



Barnardos Republic of Ireland Limited
**Directors' Report and
Financial Statements**

Year Ended 31 December 2008

**Barnardos Republic of
Ireland Limited**

**Directors' report and
financial statements**

Year ended 31 December 2008

Registered number: 141526

Charity number: CHY6015

Barnardos Republic of Ireland Limited

Directors' report and financial statements

Contents	<i>Page</i>
Directors' report:	
<i>Section:</i>	
1 Reference and Administrative	2
2 Structure, Governance and Management	4
3 Objectives and Activities	5
4 Barnardos' Achievements and Performance in 2008	7
5 Financial Review	16
6 Challenges and Future Priorities	18
7 Statement of the Responsibilities of Members of the Board	19
8 Books of Account	20
9 Auditors	20
Independent auditor's report	21
Financial Statements	23

Barnardos Republic of Ireland Limited

Directors' report

1 Reference and Administrative

1.1 Reference Details

Name	Barnardos Republic of Ireland Limited
Registered Office	4 Christchurch Square Dublin 8
Company Registration No.	141526
Charity No.	CHY6015

Barnardos Republic of Ireland Limited is authorised to use the name Barnardos under licence from Barnardos United Kingdom.

1.2 Board Members

Current Members

Harry Slowey	Chairperson
Niamh Cleary	Vice Chair
Michael Mortell	Hon Treasurer
Sheila Greene	
Deirdre Kiely	
Deirdre Mortell	
Michael Murray	
Owen O'Brien	

Resigned

Fintan O'Toole	5 February 2008
Shalini Sinha	15 July 2008

Company Secretary

Dianne O'Kelly

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

1.3 Executive Management Team

Chief Executive	Fergus Finlay
Director of Children's Services	Suzanne Connolly
Director of Finance	Dianne O'Kelly
Director of Internal Services	Jacki Conway
Director of Fundraising and Marketing	Ruth Guy
Director of Advocacy and Central Services	Norah Gibbons
Assistant Director of Children's Services	Grainne Burke
National Manager of Barnardos' Training and Resource Service	Anne Conroy

1.4 Other Relevant Company Information

Principal Bankers	Allied Irish Bank 7/12 Dame Street Dublin 2
Principal Solicitors	Beauchamps Solicitors Riverside Two Sir John Rogerson's Quay Dublin 2
Auditors	KPMG Chartered Accountants 1 Stokes Place St. Stephen's Green Dublin 2
Insurance Brokers	Coyle Hamilton Willis Limited Grand Mill Quay Barrow Street Dublin 4

The members of the Board hereby present their report and the financial statements for the year ended 31 December 2008.

These documents are prepared in accordance with the Companies Acts 1963 to 2006 and, voluntarily in the absence of statutory reporting standards for charities in Ireland, in accordance with international best practice (Statement of Recommended Practice (SORP) (revised 2005)) as recommended by the Charity Commission for England and Wales. This Directors' Report contains the information required to be provided in the Trustee's Annual Report under the Statement of Recommended Practice guidelines.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

2 Structure, Governance and Management

Barnardos Republic of Ireland Limited is an Irish company incorporated under the Companies Act 1963 to 2006, on 1 April 1989. It is a company limited by guarantee and does not have a share capital. It is governed by a memorandum and articles of association, which were last amended at the Extraordinary General Meeting (EGM) on 6 December 2007.

The members of the Board, who are Directors of the charity for the purposes of the Companies Acts, are formally elected at the Annual General Meeting (AGM). Directors are invited to visit our services to get to know our work better.

2.1 Barnardos' Board, Officers and Management

Barnardos is governed by members of the Board who are elected for three-year terms, which are renewable. The Directors, who are non-executive, represent a diverse range of relevant expertise including commercial business, finance, media, education and law. The Board meets at least five times each year and has responsibility for all the business of the organisation.

The Board is supported by a Board committee structure which deals effectively with specific aspects of the business of the company. The Board members do not receive any remuneration in respect of their services to the charity. Expenses are reimbursed where claimed.

The Board delegates the day-to-day management of Barnardos to an executive management team, which comprises the Chief Executive, a senior management team and other management groupings, as set out in Section 1.3.

2.2 Internal Control and Risk Management

The Board has overall responsibility for the system of internal control for the charity. These controls aim to safeguard Barnardos' assets and to maintain the integrity of accounting procedures. They include clearly documented financial procedures and the delegation of the authority of the Board, through the Chief Executive, to the rest of the organisation.

The charity operates a comprehensive annual planning and budgeting process. Annual budgets are approved by the Board. Both the Board and management are provided with regular financial reports which compare actual results to the phased budget.

The Board considers the management of risk as a key corporate governance priority. An Action Plan identifying the top risks for Barnardos is in place and is reviewed regularly.

Barnardos policy is that all prospective staff and volunteers working in any area of Barnardos, including the board and the board sub-committees are subject to Garda vetting. We continue to apply our own child protection policies, recruitment policies and procedures. We will also continue to lobby for an improved and expanded service and the most rigorous child protection procedures in the interests of child protection.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

3 Objectives and Activities

3.1 Objectives

The main objectives of Barnardos are:

- To provide support for children, young people and families in need;
- To promote and provide assistance towards the education of children and young people in social or economic disadvantage; and
- To provide services for and promote and advance the welfare of children, young people and their families whose lives have been affected by economic, social or other disadvantage or loss.

The objectives were updated at an EGM on 6 December 2007.

The vision and mission statements of the organisation are:

Barnardos' Vision

Barnardos' Vision is an Ireland where childhood is valued and all children and young people are cherished equally.

Barnardos' Mission

Barnardos' Mission is to challenge and support families, communities, society and government to make Ireland the best place in the world to be a child, focusing specifically on children and young people whose well-being is under threat.

3.2 Principal Activities

Barnardos is a wholly independent Irish charity, which provides a range of services in response to the needs of vulnerable children, young people and their families in many parts of Ireland. Our family support and early years services are situated in the heart of local communities in Ireland. We also offer additional specialist services to children, such as a Bereavement Counselling Service for Children, a Guardian Ad Litem Service (GAL), a Post-Adoption Service and a Tracing Service for adults who were residents of former industrial schools in Ireland.

Our key concern is that the children with whom we work receive an effective service that delivers positive outcomes in relation to their emotional well-being, learning and development and that we respond effectively to any concerns about their safety and well-being which come to our attention in the course of our work. Barnardos aims to provide a quality, best-practice approach to such concerns, informed by principles and standards which draw on legislation guidance, experience, research and learning from the regular scrutiny of practice.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

3.2 Principal Activities *(continued)*

During 2008 our direct services worked with over 5,615 (2007: 5,300) children and their parents (Family Support Projects, GAL services and Bereavement Counselling services). Over 12,410 (2007: 7,700) used our Information Services with 4,726 (2007: 5,303) enquiries from childcare professionals, parents and students and an additional 4,866 online enquiries in 2008; over 1,122 (2007: 1,100) training places were provided; 596 (2007: 394) enquiries were handled by our Adoption Advice Services; 275 enquiries were handled (2007: 255) through our Bereavement Counselling phone lines and 825 (2007: 714) enquiries were handled through our Origins service.

