

Financial Statements

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee not having a share capital)

For the financial year ended 31 December 2021

Charity number: 5288

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Reference and Administrative Details of the Company, its Directors and Advisers

For the financial year ended 31 December 2021

Directors

Gearoid Gilley, Chairperson
Donna Roche, Vice Chairperson
Katherine O'Leary
Kieran Moran¹
James Eivers
Simon Healy
John Higgins ¹
Genie D'Arcy
Isobel O'Regan
John Punch

¹ Members of audit committee

Company registered number

17844

Charity registered number

5288

Registered office

Bonnington
Montenotte
Cork

Company secretary

John Murphy

Chief Executive Officer

Sean Abbott

Independent auditors

Grant Thornton
Penrose One
Penrose Dock
Cork

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)

Reference and Administrative Details of the Company, its Directors and Advisers

For the financial year ended 31 December 2021

Administrative details (continued)

Bankers

Allied Irish Bank
66 South Mall
Cork

Solicitors

O'Flynn Exhams Solicitors
58 South Mall
Cork

Directors' report

The Directors present their annual report together with the audited financial statements of Cope Foundation for the financial year ended 31 December 2021. The Directors confirm that the financial statements of the organisation comply with the current statutory requirements, the requirements of the organisation's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in January 2019.

Financial review

Cope Foundation had a minor revenue operating surplus of €15,005. The overall financial results for the year show a deficit of €1,847,575 (deficit in 2020 of €1,487,821). The major portion of this deficit relates to depreciation which is a non-cash accounting transaction.

See reconciliation of operating surplus to net movement in funds below:

	2021	2020
	€	€
Operating income	76,182,645	68,951,316
<i>Operating expenses:</i>		
Pay expenses	(65,152,579)	(59,263,101)
Impact of FRS 102 - holiday accrual	(372,000)	(133,898)
Non-pay expenses	<u>(10,643,061)</u>	<u>(9,686,127)</u>
Total operating expenses	<u>(76,167,640)</u>	<u>(69,083,126)</u>
Operating surplus	<u>15,005</u>	<u>(131,810)</u>
Other income and expenditure		
Fundraising income	543,040	1,010,160
Fundraising expenses	(168,465)	(189,899)
Miscellaneous corporate expenses	(126,343)	(80,837)
Other income (note 8)	-	2,457,112
Other expenditure(note 11)	<u>-</u>	<u>(2,457,112)</u>
Net other income	<u><u>248,232</u></u>	<u><u>739,424</u></u>

Directors' report

Other required adjustments

Grant amortisation	738,515	635,323
Depreciation	(2,799,509)	(2,690,758)
Impact of FRS 102 - pension scheme	(50,000)	(40,000)
Net other required adjustments	(2,110,994)	(2,095,435)
Net movement in funds	(1,847,757)	(1,487,821)

In 2021 Cope Foundation began the year still dealing with the consequences of the ongoing Covid 19 pandemic. The Foundation and its staff continued to work to re-establish services and supports and to implement its annual plan to support and provide; 440 people in residential services; 661 adults with day services and supports; 119 young people in post school training centres; over 1,500 children across three Children's Disability Network teams; 46 adults supported with evening and social activities; and 52 people supported by the An Cuan Regional Support Service for people with behaviours that challenge.

However, it continued to be a year of profound difficulty, dashed hopes and change for everyone. Services were curtailed and many people we support and their families struggled to cope with the new reality of stop start service reductions as infections rates rose and fell and resulted in staff shortages across multiple locations.

This resulted in the closure of day services for significant periods, respite, home support and other services were curtailed, and staff re-deployed to deliver supports to those living in residential services. Right across the Foundation staff worked with families to find ways to deliver supports safely and often remotely. • Social distancing, hand washing and mask wearing became the norm. • Lockdowns came and went and came again and the vaccinations and booster programmes gave us hope that we were near the end. COVID-19 touched us all and has left an indelible imprint on our lives.

Management and staff right across the Foundation worked tirelessly to ensure that as much provision as was possible could be supported. The use of technology to promote remote working and online support enabled a gradual return to a more blended approach to both day and multi-disciplinary services, where people were supported both face to face and remotely.

People and families with the most critical need continued to be prioritised and were provided with a limited supports and services. 2021 was an extremely tough year for all of us, but it has been especially difficult for the people we support and their families.

But at all times the Foundation's focus was both creative and careful so as to protect people we support, staff and the community.

Whilst the HSE invested some additional funding towards services and supports during 2021 primarily in the areas of additional Day service provision and emergency funding, there continues to be significant pressures on services and supports due to changing needs, increased numbers seeking residential supports, and the extremely large and complex caseload that has emerged since the introduction of PDS and the Community Network Teams.

Directors' report (continued)

In addition, the recruitment of staff across all areas of the Foundation's work presented major challenges and greatly hindered our ability to reopen services and meet peoples needs. This is a national challenge which requires a more coordinated and creative response from our funders, government and services such as ours.

From mid-April 2021 Cope Foundation worked with the HSE on the implementation of the Progressing Disabilities Services (PDS) programme in its role as Lead Agency for three Children's Disability Network teams.

These teams are:

- East Central Cork covering Middleton and Youghal
- Central Cork covering Mayfield Montenotte/ Tivoli/ The Glen/ Blackpool/ Carrignavar/ / St Patricks
- North Cork City & Blarney covering Blarney/ Sundays Well/ City Centre/ Fairhill/Farranree/ Gurranebraher/ Knocknaheency

The PDS Programme provides for Children's Disability Networks with teams of health and social care professionals under a lead agency approach within each of the CHOs, therefore offering greater utilisation of service provision and equity of access to vital services and supports for children and young people with a disability. The role of the Lead Agencies across Section 38, 39 and the HSE is critical in the reconfiguration of children's services into a fully functioning model and in the future provision of children's services. Each CDN, comprising one Children's Disability Network Team (CDNT), operates within the legislative context for health services in Ireland and follows the direction of national strategy and policy. CDNs are delivered and managed by a range of service providers including the HSE, Section 38 and Section 39 agencies. Each CDN operates under a Lead Agency model where the Lead Agency has responsibility for the service provision in an assigned area in line with the National Policy on the Lead Agency Model.

The implementation of this programme has been quite difficult with larger caseloads and higher levels of complexity than expected being seen across all three Cope Foundation teams. These teams are unable to meet the demands being placed upon them by these large complex caseloads and are fundamentally under resourced to provide the necessary assessment and intervention services to the children and families assigned to them. We continue to advocate at a local and national level for additional resources with some small success but still require significant investment to enable the teams to meet the very urgent needs of these children and their families.

The HSE's Service Improvement Team Report was completed in 2016 and highlighted that Cope Foundation's cost per residential place was less by 19% and the cost per place for day services was 41% less than the average cost for the top five organisations in the sector. Discussions have taken place with the HSE who agree that the organisation is under resourced in relation to the service demand being placed upon it. As a result of these discussions, the Foundation, supported by the HSE, carried out a comprehensive review of Cope Foundation in 2019 to ascertain its resource needs in order that a business case be submitted making a case for an uplift in funding from 2020 onwards. This service review highlighted the need for a significant uplift in funding to meet current and future level of services provided, and discussions continue with the HSE to address these funding shortfalls. Little to no progress has been made in securing the additional funding required and additional business cases and discussions will be submitted in early 2022 to continue our efforts to secure the necessary investment.

Cope Foundation's ability to support the increased demand continues to be severely compromised as a result of the ongoing lack of funding, which comes at a very real human cost as it severely compromises the Foundation's ability to respond to urgent need or crisis situations.

Directors' report (continued)

As a publically funded body, Cope Foundation is required to comply with Public Pay Policy, and is in compliance with this policy.

Pay costs represent 80% of the overall running costs of Cope Foundation, which are required to be in accordance with the Department of Health and Children Consolidated Pay scales. As a result, the costs that Cope Foundation can control and manage to achieve savings relate to 20% of overall costs represented by non-pay expenditure costs, through procurement initiatives and efficiency measures.

Despite these significant challenges, the company maintained core services and supports during 2021. Some new approaches to service and supports delivery continued to be put in place primarily in the areas of day supports and individualised packages.

