Unrestricted funds (as restated)	Designated funds	Restricted funds (as restated)	Total 2021
	€	€	€	€
<b>Prior Year</b>				
Fund balances at 31 December 2021 are represented by:				
Tangible fixed assets	66,278	-	10,524	76,802
Debtors	64,843	-	1,785	66,628
Cash at bank	1,615,637	407,786	757,267	2,780,690
Creditors	(761,271)	-	(264,684)	(1,025,955)
<b>Total net assets</b>	<b>985,487</b>	<b>407,786</b>	<b>504,892</b>	<b>1,898,165</b>

#### 16. Deferred Income

##### ANALYSIS OF MOVEMENT IN DEFERRED INCOME.

	Opening balance	Receipt	Movement	Closing balance 2022
<b>Current Year</b>				
Unrestricted	595,916	1,592,272	(1,585,354)	(602,834)
Restricted	174,382	1,714,601	(1,772,851)	(116,132)
<b>Total</b>	<b>770,298</b>	<b>3,306,873</b>	<b>(3,358,205)</b>	<b>(718,966)</b>
	Opening balance	Receipt	Movement	Closing balance 2021
	€	€	€	€
<b>Prior Year</b>				
Unrestricted	631,875	1,591,370	(1,627,329)	(595,916)
Restricted	236,600	1,378,376	(1,440,594)	(174,382)
<b>Total</b>	<b>868,475</b>	<b>2,969,746</b>	<b>(3,067,923)</b>	<b>(770,298)</b>

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

**17. FINANCIAL COMMITMENTS**

On 31 December, the company had annual commitments under a non-cancellable operating lease expiring as follows:

<b>Buildings:</b>	<b>2022</b>	<b>2021</b>
	<b>€</b>	<b>€</b>
Less than one year	-	145,916
One to five years	-	-
Greater than five years	-	-
	<u>-</u>	<u>145,916</u>

**18. CURRENT FUNDING**

TUSLA provided current funding in 2022 to the amount of €270,547 (2021: €257,663). Funding is granted for a 12-month period to cover costs incurred by the School Business Programme.

The Department of Education and Skills provided current funding in 2022 to the amount of €49,826 (2021: €49,826). Funding is granted for a 12-month period to cover costs incurred by the School Business Programme.

The Department of Children, Equality, Disability, Integration & Youth provided new funding in 2022 to the amount of €292,431 (2021: €100,000). Funding is granted for a 9-month period to cover costs incurred by the EPIC Programme.

The Department of Children, Equality, Disability, Integration & Youth provided funding in 2022 to the amount of €67,700 (2021: €122,292). Funding is granted for a 12-month period to cover costs incurred by the Women at Work Programme.

The Department of Employment Affairs and Social Protection provided current funding in 2022 to the amount of €145,962 (2021: €126,325). Funding is granted for a 12-month period to cover costs incurred by the Ready for Work Programme.

**19. ULTIMATE CONTROLLING PARTY**

The charity's ultimate parent controlling party is The Foundation for Investing in Communities which is an Irish registered charity CHY 13966, incorporated in Ireland, Company Number: 296139, Charities Registration Number: 20044879, which also wholly controls, The Community Foundation for Ireland, a related subsidiary to Business in the Community Ireland.

**20. PRIOR YEAR ADJUSTMENT**

The comparative amounts in the statement of financial activities and balance sheet reflect a prior year adjustment in respect of the accounting policy for recognition of membership income.

In prior years, all membership income was recognised upon receipt in the bank account regardless of the period to which it related. In 2022, due to the evolution of BITCI activities over the last few years, the Board has identified that this membership income now relates more to a time period which commences on the anniversary of the member joining. The Board has therefore determined that it is now more appropriate to recognise this income in the financial statements on a time apportioned basis. Membership periods do not always correspond to a calendar or financial year and those amounts received but pertaining to a subsequent financial year are therefore deferred at year end. Membership income is not accrued as receipt is not probable until funds are received. The accounting policies have been updated accordingly.

## BUSINESS IN THE COMMUNITY IRELAND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

#### 20. PRIOR YEAR ADJUSTMENT (CONTINUED)

The prior year adjustment impacts the financial statements as follows:

- The opening Balance Sheet (Unrestricted Funds) has been reduced by €595,916 to reflect income received at 31 December 2021 which related to the 2022 membership period.
- The opening Balance Sheet (Restricted Funds) has been reduced by €174,382 to reflect income received at 31 December 2021 which related to the 2022 membership period.
- The 2021 SOFA (Donations and Legacies income) (Unrestricted Funds) has increased to reflect release of deferred income from prior year 2020 (€631,875) and deferral of income in 2021 (€595,916) due to the change in the income recognition policy.
- The 2021 SOFA (Donations and Legacies income) (Restricted Funds) has increased to reflect release of deferred income from prior year 2020 (€236,600) and deferral of income in 2021 (€174,382) due to the change in the income recognition policy.
- The net effect on the Balance Sheet in 2021 is an increase in deferred income to €770,298.

	As previously stated, 2021 €	Effect of Adjustment €	As restated €
<b>SOFA</b>			
Donations and legacies (Unrestricted)	1,591,370	35,959	1,627,329
Donations and legacies (Restricted)	1,378,376	62,218	1,440,594
<b>Balance Sheet</b>			
Unrestricted funds - beginning (2021)	1,478,095	(631,875)	846,220
Restricted funds - beginning (2021)	847,694	(236,600)	611,094
Deferred Income - beginning (2021)	-	868,475	868,475
Deferred Income - closing (2021)	-	770,298	770,298
Unrestricted funds - closing (2021)	1,581,403	(595,916)	985,487
Restricted funds - closing (2021)	679,274	(174,382)	504,892

#### 21. RECLASSIFICATION

Certain comparative amounts have been reclassified, where necessary, to ensure comparability with current financial year disclosure.

#### 22. APPROVAL

The Board of Directors approved these financial statements on 27/6/2023