Barnardos' work is supported through a combination of statutory and voluntary funding. A substantial portion of the costs of family support services is funded by a variety of statutory sources, mainly the Health Service Executive and a number of government departments. Increasingly statutory funding is determined on the basis of negotiated service level agreements, which is a welcome development as it clarifies and makes explicit the respective operational responsibilities, expectations and accountability.

In addition to its statutory funding the Board has invested in the provision of services for which no statutory income is currently available, and in management and professional supports which are, in the Board's view, critical to the achievement of effective and enduring outcomes for the children and families using our services. These investments are made possible through a diverse range of fundraising activities which, for the year ended 31 December 2008, included direct mail campaigns, legacies, donations from companies and individuals, trusts and foundations, the operation of charity shops, fundraising events and through the support of philanthropic partners.

3.3 Volunteers

Barnardos has a strong volunteer ethos with volunteers working across the organisation in a variety of roles. Volunteers continue to support Barnardos as Board members, administrative volunteers, researchers, Children's Services volunteers, fundraisers and within our charity shop network.

By the end of 2008, Barnardos had over 200 dedicated volunteers who contributed a total of 20,000 hours providing support in a variety of ways to the organisation during the year. Particular highlights include the Families in Education project in Carrick on Suir with the recruitment of a team of volunteers to support a number of homework groups and the expansion of the Wizards of Words Literacy programme in Dublin with an increase in volunteer tutors. We continue to encourage the work of young volunteers in the community through the Helping Hands Young Volunteer Awards supported by our sponsor Softech.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

4 Barnardos' Achievements and Performance in 2008

Our achievements and performance in 2008 can be considered under a number of areas of activity:

- Direct Services to Children and Families;
- Advocacy;
- Fundraising; and
- Supporting Services.

These activities are guided by annual implementation plans under our Strategy 2005 – 2016. Performance is reported to the Board at each Board meeting and is measured in a number of ways including tracking against service level agreements and the use of the balanced scorecard.

4.1 Direct Services to Children and Families

Our services are targeted to achieve two primary outcomes for children:

- Increased capacity to learn and develop;
- Improved emotional wellbeing.

A major part of Barnardos' work is the provision of a wide range of community based support services to vulnerable children and families throughout Ireland. Our family support services can be described as:

- Child focused services that work directly and primarily with children e.g. individual work with children, after school groups and youth action programmes;
- Family focused services that work primarily with the child but which incorporate parental support e.g. early childhood development programmes, parent and toddler groups, direct work with families; and
- Parent focused services that work with parents in the context of meeting the child's needs e.g. parenting programmes, parent coaching, individual work with parents.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

4.1 Direct Services to Children and Families *(continued)*

During 2008, the service design for Wizards of Words (a literacy improvement programme) and Friendship Group (a peer relationship and social skills programme) have been completed and we have moved into the service implementation phase. The Wizards of Words programme is running in four schools in Dublin - St. Ultan's in Ballyfermot, St. Joseph's in Finglas, St Brigit's and St. Kevin's in Tallaght. Roll-out in the Limerick area is planned for 2009. We have completed the Volunteer Manual of the programme and the Managers Manual is nearing completion. The Friendship Group is now operating in 7 of our projects – Ballybeg, Cherry Orchard, Edenderry, Finglas, Knocknaheeny, Thurles and two sites in Tallaght.

In 2008 we also commenced work on the development and introduction of an exciting new Early Years Programme called Tús Maith. Early Years service provision is a key element of Barnardos work and this new programme will build on existing work within the organisation. It will combine the High/Scope curriculum with REDI (Research-based, Developmentally Informed), a programme designed by Penn State University. This programme will provide additional social, emotional and literacy components from which the children attending our services will really benefit. The roll-out of the pilot programme will commence in January 2009.

The process of designing services for children living in drug misusing families working in the Tallaght area of West Dublin has commenced. The service design process is being informed by a needs analysis carried out in the area in October 2007.

In addition, Barnardos provided:

- A Bereavement Counselling Service for Children who have suffered the loss through death of a close relative, carer or friend.
- The Origins Information, Counselling and Tracing Service which is for adults who were residents of the former industrial schools and reformatories.
- The Adoption Advice Service which provides information, counselling and a tracing service.
- The Guardian ad Litem Service which provides independent reports on children who are the subject of court proceedings.
- 3 Family Welfare Conference projects. This is a family-led decision-making process that supports the family to agree a plan which meets the needs of the children whose needs are not currently being met.

Barnardos also operates the Barnardos Training and Resource Service (previously the NCRC), which provides a library and information service on all aspects of children's lives, provides training programmes, conducts research, publishes, offers consultancy and supports Barnardos' advocacy and campaigning activity.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

4.1 Direct Services to Children and Families *(continued)*

Barnardos' services were delivered in the following locations during 2008:

<p>Dublin North Region</p> <p>Avila Close, Finglas West</p> <p>Barry Close, Finglas</p> <p>Main Street, Mulhuddart</p> <p>Roselawn Road, Blanchardstown</p> <p>Buckingham Street , Dublin 1</p> <p>Mulhuddart/Corduff, Corduff, Dublin 15</p>	<p>Dublin South Region</p> <p>Tivoli Terrace South, Dun Laoghaire</p> <p>Loughlinstown Drive, Loughlinstown</p> <p>Patrick Street, Drugs Project, Dun Laoghaire</p> <p>Patrick Street Family Support Project, Dun Laoghaire – this is closed</p> <p>Cherry Orchard, Ballyfermot</p> <p>Labre Park, Ballyfermot</p> <p>Wizard of Words, Clondalkin</p>
<p>Dublin West</p> <p>Newlands Cross, Clondalkin</p> <p>Bawnlea Green, Tallaght</p> <p>Millbrook, Tallaght</p> <p>Jobstown Community Centre, Tallaght</p> <p>Fettercairn, Tallaght</p> <p>Deerpark, Tallaght</p> <p>MacUlliam, Tallaght</p>	<p>Midlands</p> <p>Athlone, County Westmeath</p> <p>Edenderry, County Offaly</p> <p>Mullingar, County Westmeath</p> <p>Tullamore, County Offaly</p> <p>Family Welfare Conference, Drogheda, Navan & Cavan</p>

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

South East Region	Southern Region
Ballybeg, County Waterford	Mahon, Cork
Clonmel, County Tipperary	Knocknaheeney, Cork
Carrick on Suir, County Tipperary	Islandgate, Limerick
Dungarvan, County Waterford	Moyross, Limerick
Gorey, County Wexford	Southside, Limerick
Tramore, County Waterford	Thurles, County Tipperary
Waterford City, County Waterford	
Tullow Road, County Carlow	

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

4.1 Direct Services to Children and Families *(continued)*

Developing the Quality of Barnardos' Services

Central to the vision and mission of Barnardos strategy is the development of better outcomes for children from our work. In order to achieve this we are working towards providing needs based targeted service provision which results in measurable real outcomes for children and families. Our Best Practice Advisory Committee continues to be an important resource and support to us in the development of our services.