Principal funding

Revenue funding is primarily sourced from the Department of Health and Children, the Health Service Executive – CHO4, and the Department of Education and Skills. Other revenue includes the collection of statutory charges from residents. Capital funding is primarily sourced from fundraising, government capital grants and legacies.

In the financial year under review income resources from charitable activities increased from €68,633,707 in the prior year to €75,906,064 due mainly to additional funding received from the HSE for new services including school leavers and individualised services, St Vincents Centre, pension scheme shortfall, and national pay increases.

Fundraising income enables the provision, development and improvement of services, supports and settings. The amount of fundraising income raised over the last 5 years was €4.2m and in 2021 amounted to €543,040. The main reason for the decrease in fundraising income is due to reduced legacy income received in 2021 compared to 2020.

The fundraising income earned in 2021 will go towards the upgrade of residential accommodation to support independent living and decongregation, investment in augmentative and alternative communication devices, and the purchase of vehicles.

Fundraising Expenditure in 2021:

- 71% of all fundraising income will go directly to services and supports
- 6% went towards defraying fundraising expenses including advertising events, printing, postage, direct mailing costs etc.
- 23% went towards the salary costs of a small number of fundraising staff.

Directors' report (continued)

Structure, Governance and Management

a. Constitution

Cope Foundation is a not for profit organisation that provides services and supports to 2,800 children and adults with intellectual disabilities and/or autism across Cork city and county. It is incorporated under the Companies Act 2014. The organisation is governed by a Constitution originally dated 10 November 1959, which were last amended in October 2016.

Cope Foundation is a registered Irish company limited by guarantee not having a share capital (reference 17844) and also holds charitable status with the Irish Revenue (reference 5288), and is registered with the Charities Regulator (reference 20007584).

The principal objective of the organisation is to provide services and support to children and adults with intellectual disabilities and/or autism. These services and supports are provided through early intervention, education and training, short breaks and respite care, residential care and housing, day services, home support, leisure, sport and recreation, access to work, multi-disciplinary interventions including counselling and psychological services, social work, occupational therapy, speech and language therapy, physiotherapy, art therapy, music therapy, and dietetics.

There have been no changes in the principal objectives since the last financial statements.

b. Method of appointment or election of Directors

The members of the board are appointed and elected at the Annual General Meeting in accordance with the company's Constitution.

c. Policies adopted for the induction and training of Directors

There is an induction program in place for new Directors on commencement of their term in office, which includes a manual containing the principle policies of the organisation.

The Directors are also supported to participate in regular updating of their board management skills.

d. Organisational structure and decision making

Cope Foundation is governed by the members of the Board who are elected in accordance with the Foundation's Constitution. The Directors are non executive members of the organisation, who receive no remuneration for their services, and represent a diversity of skills, expertise and background. The Board meets on a monthly basis and has non executive responsibility for the organisation and the services and supports that it provides. The Board delegates the day to day management of Cope Foundation to the Chief Executive, who is in turn supported by a tiered management system that identifies clear lines of accountability and responsibility at each level.

The Board recognises the value of high standards of corporate governance and to this end is supported by various Board Committees. These Committees are responsible for overseeing particular aspects of the work of the organisation and reporting to the Board.

Directors' report (continued)

The following are the Committees and their principal responsibilities:

Audit & Risk Management Committee

- Responsible for providing assurance to the Board that information the Board receives on achievement of corporate objectives is reliable and complete;
- Review financial statements with external auditors;
- Review and ensure the effectiveness of the internal control systems;
- Review internal audit activities and reports with the internal auditors,
- Make recommendations to the Board on the annual operating plan and budget;
- Support the Board by reviewing Cope Foundation's exposure to financial and related business risks, and oversee that policy decisions are taken with a full awareness of financial and/or business risk;
- Approve and monitor the organisation's risk management strategy, control processes and reporting systems;
- Review and monitor processes and standards to ensure compliance with internationally recognised best practice, legislation, and regulatory requirements.

Quality and Safety Committee

- Observe and check on clinical governance activity being delivered by management;
- Inform the Board that structures are in place to effectively support Quality, safety and clinical governance that these structures operate effectively, and that action is taken to address areas of concern.

Remuneration and Nominations Committee

- Review and monitor the structure, size, diversity, composition and skills mix of the Board, ensuring adherence to current best practice for corporate governance.

Capital Projects Committee

- Make recommendations to the Board in relation to the acquisition, development, refurbishment and disposal of significant property assets.

IT and Systems Committee

- Identify and evaluate new IT development projects and to monitor said projects as they progress from evaluation through to purchase, implementation and onto full operational mode.

e. Risk management

The Directors have assessed the major risks to which the organisation is exposed, in particular those related to its operations and finances, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Directors' report (continued)

The management of risk in the organisation is viewed by the Board as a corporate governance priority and an updated Risk Management Policy which was aligned to the HSE's Risk Management procedures is in place since 2014. This will be reviewed and updated in 2022 to reflect changes to the HSE's Quality and Patient Safety processes and procedures.

The Foundation's internal control systems are supported by policies, procedures, protocols and guidelines, covering all aspects of the work of the organisation.

The annual budget is approved by the Board at the beginning of the year. Management accounts, including monthly comparisons with the annual budget programme are presented to the Board each month.

It is the policy of Cope Foundation that all staff and volunteers, including members of the Board, operate subject to best practice recruitment policies and Garda vetting procedures. All staff and volunteers are made aware of their responsibilities to protect those they support through adherence to national policies e.g. Children First and Safeguarding Vulnerable Persons at Risk of Abuse. The Foundation is also committed to the development and training of each member of staff, equipping them with the necessary skills and knowledge to provide the best possible quality service and supports to the people we support.

Objectives and Activities

a. Policies and objectives

Vision

Your Life, Your Way.

Mission

Supporting People with intellectual disability and/or autism to live a life of their choosing, connected and participating in their communities.

Organisational Objectives

Cope Foundation's Strategy - Enhancing People's Lives has one main theme – the provision of Individualised Supports and Services.

This will be achieved by:

- Developing a culture that focuses on Individuals
- Organising ourselves to support this
- Developing systems to support this
- Enabling new ways of working

Directors' report (continued)

b. Strategies for Achieving Objectives.

The main key step towards achieving Cope Foundation's overall objective of individualised services and supports is:

The development of an individual planning process which will assist us to fully understand each person/family's personal priorities about the type of life they want to lead and the supports they may need to empower them to live that life.

To do this we will:

- Ensure that each person will have an individual plan, which highlights their personal priorities about the type of life they want to lead and the supports they may need to empower them to live that life.
- Continue to develop and implement models of service that are responsive to people and meet their individual needs (e.g. community hubs, home support).
- Cope Foundation will identify the necessary supports required and will advocate for resources where gaps are identified (e.g. Respite/ home support, Home Sharing, independent living and the support needs of the ageing population).

c. Activities for Achieving Objectives

The organisation strives in everything we do to reflect our core values of being honest, person centred, kind and creative. In the face of significant funding shortfalls, Cope Foundation has maintained core services and supports, and continually endeavours to provide the people it supports with the life enhancing opportunities they deserve, including the following activities:

Children, assessment, and early intervention

Cope Foundation provided services and supports to children from birth to 18 years through our Early Intervention service and the North Lee Autistic Spectrum Disorder (ASD) team up to introduction of the Childrens Disability Network Teams in April 2021. From mid-April 2021 Cope Foundation worked with the HSE on the implementation of the Progressing Disabilities Services (PDS) programme in its role as Lead Agency for three Children's Disability Network teams providing services and supports to over 1500 children across the three Network teams.

We also provide a short breaks service for children and young people up to 18 years of age at our centre in Le Cheile.

School Multidisciplinary interventions and supports

Cope Foundation provided multidisciplinary supports to 4 Department of Education schools across Cork city which cater for pupils with a range of intellectual disabilities and autism. From mid-April 2021, services and supports were provided by the Children's Disability Network Teams.

Directors' report (continued)

Training centres

Cope Foundation provides post-school training supports for young people in 4 centres: Bonnington Training Centre, Doras, Nasc and An Tuath Nua. Trainees spend up to 3 years at the centres.