During 2008, the following have been achieved as part of Barnardos' ongoing commitment to developing the quality of its services:

- The successful implementation of Barnardos' policies and standards is supported by training for staff to facilitate their integration into everyday work.
- The Barnardos child protection policy and guidelines have been updated and the organisation has provided a comprehensive in-house training programme for all staff who have responsibility as 'designated persons' under the *Children First* guidelines and for frontline staff working directly with children and families.
- A peer-led audit of child protection practice commenced in December 2008 involving all services.
- An audit of staff skills in carrying out complex assessments was completed and a training plan has been developed in relation to identified training needs.
- Work has commenced on a Practice Framework which will outline the policy and legal context of our work, the beliefs, knowledge and skills that inform our practice, our structure for service delivery and the key principles that inform our work.
- An Active Case Management support tool for staff use has been developed. Training is provided regularly in relation to Active Case Management.

Research & Evaluation

Barnardos research and evaluation programme is shaped by the information needs of the agency taken from two perspectives:

- Understanding the needs and circumstances of children and their families in Ireland, particularly those children and their families whose well-being is under threat.
- Delivering quality services to children and their families and demonstrating that these services achieve the outcomes that are intended.

As such, Barnardos is committed to delivering high quality and methodologically robust research studies and service evaluations. One of the ways in which Barnardos does this is to commission external researchers to carry out research and evaluation on the organisation's behalf.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

Research & Evaluation *(continued)*

The Child and Family Research Centre (CFRC) at NUI Galway has been commissioned to evaluate Barnardos Wizard of Words programme. The evaluation has been divided into two phases:

- Phase 1: Process evaluation and pilot of outcome measures
- Phase 2: Outcomes evaluation using randomised control trial

Work will commence on the Process Evaluation in 2009.

4.2 Advocacy

Barnardos Advocacy Department focused its energies on four key areas during 2008:

Tomorrow's Child Project

Barnardos' advocacy work in 2008 focused largely on commissioning and launching significant research on all aspects of children's lives in Ireland both now and in the future. This focus was taken in the context of the recent general election in 2007 and the view that it was too early to lobby comprehensively on Programme for Government. The launch of the research took the form of a conference which brought together 300 delegates from every corner of the child and youth sector, including major statutory, political, academic and non-profit stakeholders. The Tomorrow's Child project positioned Barnardos as a leading organisation in the children's advocacy and policy landscape and consolidated our position as a credible voice in all matters relating to children's lives and well-being.

Children's Rights/Constitutional Amendment

The advocacy team continued with ongoing work on children's rights and follow up on the Constitution campaign. Ultimately, we continue to work towards the insertion of children's rights into the Irish Constitution. We made a submission to the Joint Oireachtas Committee on the Constitutional Amendment on Children in January 2008. We made a presentation to that Committee on 5 March 2008 on all aspects relating to a Constitutional amendment including the key areas of children's rights and child protection concerns around 'soft information' and absolute and strict liability. We continued to prioritise this area of work through statements and media work throughout 2008. The Committee are due to issue their report in October 2009.

Child Protection

Barnardos' advocacy team continued to work across the range of issues inherent in child protection and to be a leading voice in the sector on such concerns. Our lobbying work continues to focus on placing the Children's First Guidelines on statutory footing to ensure the mandatory reporting of suspected child protection concerns.

In 2008 we added a new facet to this work with our involvement in the Action for Separated Children in Ireland, which was set up to look at issues concerning immigrant children who arrive in Ireland without a parent or guardian. Separated children are a particularly vulnerable group, open to exploitation. Barnardos' advocacy team spoke at an Action for Separated Children in Ireland seminar on 9 April 2008 and continued to lobby for the protection of these children throughout the year, particularly in our Children's Budget 2009.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

4.2 Advocacy *(continued)*

Children's Budget 2009

Barnardos' Children's Budget 2009 was launched in September 2008 in anticipation of the national Budget on 14 October 2008. The Children's Budget 2009 represented a challenge in the rapidly deteriorating economic climate but stressed that children living in poverty should not bear the brunt of the recession, particularly when they did not benefit greatly from the economic progress of the previous ten years.

Unlike previous Children's Budgets, the 2009 recommendations highlighted the need for more targeted income support for vulnerable families as opposed to continuing with a more universal policy approach. It also stressed that retrenchment of supports and services to vulnerable children and families in the short term would reflect a false economy and would potentially fuel the inter-generational poverty cycle. The Barnardos' Children's Budget was disseminated to all TDs and Senators and to all relevant Government departments.

Overall, Budget 2009 saw a number of cutbacks and reductions to services across all Governmental sectors and little investment in new areas. Barnardos was particularly disappointed in measures that reneged on Government commitments to reduce class sizes and the phasing out of Child Benefit to those over 18 years in full-time education.

Submissions

Barnardos' Advocacy Department continued to be a credible policy voice across the range of issues affecting children in Ireland in 2008. We continued to build on our reputation as thought leaders across the sector through our ongoing action across a broad spectrum of issues. We made a total of 16 submissions to various statutory and political bodies over the year.

4.3 Fundraising

2008 was another successful year for fundraising for Barnardos in a very tough economic environment. Individual Donors and Events and Campaigns had a particularly successful year reflecting the growth in our awareness and the impact of the previous 2 years strategy of investing in building the individual donor database.

Fundraising activities for the year generated €4.78m (2007: €3.56m): Unrestricted Trusts, Legacies & Donations income generated €0.14m (2007: €0.31m): and Restricted Trusts & Donations income was €2.31m (2007: €2.32m) giving a total Fundraising income of €7.22m (2007: €6.17m) in the year.

As defined in the strategy, there continues to be a significant investment in building the Barnardos database and developing our long term capacity for delivering sustainable funding. This investment in the future has been supported by our philanthropic partners. We have focused on fundraising activities that will deliver the optimal investment return over time and the Board is satisfied with the current level of contribution. Total fundraising costs for the year were €2.11m (€2007: €2.3m).

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

4.3 Fundraising *(continued)*

We recruited over 6000 new individual donors (against a target of 5,100) and exceeded our income target in the Individual Giving area of fundraising. Events and Campaigns also exceeded target, which was largely driven by very successful Barnardos events including the Danone Big Toddle for Barnardos which celebrated its fifth birthday. Registrations were up over 12% on 2007. 2008 saw our second overseas trek – this time to South Africa. The event was hugely successful again this year, and overseas treks will remain in our national events calendar for the years ahead as a result. In addition we saw an increase in community based fundraising for Barnardos, which can be directly attributed to our increased profile and awareness. In a year where corporate support for the sector tightened considerably due to the economic downturn Barnardos actually grew their corporate income. This was as a result of a number of corporate partnerships coming to fruition following work over the previous two years, combined with a number of exciting new initiatives such as the Corporate Giving tree and Gift Certs.

In the midst of the economic downturn and the fall off in retail sales reported at over 20% in 2008, our shops performed very well delivering sales of €1.36 million (2007: €1.40m). The Barnardos Brand New Initiative was once again a key factor in the shops' success. The work by the shops team to recruit 'brand new' donors resulted in an increase in donors, and the shops exceeding sales targets on new goods. The bridal store in Dun Laoghaire had a stellar year delivering over twice its target and we have replicated the approach in Dun Laoghaire with a new Bridal Shop in Carlow. The Carlow shop has been very successful in its first few months of trading, offering Brides-to-Be in the south east the opportunity to purchase affordable dresses without having to travel all the way to Dublin.

There was a continued fall off in donated good to the shops which is a trend that continues across the sector. Collection initiatives were piloted in a number of companies in 2007 to some considerable success and we will continue this approach again in 2009 in an attempt to grow the volume of donated goods.

4.4 Supporting Services

Human Resources

Barnardos believe that Human Resources plays a vital role in supporting our organisation as we strive to ensure that the children and families that we work with are best served by our staff and management.

At the 2008 year end our total headcount was 391 (fulltime 54% and part time 46%); (2007:340).

Our training and development programme continued to ensure that training needs throughout our organisation were met during 2008 with particular highlights including a programme of Child Protection Training for all of our front line staff; continued roll out of Shared Language; High Scope; and Supervision/Supervisee training.

At the request of the Office of the Minister for Children, we are expanding the Barnardos Garda Vetting Service to include Chernobyl children's host families in our activity as a clearing house for vetting applications to the Garda Vetting Unit in Thurles and in providing training for providers in relation their obligations under the Pre-school Regulations.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

4.4 Supporting Services *(continued)*

Human Resources

During 2008 we carried out an employee engagement survey which placed us ahead of European benchmarks in most areas. The results showed a strong performance, up with that of high performing organisations across the key areas of our employees' commitment, pride, satisfaction and willingness to advocate on behalf of Barnardos.

2009 is likely to be a difficult year for all of us, and especially for the children and families with whom we work and the HR Team are committed to work in partnership with our stakeholders to ensure a professional level of service is provided and to support the achievement of Barnardos' objectives and strategy.

Communications

In 2003 Barnardos' spontaneous awareness was 1.2%. In the most recent research in November 2008 our spontaneous awareness was measured at 12%, keeping us firmly in the top ten Irish charities in the market.

This has been due to the continuing work being done to grow our profile and awareness through advocacy, communications and fundraising. People see us on billboards and bus shelters (with thanks to JC Decaux, who donated these sites), read about us in the papers, receive our information through their door or on-line, and hear us on the radio. We have seen a marked increase in our regional coverage, thanks in large part to the success of the monthly syndicated column written by Fergus Finlay which we introduced last year, and coverage of the Toddle which grew a staggering 89% in 2008.

Barnardos is now the go-to agency for any issue relating to children in Ireland. We are highlighting the need that exists in the communities in which we work and the solutions that would make a significant difference in children's lives. In 2008 a lot of work was completed that placed us in a position to clarify our message and communicate in a way that consistently conveys authority, professionalism and compassion.

2008 proved to be a record year, both in terms of square centimetres, and in the value of the free media coverage Barnardos achieved. The volume of the coverage increased by 24% on 2007 and represented 539,998 square centimetres. This equates to a media value (AVE) of €3,313,357 million, up nearly €335,000 on the value in 2007.

We have continued to grow understanding of our cause considerably. In 2007, 75% of those who were aware of Barnardos recognised us as a children's charity. In 2008 that figure had increased to 86% which demonstrates that we are continuing to get our message across.

More information on the services and achievements of the charity are included in the Annual Review. Further copies are available from National and Regional Offices or can be downloaded from our website: www.barnardos.ie.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

5.1 Results for the year

The financial results for the year ended 31 December 2008 are shown in the Statement of Financial Activities on page 23.

This company achieved a net surplus of €320,000 for the year (2007: €136,000).

5.2 Income Generation

Barnardos raised total income of €24.4m in the year ended 31 December 2008 (2007: €21.6m), an increase of 13% on 2007. Income may be analysed by source as follows:

	2008	2007
Statutory	63%	62%
Donations	21%	21%
Shops	6%	7%
Trusts, Foundations & Legacies	9%	9%
Other	<u>1%</u>	<u>1%</u>
	<u>100%</u>	<u>100%</u>

5.3 Resource Expended

Total resources expended by the organisation amounted to €24.1m (2007: €21.5m). Of the organisation's expenditure, when the costs of running the shops is excluded (shops expenditure is treated as self financing), 90% (€20.33m) was spent on direct charitable activities, 9% on the cost of generating funds and 1% on governance. Support costs allocated to direct charitable activities are detailed in Note 6 to the financial statements in line with requirements under SORP 2005.

The Board would like to acknowledge the many positive funding relationships it enjoys with the Health Service Executive, Government Departments and agencies, with philanthropies, notably Atlantic Philanthropies and One Foundation, companies, trusts and foundations, individual donors and its many supporters amongst the public at large. The Board would also like to acknowledge the many individuals and companies that have offered their expertise on a pro bono basis.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

5.4 Reserve Policy

In accordance with recommended best practice, each charity should have a reserve policy. This policy is concerned with how much 'free' (or unallocated) reserves a charity retains.

This excludes the following:

- Restricted funds
- Designated funds
- Income funds that could only be realised by disposing of fixed assets held for charity use.

The Board has the responsibility for establishing an appropriate Reserve Policy. Having reviewed the reserves of the charity, the policy of retaining sufficient reserves to ensure the continuity of operations and to absorb periodic setbacks, while committing the maximum amount available for the provision of services to children and families in Ireland was adopted by the Board in 2007.

This policy means that the free reserves should be approximately:

- (a) one month of statutory income projected for the coming year (with the exception of Guardian ad Litem); and
- (b) two months of Guardian ad Litem income projected for the coming year; and
- (c) three months of non statutory income projected for the coming year. This includes income from trusts and foundations.

In 2009 this equates to approximately €4.2m in free reserves (excluding pension provision). The free reserves are €4.7m at 31 December 2008.

The level and adequacy of the reserves are reviewed annually by the Audit Committee, which reports directly to the Board. Care is taken to consider changing funding structures and activity growth strategies. The policy was reviewed in 2007 to take account of an increasing dependence on fundraising activities and the associated risk.