Programmes offered include literacy, numeracy, Gaisce, NALA, Fetac programmes, social skills, sports, arts, and recreation. Our Ability@ Work programme aims to work with employers and businesses on providing opportunities for the people we support to become involved in work placements and meaningful employment.

Adult day supports

Cope Foundation provided day services and supports to 661 adults in 2021 in locations across Cork city and county. The programmes involve person centred developmental initiatives, training, employment opportunities and active participation in inclusive community based ventures in the areas of arts, culture, and socialisation.

Adult residential care

Cope Foundation provided residential services to 440 people in 2021 across Cork city and county. A wide range of residential settings are provided by the Foundation from those supporting people with complex needs that are suitably adapted to meet such needs where full-time nursing care is available to more independent living settings such as single occupancy apartments of small houses in the community.

In addition, Cope Foundation provides a respite / short breaks service to children and adults we support. In recent years this service has come under significant funding and resource pressures. Work continued in 2021 on addressing the current pressures being experienced, developing alternative options for short breaks from the traditional model and developing a transparent and equitable application, assessment and allocation process. Additional funding was made available which allows the Foundation to provide short breaks and respite to additional families across Cork city and county.

440 people live within residential services at Cope Foundation. 355 people live in homes with 10 or more people sharing. In line with national policy on congregated settings and the wishes of people we support, it is necessary that investment is made over the next number of years in reducing these numbers significantly in a most person centred, planned way.

d. Volunteers

Volunteers have always and continue to form an integral part to the work of Cope Foundation. In 2021 there were 200 active volunteers across the organisation. Volunteers support the organisation in many different ways, from frontline supports, administration, fundraising, and with specific events and projects. The participation of volunteers is important in providing opportunities for the people we support to enable their active engagement within their local groups and communities.

Directors' report (continued)

a. Going concern

After making appropriate enquiries, the Directors have a reasonable expectation that the organisation has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Further details regarding the adoption of the going concern basis can be found in the Accounting Policies section of the financial statements.

b. Review of activities

In 2021 Cope Foundation provided:

- 440 people with Residential Supports
- 661 people with Day Services
- 119 young adults attended post school training
- 1,500 children supported by the Children Disability Network Teams.
- 46 adults supported with evening and social activities
- 50 people were referred to the An Cuan Regional support service across Cork and Kerry

Unfortunately, the Foundation despite its best efforts with the resources available to it could not support:

- 174 adults seeking residential supports
- Meet the changing needs of over 600 adults accessing our Day and Residential Services
- 50 children and 48 adults seeking to access respite services
- is under resourced to provide the necessary assessment and intervention services to 1,500 children and families assigned to Cope Foundation led Children Disability Network Teams

Service Review

In 2019 Cope Foundation with the support of the HSE carried out a comprehensive Service Review. This Review carried out by Management and Staff examined all areas of the Foundation's work. An analysis was carried out of each service within the organisation from front line support to back office and support teams. It also carried out an analysis of unmet and changing needs across the organisation and finally examined the Foundation's resource needs to meet policy direction and its long term strategy. The Foundation is working with its funders to see how this can be delivered going forward.

HIQA

In 2021 Cope Foundation maintained its registration of 39 Designated Centres across Cork City and County.

c. Factors relevant to achieve objectives

Having the necessary resources to implement and achieve the objectives of the organisation requires sufficient funding from the HSE, various government departments as well as fundraising income. State funding and fundraising income is vital to the company for enabling the provision, development and improvement of services, supports and settings. The funding environment continued to be very challenging from all sources of income, from both the State and voluntary fundraising.

Directors' report (continued)

Financial and risk management objectives and policies

The Board of Cope Foundation, supported by the Board's Audit & Risk Committee is responsible for overseeing the effectiveness of the financial and risk management policies and procedures. The Board views the management of risk as a corporate governance priority and an updated Risk Management Policy is in place since 2014.

The Board also acknowledges that it is responsible for the company's system of internal financial control and the Audit & Risk Committee meets on a regular basis to identify business risks and evaluate any financial implications; review the budget details, including comparisons between the actual results and the annual budget; review the work of the internal audit, including quality audits and statements from the Chief Executive, and review external audit findings.

a. Principal risks and uncertainties

Cope Foundation, as a distinct legal entity with a large financial turnover, providing services and supports to approximately 2,800 children and adults with an intellectual disability and / or autism, and with a significant employee base, is obliged to run its business in conformity with the best practice within its regulatory environment, and thus needs to manage all the usual risks associated with a sizeable entity.

On an operational basis, Cope Foundation needs to attract and retain the right level, mix and calibre of staff in order to render a quality service to the people it supports at the expected standards in its service provision sector.

Cope Foundation is dependent upon State Agencies and voluntary contributions for funds. Any curtailment in either source of funding will have a significant impact on its services.

As an employer and owner/occupier of properties, Cope Foundation needs to comply with the standards set down in the Safety, Health and Welfare at Work Act 2005 (as updated) and with all associated employer liability and public liability requirements.

b. Reserves policy

Cope Foundation ensures that it uses the funds and resources it receives for its charitable objectives in providing services and supports to people with intellectual disabilities and / or autism. Given the current funding environment Cope Foundation uses the funds and resources at its disposal to maximise resources to current services and the achieving of its goals. A detailed review of reserves was undertaken as part of the company's transition to SORP to identify restricted and unrestricted reserve funds. As a Section 38 agency, Cope Foundation is not permitted to hold cash reserves by the HSE.

Directors' report (continued)

Plans for the future

Future developments

The year 2022 will continue to be very challenging for Cope Foundation. The priority for the year is to maintain high quality safe services and supports in cost effective ways and to continue to implement national government policies in relation to children and adults including meeting all standards and regulations. The implementation of individualised supports for more people will also be a priority for the coming year. In addition, Cope Foundation will continue to work with HIQA to ensure that full registration in all of the 39 designated residential centres is maintained.

Due to the global pandemic of Covid-19, Cope Foundation will continue to undertake various containment and other measures to assist in ensuring the safety of the people we support and staff. A response team is in place and other sub-groups to oversee infection prevention and control, people we support, staff, logistics, business continuity, and communications. Residential Services remain open, and day services are returning to full resumption levels. The Directors consider that this event will not impact on the revenue operating income received from the HSE. It is however having a significant impact on the annual voluntary income received from fundraising events.

Funds held as intermediary

Cope Foundation holds funds on behalf of clients who do not operate their own personal bank accounts.

The monies held relate to disability allowance payments less residential costs deducted less reimbursement of personal expenses paid on behalf of clients. The majority of funds are transferred to and maintained by the HSE PPPA Section with some funds held locally for day to day spending by the individual account holders. These monies are held in separate bank accounts and are reconciled on a quarterly basis.

Transparency and compliance

Transparency

Cope Foundation is committed to being open and transparent in everything that it does. The organisation's annual financial statements are available to the public on the website www.cope-foundation.ie.

Compliance

1. Cope Foundation has signed up to:
 - The statement of guiding principles for Fundraising since 2011.
 - The new Charity Regulations introduced during 2014.
 - The Voluntary Regulatory Code for approved housing bodies since January 2015.
2. The Board of Directors of Cope Foundation are in the process of completing the HSE Annual Compliance Statement for 2021.
3. Cope Foundation's Board continues to update the company's governance framework.
4. Cope Foundation has adopted the accounting presentation format of 'SORP for Charities' for its 2021 Financial Statements.

Directors' report (continued)

Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Directors compliance statement

Each of the persons who are directors at the time when this Directors' report is approved acknowledged that they are responsible for securing the company's compliance with its relevant obligations.

To ensure that the company has achieved material compliance with its relevant obligations, the directors confirm that they have:

- Drawn up a compliance policy statement setting out the company's policies respecting compliance by this company with its relevant obligations.
- Put in place appropriate arrangements and structures that are designed to secure material compliance with the company's relevant obligations.
- Conducted a review, during the financial year, of the arrangements and structures, referred to above.
- Implemented a policy in relation to declaration of interests by board members in connection with their role on the board of Cope Foundation.