5.5 Investment Policy

It is the policy of the Board that all funds not immediately required for operational purposes should be invested in fixed term interest bearing deposits, maintained with reputable financial institutions.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

6 Challenges and Future Priorities

Barnardos has been consistently growing for the last number of years. We have grown in profile, and in the number of children and families with whom we work. In that time we have also sought to grow in quality, to ensure that we make, as much as possible, a lasting impact on the lives of the children we reach.

That growth would not have been possible without the support and drive offered by the investments made in Barnardos by The One Foundation and by Atlantic Philanthropies. Their involvement with us has helped to foster a commitment to excellence throughout Barnardos' direct work, and a determination to be as professional as we can in the support we give that work. Our emphasis on securing outcomes in work that is informed only by the needs of the families with whom we work is the enduring legacy of the strategic approach supported by the two philanthropies.

In 2008, in collaboration with our major partners, including especially the HSE, we invested over €24m. This was €22m in 2007, €20m in 2006 and €17m in 2005. In addition to our national services, we are now operating in over 40 projects all over the country – again, a significant increase in a short period. The high economic growth of recent years has made that expansion possible, and has enabled us to concentrate on helping families to break out of the cycle of poverty.

In the latter part of 2008, it became clear that a severe economic downturn would have a significant impact on many of the children with whom we work. The rate of consistent poverty among children in Ireland, already unacceptably high, seems certain to increase. The disadvantages suffered by many of the communities in which we work will make the situation worse. At particular risk will be lone-parent households and children, and the certainty of a rapid growth in unemployment across many of "our" communities will bring increased pressure.

Despite all that, we continue to believe that child poverty in Ireland can be beaten. Every child in Ireland can be given a real chance to be the most they can be, and certainly every child in Ireland can be given the best possible start. That will require more than resources, critical as they are. It will also take imagination and creativity, cooperation, and leadership.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

7 Statement of the responsibilities of members of the Board in respect of the financial statements

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and promulgated by the Institute of Chartered Accountants in Ireland.

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

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

The Directors are responsible for keeping proper books of account that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Acts, 1963 to 2006. 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 also responsible for preparing a Directors' report that complies with the requirements of the Companies Acts, 1963 to 2006.

An Audit Committee meets four times a year. It is chaired by the Treasurer and includes another Board member at all times. Its function is to keep under review the adequacy, scope and effectiveness of accounting and internal control systems of all financial activities carried out by Barnardos. The Audit Committee reports to the Board.

Barnardos Republic of Ireland Limited

Directors' report *(continued)*

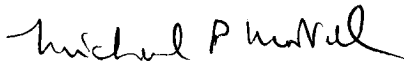
8 Books of Accounts

The Directors believe that they have complied with the requirements of Section 202 of the Companies Act, 1990 with regard to books of account by employing personnel with appropriate expertise and by providing adequate resources to the financial function. The books of account of the Company are maintained at Merchants Hall, Merchants Quay, Dublin 8.

9 Auditor

KPMG, Chartered Accountants have expressed their willingness to remain in office and, in accordance with Section 160 (2) of The Companies Act, 1963, the auditor, KPMG, Chartered Accountants will continue in office.

On behalf of the Board



Michael Mortell
Honorary Treasurer



Harry Slowey
Chairperson

23 April 2009



KPMG
Chartered Accountants
1 Stokes Place
St. Stephen's Green
Dublin 2
Ireland

Independent auditor's report to the members of Barnardos – Republic of Ireland Limited

We have audited the financial statements of Barnardos – Republic of Ireland Limited for the year ended 31 December 2008 which comprises the Statement of Financial Activities and income and expenditure account, the Statement of Total Recognised Gains and Losses, the Balance Sheet, the Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Directors and Auditors

The Directors are responsible for the preparation of the financial statements in accordance with applicable Irish law and Accounting Standards issued by the Accounting Standards Board and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland) as set out in the Statement of Directors' Responsibilities.

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

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Acts, 1963 to 2006 and the Statement of Recommended Practice 2005. We also report to you our opinion as to: whether proper books of account have been kept by the company; and whether the information given in the Directors' Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the financial statements are in agreement with the books of account.

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

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



Independent auditor's report to the members of Barnardos – Republic of Ireland Limited *(continued)*

Basis of audit opinion

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

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

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of affairs of the company as at 31 December 2008 and of its net income for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Acts, 1963 to 2006.

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

In our opinion the information given in the Directors' Report is consistent with the financial statements.

*Chartered Accountants
Registered Auditor*

23 April 2009

Barnardos Republic of Ireland Limited

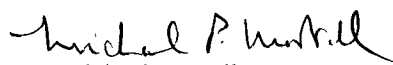
Statement of financial activities and Income and Expenditure account

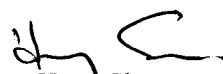
for the year ended 31 December 2008

		2008	2008	2008	2007
		Unrestricted	Restricted	Total	Total
		Funds	Funds	Funds	Funds
	Note	€000's	€000's	€000's	€000's
Incoming resources					
<i>Incoming resources from generating funds</i>					
-Voluntary income	1	5,109	2,306	7,415	6,447
-Income from trading activities	2	1,356	-	1,356	1,396
Incoming resources for Charitable					
Activities	3	-	15,286	15,286	13,480
Investment income	4	329	-	329	266
Other incoming resources		-	-	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Total incoming resources		6,794	17,592	24,386	21,589
		<hr/>	<hr/>	<hr/>	<hr/>
Resources expended					
<i>Cost of generating funds</i>					
- cost of generating voluntary income	5	2,112	-	2,112	2,279
- cost of trading activities	2	1,381	-	1,381	1,277
Charitable activities	6	285	20,046	20,331	17,765
Governance costs	6	242	-	242	132
		<hr/>	<hr/>	<hr/>	<hr/>
Total resources expended		4,020	20,046	24,066	21,453
		<hr/>	<hr/>	<hr/>	<hr/>
Net (outgoing)/incoming resources before transfers		2,774	(2,454)	320	136
Transfers between funds	14	(2,739)	2,739	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Net incoming resources before other recognised gains and losses		35	285	320	136
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

All of the above results are derived from continuing activities. The surplus for the year for Companies Act purposes was €320,000 (2007: €136,000).