Directors' report (continued)

Directors

The Directors who served during the financial year were as follows:

Gearoid Gilley, Chairperson
Donna Roche, Vice Chairperson
Katherine O'Leary
Kieran Moran¹
James Eivers
Simon Healy
John Higgins ¹
Genie D'Arcy
Isobel O'Reagan
John Punch

¹ Members of audit committee

Accounting Records

The measures taken by the directors to ensure 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 registered office at Bonnington, Montenotte, Cork.

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)

Directors' responsibilities statement

The Directors (who are also directors of Cope Foundation for the purposes of company law) are responsible for preparing the Directors' report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the Directors to prepare financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish Law.

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 state of the assets, liabilities and financial position of the company as at the year end date, of the profit or loss of the company for that financial year and otherwise comply with the Companies Act 2014.

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

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

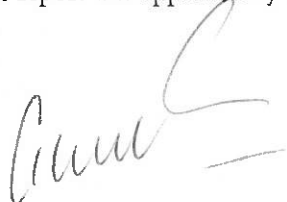
The Directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the 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.

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

Auditors


The auditors, Grant Thornton, will continue in office under section 383(2) of the Companies Act 2014.

This report was approved by the Directors, in their capacity as company directors, on and signed on their behalf by:



Gearoid Gilley, Chairperson

Date: 15/4/22



Donna Roche, Vice Chairperson

Date: 15/4/22



Independent auditor's report to the members of Cope Foundation Company Limited by Guarantee

Opinion

We have audited the financial statements of Cope Foundation Company Limited by Guarantee, which comprise the Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows for the financial year ended 31 December 2021, and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. (Generally Accepted Accounting Practice in Ireland).

In our opinion, Cope Foundation Company Limited by Guarantee's financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the Company as at 31 December 2021 and of its financial performance and cash flows for the financial year then ended; 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 'responsibilities of the auditor 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, namely the Irish Auditing and Accounting Supervisory Authority (IAASA) Ethical Standard concerning the integrity, objectivity and independence of the auditor, and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. 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.



Independent auditor's report to the members of Cope Foundation Company Limited by Guarantee (continued)

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

In connection with our audit of the financial statements, 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 audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies in the financial statements, 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 Cope Foundation Company Limited by Guarantee (continued)

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

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements. Based solely on the work undertaken in the course of our audit, in our opinion, the Directors' Report has been prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by exception

Based on our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

Under the Companies Act 2014, we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act have not been made. We have no exceptions to report arising from this responsibility.

Responsibilities of the management and those charged with governance for the financial statements

As explained more fully in the directors' responsibilities statement, management is responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS102, and for such internal control as they determine 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, management is 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 the management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.



Independent auditor's report to the members Cope Foundation Company Limited by Guarantee (continued)

Responsibilities of the auditor for the audit of the financial statements

The auditor's 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.

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgment and maintain professional scepticism throughout the audit. They will 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 of the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

The Auditor shall 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 may be identified during the audit.

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)

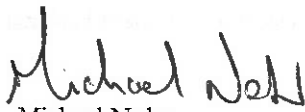


Independent auditor's report to the members Cope Foundation Company Limited by Guarantee (continued)

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

This report is made solely to the Company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.


Michael Nolan

for and on behalf of
Grant Thornton

Chartered Accountants
Statutory Audit Firm

Cork

Date: 19 April 2022

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)

Statement of financial activities

(Incorporating income and expenditure account)

For the financial year ended 31 December 2021

	Note	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Unrestricted funds 2020 €'000	Restricted funds 2020 €'000	Total funds 2020 €'000
Income							
Income from generated funds:							
Donations and legacies	3	420	123	543	715	295	1,010
Other trading activities	4	-	277	277	-	318	318
Investment income	5	-	-	-	-	-	-
Income from charitable activities	6	-	75,906	75,906	-	68,634	68,634
Other income	8	185	554	739	90	3,002	3,092
Total income		605	76,860	77,465	805	72,249	73,054
Expenditure							
Expenditure on raising funds:							
Costs of generating income	9	168	-	168	190	-	190
Trading expenditure	4	-	193	193	-	177	177
Expenditure on charitable activities	12	1,127	77,570	78,697	962	70,483	71,445
Governance costs	10	-	204	204	-	233	233
Other expenditure	11	-	50	50	-	2,497	2,497
Total expenditure		1,295	78,017	79,312	1,152	73,390	74,542
Net (expenditure)		(690)	(1,157)	(1,847)	(347)	(1,141)	(1,488)
Actuarial gains and losses on defined benefit pension schemes							
	29	-	-	-	-	-	-
Transfer between funds		391	(391)	-	263	(263)	-
Net movement in funds for the year		(299)	(1,548)	(1,847)	(84)	(1,404)	(1,488)
Reconciliation of funds:							
Total funds at 1 January 2021							
		15,749	27,113	42,862	15,833	28,517	44,350
Total funds at 31 December 2021		15,450	25,565	41,015	15,749	27,113	42,862

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)

Statement of financial activities (continued)

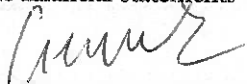
(Incorporating income and expenditure account)

For the financial year ended 31 December 2021

All activities relate to continuing operations.

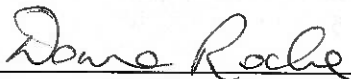
The notes on pages 31 to 57 form part of these financial statements.

The financial statements were approved by the Directors on _____ and signed on their behalf, by:



Gearoid Gilley, Chairperson

Date: 15/4/22



Donna Roche, Vice Chairperson

Date: 15/4/22

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)

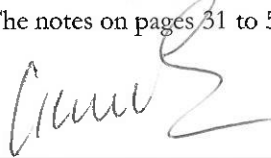
Statement of other comprehensive income

For the financial year ended 31 December 2021

		Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
	Note				
Net (expenditure)		(690)	(1,157)	(1,847)	(1,488)
Actuarial (loss)/gain related to pension schemes	29	-	-	-	-
Total comprehensive income recognised since 1 January 2021		(690)	(1,157)	(1,847)	(1,488)

There is no difference between the income/(expenditure) on ordinary activities for the year stated above and its historical cost equivalent.

The notes on pages 31 to 57 form part of these financial statements.


 Gearoid Gilley, Chairperson


 Donna Roche, Vice Chairperson

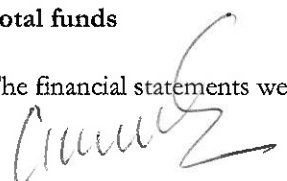
Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)


Balance Sheet

As at 31 December 2021

	Note	€'000	2021 €'000	2020 €'000
Fixed Assets				
Tangible assets	19		54,587	55,943
Current Assets				
Stocks	20	154		146
Debtors	21	6,601		4,640
Cash at bank and in hand		6,765		6,109
		<u>13,520</u>		<u>10,895</u>
Creditors: amounts falling due within one year	22	(11,585)		(9,542)
			<u>1,935</u>	<u>1,353</u>
Net current assets			56,522	57,296
Total assets less current liabilities				
Creditors: Amounts falling due after one year	23	(381)		-
Deferred Government Grants	24	(15,135)	(15,516)	(14,492)
			<u>41,006</u>	<u>42,804</u>
Net assets excluding pension				
Defined benefit pension scheme asset	29		8	58
Net assets			41,014	42,862
Charity Funds				
Restricted funds:				
Restricted funds	25	25,557		27,056
Pension reserve	29	8		58
Client funds	18	-		-
Other funds		-		-
Total restricted funds	25		<u>25,565</u>	<u>27,114</u>
Unrestricted funds:				
Unrestricted funds excluding pension		<u>15,449</u>		<u>15,748</u>
Total unrestricted funds	25		<u>15,449</u>	<u>15,748</u>
Total funds			41,014	42,862

The financial statements were approved by the Directors on _____ and signed on their behalf, by:


 Gearoid Gilley, Chairperson


 Donna Roche, Vice Chairperson

The notes on pages 31 to 57 form part of these financial statements.