On behalf of the board


Michael Mortell
Honorary Treasurer


Harry Slowey
Chairperson

Barnardos Republic of Ireland Limited

Statement of total recognised gains and losses for the year ended 31 December 2008


	<i>Note</i>	2008 €000's	2007 €000's
Net incoming resources for the year		320	136
Actuarial loss on defined benefit pension scheme	<i>17</i>	(3,197)	(403)
		<hr/>	<hr/>
Total recognised gains and losses for the year		(2,877)	(267)
		<hr/> <hr/>	<hr/> <hr/>
Reconciliation of movement in reserves			
	<i>Note</i>	2008 €000's	2007 €000's
Net incoming resources for the year		320	136
Actuarial loss on defined benefit pension scheme	<i>17</i>	(3,197)	(403)
		<hr/>	<hr/>
Total recognised gains and losses for the year		(2,877)	(267)
Reserves at the beginning of the year		7,279	7,546
		<hr/>	<hr/>
Reserves at the end of the year	<i>14</i>	4,402	7,279
		<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Balance sheet at 31 December 2008

	<i>Note</i>	2008 €000's	2007 €000's
Fixed assets			
Tangible assets	10	2,124	2,150
Current assets			
Debtors	11	1,691	1,964
Cash at bank and short term deposits		8,032	7,603
		9,723	9,567
Current liabilities			
Creditors: amounts falling due within one year	12	(3,879)	(4,039)
Net current assets		5,844	5,528
Total assets less current liabilities			
Provision for liabilities and charges	13	7,968 (60)	7,678 (60)
Net assets before pension liability		7,908	7,618
Defined benefit pension scheme liability	17	(3,506)	(339)
Net assets		4,402	7,279
Represented by			
General fund	14	3,326	6,488
Restricted income fund	14	1,076	791
Total funds		4,402	7,279

On behalf of the board


Michael Mortell
Honorary Treasurer


Harry Slowey
Chairperson

Barnardos Republic of Ireland Limited

Cash flow statement

for the year ended 31 December 2008

	<i>Note</i>	2008 €000's	2007 €000's
Net cash inflow from operations	15	647	475
Returns on investment and servicing of finance			
Interest received		329	266
Investing activities			
Sale of fixed asset		2	-
Purchase of tangible fixed assets	10	(1,578)	(2,079)
		<hr/>	<hr/>
Net cash outflow from investing activities		(1,576)	(2,079)
Financing activities			
Grants received	10	1,242	2,029
		<hr/>	<hr/>
Increase in cash and cash equivalents		642	691
Cash and cash equivalents at beginning of year	16	7,286	6,595
		<hr/>	<hr/>
Cash and cash equivalents at end of year		7,928	7,286
		<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Statement of accounting policies

for the year ended 31 December 2008

Basis of preparation

The financial statements are prepared under the historical cost convention in accordance with best practice as recommended by the Companies Acts and, voluntarily in the absence of statutory reporting standards for charities in Ireland, in accordance with best practice (Statement of Recommended Practice (revised 2005)) as recommended by the Charity Commission for England and Wales.

The organisation is a company limited by guarantee not having share capital. The company has charitable status and as such is exempt from Corporation Tax.

Income recognition

Income is recognised in the Statement of Financial Activities when the effect of the transaction or other event results in an increase in the charity's assets.

When Barnardos provides family support services in accordance with agreements, the income is recognised when the service is provided. Income due but not yet received at the year end is included in debtors on the balance sheet and funds already received in relation to future years but not yet expended are shown in creditors as deferred income. All statutory grants are treated as restricted grants.

Non statutory grants and donations are recognised when there is evidence of entitlement. Voluntary income such as shops sales is recognised when the income is received.

Activities taken to generate non statutory grants, donations and voluntary income are analysed in notes 1 and 2 to the financial statements.

Donated services, goods and facilities are not quantified in the Statement of Financial Activities in income or expenditure.

Capital grants in respect of buildings and equipment are set-off against fixed assets and amortised over the lives of the relevant assets.

Cost allocation

Expenditure is analysed between resources expended on charitable activities, governance costs and the cost of generating funds.

Resources expended on charitable activities comprise all the resources applied by Barnardos in undertaking our work to meet our charitable objectives within Children Services, Advocacy and Research. These costs include direct costs of undertaking these together with the support costs incurred to enable these activities to be undertaken.

Support costs include Human Resources, Finance, Information Technology and other. Charitable activity costs and the related support costs are analysed in detail in notes 6(a) and 6(b) to the accounts.

Barnardos Republic of Ireland Limited

Statement of accounting policies *(continued)*

Cost allocation *(continued)*

The cost of generating funds are costs associated with generating incoming resources from all sources other than from undertaking charitable activities. The income resource areas and their associated costs are analysed in detail in notes 1 and 5 to the financial statements.

Governance costs include costs which relate to the general running of the charity. They include strategic planning, audit, costs associated with legal and statutory requirements and an apportionment of staff time involved in supporting governance activities. Governance costs are analysed in detail in note 6(b) to the financial statements.

Fixed assets and depreciation

Depreciation is provided for a full year in the year of acquisition and none in the year of disposal.

Properties are stated in the balance sheet at their market value at 1 April 1989 or subsequent cost. Depreciation of freehold and long leasehold properties has been provided at the rate of 2% per annum on their cost or value. Short leasehold properties are amortised over the period of the lease.

Fixtures, fittings and equipment are stated at cost and depreciated at 20% straight line per annum on their cost.

Motor vehicles are stated at cost and depreciated at 15% straight line per annum on their cost.

Computers purchased prior to 1 January 2005 are stated at cost and depreciated at 20% straight line per annum on their cost. Computers purchased after this date are written off in the year of purchase.

Funds

All transactions of the organisation have been recorded and reported as income into or expenditure from funds, which are designated as "restricted" or "unrestricted".

Income is treated as restricted where the donor/funder has specified that it may only be used for a particular purpose. All other income is treated as unrestricted.

Expenditure is treated as being made out of restricted funds to the extent that it meets the criteria specified by the donor/funder. All other expenditure is treated as being from unrestricted funds.

The balance of the unrestricted fund at the end of the year represents the assets held by the organisation for general use in the furtherance of its work.

Transfers from unrestricted funds are made to meet the shortfall on restricted projects.

Barnardos Republic of Ireland Limited

Statement of accounting policies *(continued)*

Pension costs

Defined Benefit Scheme

Pension benefits are funded over the eligible employees' period of service by way of contributions to a defined benefit scheme.

A full actuarial valuation is undertaken every three years and its purpose is to advise on the future funding arrangements to be made in light of the Scheme's funding position as at the valuation date. Pension scheme assets are valued at market value. Pension scheme liabilities are measured using the attained age method using market-related assumptions that reflect reasonable expectations taking account of market conditions as at the valuation date.

Pension scheme disclosures under FRS 17 are prepared annually. Pension scheme assets are valued at market value. Pension scheme liabilities are measured, using the projected unit method and are discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability. Any surplus, to the extent that it's considered recoverable, is shown as an asset on the balance sheet and any deficit is shown on the balance sheet as a liability. Actuarial gains and losses are recognised immediately in the statement of total recognised gains and losses. The current service cost and past service cost of the defined benefit scheme and the expected return on assets, net of the change in the present value of the scheme liabilities arising from the passage of time, has been charged/credited to governance costs.

Defined contribution scheme

Pension benefits for members of this scheme are funded over the employees' period of service by way of contributions which are charged to the Statement of Financial Activities as they become payable.

Stock

It is not considered practicable to value stock of unsold donated goods at the year end.

Operating leases

Rentals in respect of operating leases are charged to the Statement of Financial Activities as incurred.

Barnardos Republic of Ireland Limited

Notes

forming part of the financial statements

1 Voluntary income includes the following

	2008 €000's Unrestricted	2008 €000's Restricted	2008 €000's Total	2007 €000's Total
<i>Fundraising activities</i>				
Corporate (Alliances)	635	-	635	200
Major donors	2,370	-	2,370	1,913
Committed and cash giving	870	-	870	462
Events and campaigns	891	-	891	972
	<hr/>	<hr/>	<hr/>	<hr/>
Total fundraising activities	4,766	-	4,766	3,547
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Trusts and Foundations</i>				
Atlantic Philanthropies	-	441	441	633
Other trusts	-	1,620	1,620	1,014
	<hr/>	<hr/>	<hr/>	<hr/>
Total Trusts and Foundations	-	2,061	2,061	1,647
	<hr/>	<hr/>	<hr/>	<hr/>
<i>Other Donations, legacies and similar incoming resources</i>				
Legacies	142	-	142	282
Barnardos Training & Resource Centre	200	-	200	275
Other donations/fees	1	245	246	696
	<hr/>	<hr/>	<hr/>	<hr/>
Total donations, legacies & similar incoming resources	343	245	588	1,253
	<hr/>	<hr/>	<hr/>	<hr/>
Total Voluntary Income	5,109	2,306	7,415	6,447
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Notes *(continued)*

2 Income from trading activities	2008	2007
	Unrestricted	Unrestricted
	€000's	€000's
The net result of shop operations is as follows:		
Sales	1,356	1,396
Operating expenses	(1,381)	(1,277)
	<hr/>	<hr/>
Net shop (cost)/contribution	(25)	119
	<hr/> <hr/>	<hr/> <hr/>

It is not considered practicable to value stock of unsold donated goods at the year end. Due to the seasonal nature of the business, there would generally be two to three months of sales in stock at any point in time.

3 Incoming resources for charitable activities	2008	2007
	€000's	€000's
	Restricted	Restricted
<i>Statutory Sources</i>		
HSE South Western Area	1,965	1,822
HSE Northern Area	1,777	1,402
HSE East Coast Area	793	713
HSE Mid-Western Area	1,851	1,618
HSE Midland Area	1,264	1,244
HSE Southern Area	478	398
HSE South Eastern Area	1,644	1,281
HSE North Eastern Area	409	444
City of Dublin Vocational Education Committee	68	59
Department of Education and Science	774	841
Department of Social, Community and Family Affairs	67	18
Family Support Agency	218	205
Office for Minister for children	7	-
Department of Justice, Equality and Law reform	1,770	1,251
	<hr/>	<hr/>
	13,085	11,296
Service income from Guardian ad Litem	1,687	1,265
Other fees and grants	514	919
	<hr/>	<hr/>
	15,286	13,480
	<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Notes *(continued)*

4 Investment income

	2008	2007
	Unrestricted	Unrestricted
	€000's	€000's

Deposit interest	329	266
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5 Cost of generating funds

	2008	2007
	Unrestricted	Unrestricted
	€000's	€000's

Fundraising expenditure can be analysed as follows:

Major Donors	148	130
Committed & Cash Giving	1,188	1,314
Corporate (Generic)	330	298
Events & Campaigns	446	537

	2,112	2,279
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Barnardos Republic of Ireland Limited

Notes *(continued)*

6(b) Activities included in support and governance costs

		2008	2008	2007	2007
		Support	Governance	Support	Governance
	Cost drivers	costs	costs	costs	costs
		€000's	€000's	€000's	€000's
Gain on pension movements	.	-	(29)	-	(148)
Human resources	Head Count	505	71	419	48
Finance	Expenditure	522	67	431	57
Information technology	No of PC's	166	20	167	20
Corporate	Head Count	434	113	434	155
		<u>1,627</u>	<u>242</u>	<u>1,451</u>	<u>132</u>

7 Staff costs

The average weekly number of employees, including part-time staff, but not including volunteers, during the year was 371 (2007: 340). This equates to 326 full time equivalent staff (2007: 290).

	2008	2007
	€000's	€000's
Staff costs comprises:		
Wages and salaries	14,356	12,517
Social welfare costs	1,417	1,238
Pension costs	624	545
	<u>16,397</u>	<u>14,300</u>
Staff activities are as follows:	2008	2007
	Number	Number
Direct charitable activities	317	286
Support costs	21	19
Generating funds shops	17	17
Generating funds fundraising	10	10
Governance costs	6	8
	<u>371</u>	<u>340</u>

Barnardos Republic of Ireland Limited

Notes (continued)

7 Staff costs (continued)

The number of higher paid employees was:	2008	2007
€80,000 - €90,000	-	4
€90,000 - €100,000	2	-
€100,000 - €110,000	3	3
€110,000 - €120,000	1	1
€120,000 - €130,000	1	1
	<u>7</u>	<u>9</u>

Remuneration includes basic pay and excludes employer pension and PRSI contributions.

8 Board member expenses

No member of the board receives payment other than the reimbursement of expenses incurred which were under €1,000 in total for both 2008 and 2007.

9 Net incoming/(outgoing resources) for the year	2008 €000	2007 €000
Net surplus for the year is arrived at after charging/(crediting):		
Auditor's remuneration	33	32
Depreciation	723	269
Amortisation of grants	(361)	(81)
Operating leases – primarily land and buildings	842	835
	<u>842</u>	<u>835</u>

Barnardos Republic of Ireland Limited

Notes (continued)

10 Tangible fixed assets	Properties €000's	Furniture, fittings and equipment €000's	Computers €000's	Motor vehicles €000's	Total €000's
<i>Cost</i>					
At 1 January 2008	6,514	1,197	200	380	8,291
Additions	411	1,135	-	32	1,578
Disposals	-	-	-	(23)	(23)
At 31 December 2008	6,925	2,332	200	389	9,846
<i>Depreciation</i>					
At 1 January 2008	1,153	755	200	169	2,277
Charge for the year	153	515	-	55	723
Disposals	-	-	-	(23)	(23)
At 31 December 2008	1,306	1,270	200	201	2,977
<i>Net book amounts</i>					
At 31 December 2008	5,619	1,062	-	188	6,869
At 31 December 2007	5,361	442	-	211	6,014
<i>Capital grants</i>					
At 1 January 2008	3,617	193	-	326	4,136
Received in the year	404	809	-	29	1,242
Disposals	-	-	-	-	-
At 31 December 2008	4,021	1,002	-	355	5,378
<i>Capital grants - amortisation</i>					
At 1 January 2008	126	28	-	118	272
Charge for the year	88	220	-	53	361
Disposals	-	-	-	-	-
At 31 December 2008	214	248	-	171	633
<i>Net book amounts</i>					
At 31 December 2008	3,807	754	-	184	4,745
At 31 December 2007	3,491	165	-	208	3,864
<i>Net book amounts – fixed assets & capital grants</i>					
At 31 December 2008	1,812	308	-	4	2,124
At 31 December 2007	1,870	277	-	3	2,150

Barnardos Republic of Ireland Limited

Notes (continued)

10 Tangible fixed assets (continued)	2008	2007
	€000's	€000's
<i>Freehold and leasehold properties – carrying value net of unamortised grants</i>		
Freeholds	363	367
Long leaseholds (over 50 years)	1,277	1,315
Short leaseholds (50 years and under)	172	188
	<hr/>	<hr/>
	1,812	1,870
	<hr/> <hr/>	<hr/> <hr/>

The following capital grants become repayable to the funders under certain circumstances

1: Family Support Centre, Thurles - €150,000 becomes repayable to the HSE in the event of the assets being disposed of before 2023.