Cope Foundation Company Limited by Guarantee
(A company limited by guarantee)

Statement of cash flows

For the financial year ended 31 December 2021

	2021 €'000	2020 €'000
Cash flows from operating activities		
Net (expenditure)	(1,847)	(1,488)
Adjustments for:		
Amortisation of government grants	(739)	(49)
Increase/(decrease) in government grants received	-	294
Net movement on pension	-	-
Returns on investments and servicing of finance	18	15
Depreciation of tangible assets	2,800	2,691
(Increase)/decrease in stock	(8)	6
(Increase)/decrease in debtors	(1,966)	(586)
Increase in grants receivable	1,381	1,111
(Decrease)/increase in creditors	2,048	1,907
Pension adjustments	50	40
Deed of Mortgage	(15)	-
Net cash generated from operating activities	<u>1,722</u>	<u>3,941</u>
Cash flows from investing activities		
Purchases of tangible assets	(1,048)	(637)
Interest received	-	-
Net cash from investing activities	<u>(1,048)</u>	<u>(637)</u>
Cash flows from financing activities		
Returns on investments and servicing of finance	(18)	(15)
Net cash used in financing activities	<u>(18)</u>	<u>(15)</u>
Net increase in cash and cash equivalents	656	3,289
Cash and cash equivalents at beginning of year	6,109	2,820
Cash and cash equivalents at the end of year	<u>6,765</u>	<u>6,109</u>

Analysis of Net Cash

	At 1 January 2021	Cash flows	At 31 December 2021
	€	€	€
Cash at bank and in hand	6,109	656	6,765
	<u>6,109</u>	<u>656</u>	<u>6,765</u>

The notes on pages 31 to 57 form part of these financial statements

Notes to the financial statements

For the financial year ended 31 December 2021

1. General information

Cope Foundation is a company limited by guarantee not having a share capital with a registered office at Bonnington, Montenotte, Cork.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the company's accounting policies.

In preparing the financial statements, the Company has referred to guidance included within the Charities SORP for the Financial Reporting Standard applicable in the UK and Republic of Ireland – FRS 102 SORP, published in January 2019.

The company has adopted best practice to the extent that requirements contained within the aforementioned SORP are applicable to the company.

2.2 Significant judgements and estimates

When preparing the financial statements, management makes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses.

Significant management judgements

The following are significant management judgements in applying the accounting policies of the company that have the most significant effect on the financial statements.

Going concern

As described in Note 2.7 below, the validity of the going concern basis is dependent upon the company sourcing finance required to provide services. After making enquiries and considering the matters referred to in Note 2.7, the Directors have made a reasonable assumption that the Company will source this financing and as a result the company will have adequate resources to continue in operational existence for the foreseeable future. For these reasons, the Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

Notes to the financial statements

For the financial year ended 31 December 2021

2. Accounting policies (continued)

2.2 Significant judgements and estimates (continued)

Estimation uncertainty

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different.

Useful lives of depreciable assets

The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of fair values and residual values. The directors annually review these asset lives and adjust them as necessary to reflect current thinking on remaining lives in light of technological change, prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have significant impact on depreciation charges for the period. It is not practical to quantify the impact of changes in asset lives on an overall basis, as asset lives are individually determined, and there are a significant number of asset lives in use. The impact of any change would vary significantly depending on the individual changes in assets and the classes of assets impacted.

2.3 Company status

The company is a company limited by guarantee not having a share capital. The Directors are named on page 3 whose liability along with other members of the company in respect of the guarantee is limited to €1.27 per member of the company in the event of the company being wound up.

2.4 Fund accounting – restricted and unrestricted

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes to the financial statements

For the financial year ended 31 December 2021

2. Accounting policies (continued)

2.5 Income

All income included in the Statement of Financial Activities is recognised when the company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. For legacies, entitlement is the earlier of the company being notified of an impending distribution or the legacy being received.

Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party.

2.6 Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include multidisciplinary therapy, central nursing supports, transport, catering, administration services and payments to pensioners. Governance costs are those incurred in connection with administration of the company and compliance with constitutional and statutory requirements.

2.7 Going concern

The company had net current assets of €1,935,402 (2020: net current assets of €1,353,573) as at the year-end date. The financial statements have been prepared on the going concern basis which assumes that the company will continue in operational existence for the foreseeable future. Given the nature of the activities of the company, funding for the majority of the activities is provided on an annual programme by programme basis. The company is dependent on the Health Service Executive ('HSE') to provide funding to enable the company to continue as a going concern. The company has received notification from the HSE of its initial 2022 recurring funding allocation, and further one off and recurring funding is expected to be notified during the year.

It should also be noted that the HSE has indicated that they will not fund any deficits for the year ending 2022 for any agency. If adequate funds are not forthcoming, the directors believe that they will have to reduce the services provided by Cope Foundation during the course of the year.

Notes to the financial statements

For the financial year ended 31 December 2021

2. Accounting policies (continued)

2.7 Going concern (continued)

While there can be no certainty that the necessary funding will be granted by the HSE, the directors are continuing to engage with the HSE and are hopeful that this funding will be granted. If the funding is received from the HSE, this will allow the company to meet its obligations as they fall due. It is on this basis that the directors consider it is appropriate for the financial statements to be prepared on the going concern basis.

These financial statements do not include any adjustments that would result in the going concern basis of preparation being inappropriate.

2.8 Tangible fixed assets and depreciation

Funding conditions attached to the revenue grant allocation received from Government bodies permits the write off of certain items of equipment, fixtures and fittings up to an amount of sixty four thousand euro or less against the revenue allocation in the Statement of Financial Activities. All other fixed asset additions are capitalised in the Balance Sheet. The presentation is in accordance with the funding allocation from the Health Service Executive and while it does not conform to Generally Acceptable Accounting Principles, the Board considers that there is no net material impact on the Statement of financial activities and Balance sheet.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2.5% straight line
Motor vehicles	-	20% straight line
Fixtures and fittings	-	10% straight line

2.9 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

Notes to the financial statements

For the financial year ended 31 December 2021

2. Accounting policies (continued)

2.10 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

2.11 Creditors

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.12 Operating leases

Rentals under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.13 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost, in the case of work in progress and finished goods, includes the cost of raw materials, direct labour and direct overheads. Net realisable value comprises estimated sales value less further costs to completion and sale.

2.14 Capital grants and contributions

Deferred grants:

Grants received for capital expenditure which have specific conditions attaching are deferred and amortised to the Statement of financial activities in line with the depreciation policy applied to fixed assets to which they relate.

Other Capital contributions:

Government contributions given as immediate financial support are shown as income in the Statement of financial activities in the year in which they are received. There are no specific conditions requiring repayment of these contributions.

Notes to the financial statements

For the financial year ended 31 December 2021

2. Accounting policies (continued)

2.15 Pensions

The company operates a defined benefit pension scheme for all employees who joined prior to 1 January 1988 which requires contributions to be made to a separately administered fund.

Defined benefit pension plan

The company operates a defined benefit plan for employees who joined prior to 1 January 1988. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including age, length of service and remuneration. A defined benefit plan is a pension plan that is not a defined contribution plan.

The liability recognised in the Balance sheet in respect of the defined benefit plan is the present value of the defined benefit obligation at the end of the reporting date less the fair value of the plan assets at the reporting date.

The defined benefit obligation is calculated using the projected unit credit method. Annually the company engages independent actuaries to calculate the obligation. The present value is determined by discounting the estimated future payments using market yields on high quality corporate bonds that have terms approximating the estimated period of the future payments ('discount rate').

The fair value of plan assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the company's policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as 'Remeasurement of net defined benefit liability'.

The cost of the defined benefit plan, recognised in profit or loss as employee costs, except where included in the cost of an asset, comprises: (a) the increase in pension benefit liability arising from employee service during the period; and (b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is recognised in the Statement of financial activities as 'Finance expense'.

Notes to the financial statements

For the financial year ended 31 December 2021

2. Accounting policies (continued)

2.15 Pensions (continued)

From 1 January 1988, all new employees are obliged to join the State Nominated Health Agency Superannuation Scheme (NHAS) operated by the Health Service Executive or the Single Public Service Pension Scheme operated by the Department of Public Expenditure and Reform since 2013, and therefore membership in the defined benefit pension scheme with Irish Life has been closed with effect from that date. Benefits payable under the NHAS Scheme will be charged as incurred. These pension arrangements are operated by Cope Foundation on the understanding that all pension liabilities in respect of these employees will be specifically funded by the State. Contributions from NHAS Scheme members only are credited to the Statement of financial activities when received.

2.16 Financial instruments

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out-right short-term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a director in the case of a small company, or a public benefit entity concessionary loan. Investments in non-derivative instruments that are equity to the issuer are measured:

- at fair value with changes recognised in the Statement of comprehensive income if the shares are publicly traded or their fair value can otherwise be measured reliably;
- at cost less impairment for all other investments.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of comprehensive income.

Notes to the financial statements

For the financial year ended 31 December 2021

2. Accounting policies (continued)

2.16 Financial instruments (continued)

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract. Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

3. Voluntary income

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
Voluntary Committees	-	-	-	45
Legacies	50	1	51	404
Other Donations	258	37	295	437
Events and campaigns	52	58	110	72
Corporate Donations	60	27	87	52
	<u>420</u>	<u>123</u>	<u>543</u>	<u>1,010</u>

Notes to the financial statements

For the financial year ended 31 December 2021

4. Other trading activities

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
Charity trading income				
Charity trading income	-	277	277	318
Charity trading expenditure				
Charity trading expenditure	-	193	193	177
Net income from trading activities	-	84	84	141

Charity trading expenditure primarily includes materials costs.

5. Investment income

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
Bank interest	-	-	-	-

6. Income from charitable activities

	Note	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
HSE	7	-	71,935	71,935	64,827
Department of Education and Skills	7	-	595	595	544
EU projects	7	-	-	-	-
Pobail	7	-	210	210	173
Total Grant income recognised		-	72,740	72,740	65,544
Income from services provided		-	3,166	3,165	3,090
		-	75,906	75,906	68,634

HSE income includes funds for new services in 2021. Exchequer funding from all sources exceeds 50% of total income.

Cope Foundation
(A company limited by guarantee)

7. Grant income

Agency	Program Name	Grant Approved	Deferred grant income b/f	Grant Income Recognised	Current year deferred grant income	Grant Income Recognised 2020
		€'000	€'000	€'000	€'000	€'000
HSE	Revenue grant allocation	67,877	100	67,977	-	61,019
HSE	Superannuation/Pension levy	-	-	2,048	-	1,923
HSE	Capitation grant	1,837	-	1,837	-	1,813
HSE	Capitation grant for day pupils in special schools	73	-	73	-	72
Department of Education & Skills	Vocational Training Scheme	595	-	595	-	544
Pobail	Ability at Work Project 1	614	56	130	-	173
Pobail	Ability at Work Project 2	45	-	30	15	-
Pobail	Ability at Work Project 3	200	-	50	70	-
Total		71,241	156	72,740	85	65,544

- All of the above grants are Restricted.
- The above grants are for various durations which can range from one year upwards depending on the terms of the grant.

Notes to the financial statements

For the financial year ended 31 December 2021

8. Other income

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
Grant Amortisation	185	554	739	635
Other income (St Vincents)	-	-	-	2,457
	<u>185</u>	<u>554</u>	<u>739</u>	<u>3,092</u>

9. Costs of generating voluntary income

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total Funds 2021 €'000	Total Funds 2020 €'000
Voluntary income direct costs	26	-	26	34
Voluntary income staff costs	142	-	142	156
	<u>168</u>	<u>-</u>	<u>168</u>	<u>190</u>

10. Governance costs

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total Funds 2021 €'000	Total funds 2020 €'000
Auditor's remuneration	-	24	24	24
HIQA & other governance costs	-	94	94	135
Legal and professional fees	-	86	86	74
	<u>-</u>	<u>204</u>	<u>204</u>	<u>233</u>

11. Other resources expended

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
Interest (income) / expense on pension asset	-	-	-	-
Pension current service costs	-	50	50	40
Other expenditure (St Vincents)	-	-	-	2,457
	<u>-</u>	<u>50</u>	<u>50</u>	<u>2,497</u>

Notes to the financial statements

For the financial year ended 31 December 2021

12. Charitable activities – Total costs

	Note	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total Funds 2020 €'000
Charitable activities - Direct costs	13	680	61,709	62,389	55,504
Charitable activities - Support costs	14	447	15,861	16,308	15,941
		<u>1,127</u>	<u>77,570</u>	<u>78,697</u>	<u>71,445</u>

Relevant support costs are apportioned to each area of activity based on either usage (i.e. on the same basis as expenditure incurred directly in undertaking an activity) or per capita (i.e. number of clients provided with a service within an activity), depending on which method is deemed to be the most appropriate and accurate for apportioning a particular support cost.

Notes to the financial statements

For the financial year ended 31 December 2021

13. Charitable activities - Direct costs

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
Children - assessment and early intervention	1	574	575	1,697
Children Disability Network Teams (From 19 April 2021)	33	1,156	1,189	-
School age children - multidisciplinary interventions and supports	-	175	175	163
Young people - training	29	2,765	2,794	2,867
Adult - day services	190	7,768	7,958	7,402
Adult residential and respite care services	427	49,271	49,698	43,375
	<u>680</u>	<u>61,709</u>	<u>62,389</u>	<u>55,504</u>

14. Charitable activities - Support costs

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total Funds 2020 €'000
Children - assessment and early intervention	4	67	71	231
Children Disability Network Teams (From 19 April 2021)	9	136	145	-
School age children - multidisciplinary interventions and supports	1	154	155	504
Young people - training	20	893	913	949
Adult - day services	57	4,571	4,628	4,454
Adult residential and respite care services	356	10,040	10,396	9,803
	<u>447</u>	<u>15,861</u>	<u>16,308</u>	<u>15,941</u>

Notes to the financial statements

For the financial year ended 31 December 2021

15. Net expenditure

This is stated after charging/(crediting):	2021 €'000	2020 €'000
Depreciation of tangible fixed assets	2,800	2,691
Grant Amortisation	(738)	(635)
Operating lease rentals	<u>586</u>	<u>457</u>

During the year, no Directors received any remuneration (2020 - €NIL), benefits in kind (2020: €NIL) or expenses (2020 - €NIL).

16. Auditor's remuneration

	2021 €'000	2020 €'000
Auditor's remuneration	<u>24</u>	<u>24</u>

17. Staff costs

	2021 €'000	2020 €'000
Wages and salaries	60,065	54,090
Employers' PRSI	5,583	5,234
Pension costs	<u>3</u>	<u>6</u>
	65,651	59,330
Other training allowances and payments	<u>16</u>	<u>69</u>
Total	<u>65,667</u>	<u>59,399</u>

Notes to the financial statements

For the financial year ended 31 December 2021

17. Staff costs (continued)

The average number of whole time equivalent employees during the year was as follows:

	2021 No.	2020 No.
Management and administration	54	53
Medical and dental	-	-
Nursing	235	237
Health and social care	106	96
General support services	46	42
Other patient and client care	673	658
Total	<u>1,114</u>	<u>1,086</u>

Pay band disclosures below are calculated based upon emoluments paid in the financial year and include full time and part time staff.

The number of paid employees was:

	2021 No.	2020 No.
In the band €0 - € 40,000	859	876
In the band € 40,000 - € 50,000	297	288
In the band € 50,000 - € 60,000	162	129
In the band € 60,000 - € 70,000	65	69
In the band € 70,000 - € 80,000	43	17
In the band € 80,000 - € 90,000	10	7
In the band € 90,000 - €100,000	3	2
In the band €100,000 - €110,000	-	1
In the band € 110,000 - €120,000	2	1
	<u>1,441</u>	<u>1,390</u>

Salaries paid to key management including the CEO during the year for 7 staff members was €588,986 (2020: €611,025).

The salary paid to the CEO during the year was €116,974 (2020: €115,191).

18. Funds held as intermediary

	2021 €'000	2020 €'000
Client Funds Bank account balance	455	575
Client Funds Liability	(455)	(575)
	<u>-</u>	<u>-</u>

Notes to the financial statements

For the financial year ended 31 December 2021

18. Funds held as intermediary (continued)

	2021 €'000	2020 €'000
Department of Social Protection resources administered		
Client Disability allowances received	7,572	7,751
Statutory deduction for services provided	<u>(2,553)</u>	<u>(2,349)</u>
Client Disability allowances paid	<u>5,019</u>	<u>5,402</u>

Cope Foundation administer disability allowance on behalf of the Department of Employment Affairs and Social Protection. For those clients in residential care, the disability allowance paid is net of statutory residential contributions.

The majority of client funds were managed by the HSE PPPA Section in 2021 with some funds held at local level to be utilised for the direct benefit of the individual account holders.

Notes to the financial statements

For the financial year ended 31 December 2021

19. Tangible fixed assets

	Land & Freehold property	Motor Vehicles	Fixtures and fittings	Total
	€'000	€'000	€'000	€'000
Cost				
At 1 January 2021	103,845	641	3,321	107,807
Additions	959	328	157	1,444
Disposals	-	-	-	-
At 31 December 2021	<u>104,804</u>	<u>969</u>	<u>3,478</u>	<u>109,251</u>
Depreciation				
At 1 January 2021	48,366	311	3,187	51,864
Charge for the year	2,622	123	55	2,800
Charge for disposals	-	-	-	-
At 31 December 2021	<u>50,988</u>	<u>434</u>	<u>3,242</u>	<u>54,664</u>
Net book value				
At 31 December 2021	<u>53,816</u>	<u>535</u>	<u>236</u>	<u>54,587</u>
At 31 December 2020	<u>55,479</u>	<u>330</u>	<u>134</u>	<u>55,943</u>

The net book value for land and freehold property includes amounts of €225,000 in respect of St Paul's School, title to which is vested with the Minister of Educations and Science and Cope Foundation. The Department of Health and Children and the Health Service Executive – Southern Region, have liens in place over certain properties.

Notes to the financial statements

For the financial year ended 31 December 2021

20. Stocks

	2021	2020
	€'000	€'000
Raw materials	19	24
Work in progress	7	17
Finished goods and goods for resale	<u>128</u>	<u>105</u>
	<u>154</u>	<u>146</u>

Amounts used during the year could not be quantified due to the nature of the service.

21. Debtors

	2021	2020
	€'000	€'000
Prepayments	1,359	1,460
Grants receivable	<u>5,242</u>	<u>3,180</u>
	<u>6,601</u>	<u>4,640</u>

All debtors and prepayments are due within one year.

22 Creditors: Amounts falling due within one year

	2021	2020
	€'000	€'000
Trade creditors	1,553	1,211
Other creditors	3,149	2,316
Other taxation and social security (see below)	1,978	1,890
Accruals	4,820	4,069
Deferred income	<u>85</u>	<u>56</u>
	<u>11,585</u>	<u>9,542</u>

Other taxation and social security

	2021	2020
	€'000	€'000
PAYE/PRSI	1,978	1,890
VAT	<u>-</u>	<u>-</u>
	<u>1,978</u>	<u>1,890</u>

Notes to the financial statements

For the financial year ended 31 December 2021

22 Creditors: Amounts falling due within one year (continued)

A security is held by AIB in the form of an equitable mortgage over Montenotte House, Montenotte, Cork. This security is in respect of the company's overdraft facility.

Funds received in relation to future years but not yet expended are included in creditors as deferred income.

Other creditors include deferred income received from the HSE as follows: €3,149,000 relating to funding received for services to be provided in 2022 and other specific purposes subject to agreement with the HSE.

23 Creditors: Amounts falling due after one year

	2021 €'000	2020 €'000
Future commitments in relation to purchase of property	<u>381</u>	<u>-</u>

24. Deferred Government Grants

	2021 €'000	2020 €'000
Deferred Government Grants	<u>15,135</u>	<u>14,492</u>
Capital grants	€'000	€'000
Balance at 1 January	14,492	14,247
Department of the Environment Grant received	371	475
HSE/Other grant funding received	1,010	405
Amortised during year	(738)	(635)
	<u>15,135</u>	<u>14,492</u>

Notes to the financial statements

For the financial year ended 31 December 2021

24. Deferred Government Grants (continued)

These grants were received from the Department of the Environment, in respect of the development of Mitchelstown, Ballincollig, Middleton, Macroom, Mallow, Kanturk, Clonakilty, Fermoy, Fairstreet, Hollyhill, Honan Home, Ard Dara, Deerpark, Bandon, Iona Road, Summerstown, Avondale and Byefield.

In relation to the Department of the Environment grants, these are secured by a charge on the premises at the various locations, and may be repayable at any time within twenty to thirty years if the terms of the grant are not complied with. At 31 December 2021, the amount outstanding based on the amortisation in compliance with the terms of the underlying deed of mortgage is €15,134,388. The maximum amount repayable at the Balance Sheet date including interest is €36,371,817, which would only arise in the event that if the conditions attaching to all grants received were not complied with and repayments of all such grants were required.

25. Statement of funds

	Balance 1 Jan 2021 €'000	Income €'000	Expenditure €'000	Gains €'000	Transfer between funds €'000	Balance 31 Dec 2021 €'000
Unrestricted funds						
General Funds - all funds	15,749	604	(1,295)	-	391	15,449
	<u>15,749</u>	<u>604</u>	<u>(1,295)</u>	<u>-</u>	<u>391</u>	<u>15,449</u>
Restricted funds						
Restricted Funds - all funds	27,055	76,860	(77,967)	-	(391)	25,557
Pension reserve	58	-	(50)	-	-	8
Total funds	<u>42,862</u>	<u>77,464</u>	<u>(79,312)</u>	<u>-</u>	<u>-</u>	<u>41,014</u>

	Balance 1 Jan 2020 €'000	Income €'000	Expenditure €'000	Gains €'000	Transfer between funds €'000	Balance 31 Dec 2020 €'000
Unrestricted funds						
General Funds - all funds	15,833	805	(1,152)	-	263	15,749
	<u>15,833</u>	<u>805</u>	<u>(1,152)</u>	<u>-</u>	<u>263</u>	<u>15,749</u>
Restricted funds						
Restricted Funds - all funds	28,419	72,249	(73,350)	-	(263)	27,055
Pension reserve	98	-	(40)	-	-	58
Total funds	<u>44,350</u>	<u>73,054</u>	<u>(74,542)</u>	<u>-</u>	<u>-</u>	<u>42,862</u>

Notes to the financial statements

For the financial year ended 31 December 2021

26. Analysis of net assets between funds

	Unrestricted funds 2021 €'000	Restricted funds 2021 €'000	Total funds 2021 €'000	Total funds 2020 €'000
Tangible fixed assets	15,815	38,772	54,587	55,943
Current assets	1,462	12,058	13,520	10,895
Creditors due within one year	(218)	(11,367)	(11,585)	(9,542)
Creditors due in more than one year	-	(381)	(381)	(14,492)
Deferred government grants	(1,610)	(13,525)	(15,135)	
Provisions for liabilities and charges		8	8	58
	<u>15,449</u>	<u>25,565</u>	<u>41,014</u>	<u>42,862</u>

27. Capital commitments

At 31 December 2021 the company had capital commitments as follows:

	2021 €'000	2020 €'000
Contracted for but not provided in these financial statements	-	-
Committed for but not provided in these financial statements	-	-

28. Capital contingencies

Grants were received from the Health Service Executive - South in respect of Hollyhill Residential Services, John Bermingham Centre, Glasheen, Scartagh Residential and day centre, Clonakilty, Residential and Day Care Centre at Glen Lodge, Mallow, Bellevue Court, Mallow and Residential & Day Centre at Mayfield. The amounts are secured by a charge on the premises at the various locations. The grants are repayable at any time within twenty years, together with accumulated interest thereon at agreed rates, if the terms of the grant are not complied with. The total amount of the charge on the various properties is €3,685,000.

Grants were also received for the Spraoi Sports Centre, Montenegro from the Department of Transport, Tourism and Sport and the Department of Arts, Heritage and Gaeltacht and are subject to the terms of an agreement made with the Department of Transport, Tourism and Sport. The charge on this property is €975,000 and the grant, together with accumulated interest thereon at agreed rates, is repayable at any time within fifteen years, if the terms of the grant are not complied with.

There are no capital grant agreements or charges in place for the An Cuan property owned by Cope Foundation and funded by the HSE. Cope Foundation has requested the HSE to progress this matter and have submitted all required documentation. However, Cope Foundation is awaiting communication from the HSE in relation to confirming completion of this process.

Notes to the financial statements

For the financial year ended 31 December 2021

29. Pension commitments

The company operates a defined benefit pension scheme for all employees who joined before 1 January 1988 providing benefits based on final pensionable pay. The assets of the scheme are held separately from those of the company being managed by Irish Life plc and Standard Life plc. From 1 January 1988, all new employees have been obliged to join the Nominated Health Agency Superannuation Scheme and therefore membership in the defined benefit scheme with Irish Life has been closed with effect from that date.

The assets of the scheme are held in a separate trustee administered fund. Under the rules of the scheme, each active member's pension at retirement is related to their pensionable service and final pensionable salary.

The long term funding target is for the scheme to hold assets equal in value to the accrued benefits. If there is a shortfall against this target, then the company and trustees will agree on deficit contributions to meet this deficit over a period.

Contributions are set based upon funding valuations carried out every three years; the most recent valuation was carried out as at 1 January 2020. The current employer contribution is €Nil to 1 January 2020.

Actuarial gains and losses are recognised immediately through other comprehensive income.

The company, in conjunction with its pension advisers, reviews the assumptions used to calculate the present value of pension scheme liabilities on a regular basis.

Typically changes in assumptions result from differences between actual outcomes and those assumed in prior years and changes in members' age, service years and mortality rates etc. all of which influence the ultimate estimated pension liability of the company under the defined benefit arrangement.

The valuation under FRS 102 indicates that the pension asset at 31 December 2021 would amount to €4,806,000 however the amount recognised has been reduced to €8,000 in line with FRS 102 which reflects the present value of future contributions.

The amount included in the Balance sheet arising from the company's obligations in respect of the plan is as follows:

Notes to the financial statements

For the financial year ended 31 December 2021

29. Pension commitments (continued)

The amounts recognised in the Balance sheet are as follows:

	2021 €'000	2020 €'000
Present value of defined benefit obligation	(13,873)	(14,636)
Fair value of scheme assets	<u>18,679</u>	<u>18,699</u>
Surplus in scheme	4,806	4,063
Unrecognised asset due to limit	<u>(4,798)</u>	<u>(4,005)</u>
Surplus limit (see page 48)	<u>8</u>	<u>58</u>

The current allocation of the scheme's assets are as follows:

	2021 %	2020 %
Equity instruments	20.8	19.5
Debt instruments	39.3	40.0
Property	3.7	3.7
Absolute return funds	36.2	35.8
Total	100	100

The amounts recognised in the Statement of Financial Activities are as follows:

	2021 €'000	2020 €'000
Employer's part of current service gain	(57)	(51)
Running costs paid by Scheme	(58)	(45)
Interest income	-	-
Total	<u>(115)</u>	<u>(96)</u>

The following amounts have been recognised in the Statement of Other Comprehensive Income:

	2021 €'000	2020 €'000
Actual return less expected return on scheme assets	553	1,048
Irrecoverable surplus movement (Gain)/Loss due to change in actuarial assumptions	(248)	(1,610)
	<u>(305)</u>	<u>562</u>
Actuarial gain / (loss) recognised	<u>-</u>	<u>-</u>

Notes to the financial statements

For the financial year ended 31 December 2021

29. Pension commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2021	2020
	€'000	€'000
Opening defined benefit obligation	14,636	14,347
Employer's part of service cost	57	51
Interest on obligation	58	114
Contributions by scheme participants	10	10
Actuarial gains	(305)	562
Benefits paid	(583)	(448)
	<u>13,873</u>	<u>14,636</u>
Closing defined benefit obligation	<u>13,873</u>	<u>14,636</u>

Changes in the fair value of scheme assets were as follows:

	2021	2020
	€'000	€'000
Opening fair value of scheme assets	18,699	18,020
Interest on plan assets	58	114
Actual return less interest on plan assets	553	1,048
Running costs paid by Scheme	(58)	(45)
Contributions by scheme participants	10	10
Benefits paid	(583)	(448)
	<u>18,679</u>	<u>18,699</u>
Closing fair value of scheme assets	<u>18,679</u>	<u>18,699</u>

The company expects to contribute €NIL to its defined benefit pension scheme in 2022.

Principal actuarial assumptions at the Balance sheet date:

	2021	2020
	%	%
Discount rate at 31 December	1.00	0.40
Future salary increases	3.40	2.80
Future pension increases	1.90	1.30
Inflation	1.90	1.30

Notes to the financial statements

For the financial year ended 31 December 2021

29. Pension commitments (continued)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2021	2020
Males	23.9	21.5
Females	24.9	23.9

Amounts for the current and previous four periods are as follows:

	2021 €'000	2020 €'000	2019 €'000	2018 €'000	2017 €'000
Defined benefit obligation	(13,873)	(14,636)	(14,347)	(13,339)	(14,693)
Scheme assets	<u>18,679</u>	<u>18,699</u>	<u>18,020</u>	<u>16,639</u>	<u>17,908</u>
Surplus/(deficit)	4,806	4,063	3,673	3,300	3,215
Surplus limited to	<u>8</u>	<u>58</u>	<u>98</u>	<u>222</u>	<u>325</u>

The pension asset is restricted to €8,000 being the present value of employer contributions in respect of future service. This is the default approach according to FRS 102 when there is no agreement with regard to the distribution of the surplus on winding up of the scheme.

Notes to the financial statements

For the financial year ended 31 December 2021

29. Pension commitments (continued)

State Nominated Health Agency Superannuation Scheme (NHAS)/ Single Public Service Pension Scheme (SPSP)

Pension scheme arrangements for all other qualifying employees of Cope Foundation are provided by the NHAS scheme or the SPSP scheme which are part of the Public Sector Transfer Network.

Under the NHAS scheme, Cope Foundation, as a participating employer, is obligated on a yearly basis to pay ongoing HSE sanctioned employee benefits payable under the scheme. This is funded in the first instance as a first charge against current year pension contribution income generated by Cope Foundation from all other current active NHAS scheme participants.

In the event that current year NHAS scheme income is insufficient to finance the benefits payable in any one year, then the expectation is that the HSE grant allocation to Cope Foundation will be increased to make up the difference in that year, rather than having such net outgoings impact negatively on service levels.

Finally, Cope Foundation's ongoing participation in the NHAS scheme, is based on the clear understanding that from the outset of its membership of the NHAS scheme, that all similar future-year net outgoings on the scheme will be funded by the State through the HSE. Accordingly, no separate provision is made in these accounts for any such future liabilities associated with the scheme. The liabilities will be borne by the State in the future and therefore the company has no liabilities in respect of the employee members of the NHAS scheme. Therefore, the company has not applied FRS 102 in quantifying the liabilities in respect of the employees who are members of the NHAS scheme.

30. Financial instruments

Financial assets	2021	2020
	€'000	€'000
Financial assets measured at amortised costs	<u>6,765</u>	<u>6,109</u>
Financial liabilities	2021	2020
	€'000	€'000
Financial liabilities measured at amortised costs	<u>(9,522)</u>	<u>(7,596)</u>

Financial assets measured at amortised costs comprise cash at bank and in hand.

Financial liabilities measured at amortised costs comprise trade creditors, other creditors and accruals.

Notes to the financial statements

For the financial year ended 31 December 2021

31. Operating lease commitments

At 31 December 2021 the company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2021	2020
	€'000	€'000
Within 1 year	409	291
Between 2 and 5 years	1,303	633
After more than 5 years	<u>885</u>	<u>242</u>

32. Transactions with the directors

There were no arrangements or transactions with directors during the financial period which are required to be disclosed in accordance with Section 11 of FRS 102.

33. Related party transactions

No related party transactions occurred that are required to be disclosed under Section 33 of FRS 102.

34. Post balance sheet events

No post balance sheet events occurred that are required to be disclosed under Section 32 of FRS 102.

35. Controlling party

The company is a limited company by guarantee with no share capital, and is controlled by its Directors.

36. Taxation

No corporation taxation is payable under the provisions of section 207, 208 and 209 of the Tax Consolidation Act 1997.

The company has registered charitable status from Revenue (CHY number 5288).

37. Company status

The company is limited by guarantee and consequently does not have a share capital.

38. Approval of financial statements

The board of directors approved these financial statements for issue on