2: Family Support Centre in Mullingar - €300,000 becomes repayable to the HSE in the event of the asset being disposed of, unless replaced by a mutually agreed premises.

3: Brighter Futures Centre in Knocknaheeny - €1,188,236 becomes repayable to Pobal and €988,403 becomes repayable to Cork City Council in the event that the Centre ceases to be used for the purpose of the grant.

11 Debtors (amounts falling due within one year)	2008	2007
	€000's	€000's
Trade debtors	1,354	1,872
Other debtors	271	19
Prepayments and accrued income	66	73
	<hr/>	<hr/>
	1,691	1,964
	<hr/> <hr/>	<hr/> <hr/>

12 Creditors: amounts falling due within one year	2008	2007
	€000's	€000's
Trade creditors	1,435	1,536
Bank overdraft	104	317
Other creditors	21	52
Accruals	427	565
Deferred income	1,892	1,569
	<hr/>	<hr/>
	3,879	4,039
	<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Notes (continued)

12 Creditors: amounts falling due within one year (continued)

Movements in deferred income	Non-Statutory deferred €000's	Statutory deferred €000's	Total €000's
Released from prior year	1,425	144	1,569
Deferred in the current year	1,701	191	1,892

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

13 Provision for liabilities and charges

	2008 €000's	2007 €000's
At beginning of year	60	116
Charged in the year	30	-
Released in the year	(30)	(56)
	<hr/>	<hr/>
At end of year	60	60
	<hr/> <hr/>	<hr/> <hr/>

The provision relates to legal cases.

14 Statement of movement on funds

	General fund €000's	Restricted fund €000's	Total €000's
Balance at beginning of year	6,488	791	7,279
Net incoming resources	35	285	320
Actuarial loss on pension scheme (note 17)	(3,197)	-	(3,197)
	<hr/>	<hr/>	<hr/>
Balance at end of year	3,326	1,076	4,402
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Notes (continued)

14 Statement of movement in funds (continued)

The movement on funds classified in accordance with the organisation's accounting policies are as follows:

Regions/services	Dublin West region €000's	Dublin North region €000's	Dublin South region €000's	Dublin region €000's	Midlands region €000's	Southern region €000's	South Eastern region €000's	Total Regional Childcare €000's	National Office €000's	2008 Total €000's
<i>Restricted</i>										
Opening balance	10	-	375	-	-	215	-	600	191	791
Income	1,853	2,322	1,640	1,706	1,706	2,781	1,879	12,181	5,411	17,592
Charitable activities costs	(2,373)	(2,537)	(2,584)	(1,945)	(1,945)	(3,371)	(2,040)	(14,850)	(5,196)	(20,046)
Transfers	510	215	601	239	239	375	161	2,101	638	2,739
Closing balance	-	-	32	-	-	-	-	32	1,044	1,076
<i>Unrestricted</i>										
Opening balance	-	-	-	-	-	-	-	-	6,488	6,488
Income	-	-	-	-	-	-	-	-	6,794	6,794
Actuarial loss on pension scheme	-	-	-	-	-	-	-	-	(3,197)	(3,197)
Charitable activities costs	-	-	-	-	-	-	-	-	(285)	(285)
Cost of generating funds	-	-	-	-	-	-	-	-	(3,493)	(3,493)
Governance costs	-	-	-	-	-	-	-	-	(242)	(242)
Transfers	-	-	-	-	-	-	-	-	(2,739)	(2,739)
Closing balance	-	-	-	-	-	-	-	-	3,326	3,326
Restricted and Unrestricted	-	-	32	-	-	-	-	32	4,370	4,402

Transfers relate to the funding of the organisation's charitable activities with available unrestricted funds.

Barnardos Republic of Ireland Limited

Notes (continued)

15 Reconciliation of incoming resources to net cash flow from operating activities		2008	2007
		€000's	€000's
Net incoming resources		320	136
Depreciation charges		723	269
Amortisation of government grant		(361)	(81)
Decrease/(increase) in debtors		273	(642)
Increase in creditors		53	1,263
Increase in pension provision		3,167	255
Actuarial loss on pension scheme		(3,197)	(403)
Interest earned		(329)	(266)
Profit on the sale of fixed asset		(2)	-
Decrease in provisions for liabilities and charges		-	(56)
		<hr/>	<hr/>
Net cash inflow from operating activities		647	475
		<hr/> <hr/>	<hr/> <hr/>
16 Analysis of change in cash and cash equivalents during the year		2008	2007
		€000's	€000's
Balance at beginning of year		7,286	6,595
Net cash inflow		642	691
		<hr/>	<hr/>
Balance at end of year		7,928	7,286
		<hr/> <hr/>	<hr/> <hr/>
	At	Cashflows	At
	1 January	during the	31 December
	2008	year	2008
	€000's	€000's	€000's
Short term deposits	6,608	904	7,512
Bank current accounts	995	(475)	520
Bank overdrafts	(317)	213	(104)
	<hr/>	<hr/>	<hr/>
Total cash and cash equivalents	7,286	642	7,928
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Notes (continued)

17 Pension fund

The company operates two pension schemes. The defined benefit pension scheme is open to employees who joined the organisation prior to the period ended 31 December 1999. This scheme has been closed to new members since that period and was replaced by a defined contribution pension scheme.

Defined benefit scheme

Contributions to the defined benefit scheme are assessed in accordance with the advice of an independent actuary on the basis of triennial valuations using the attained age method. The most recent actuarial valuation was conducted as at 31 December 2006 and the valuation recommended maintaining an employer contribution rate of 31.8% of pensionable earnings which has been effective since 1 January 2007.

It is expected that the Scheme will not meet the statutory Funding Standard as at 31 December 2008, therefore a Funding Proposal is to be prepared with the aim of ensuring the Scheme will once again meet the statutory Funding Standard within a specified time frame. The employer contribution rate required under this Funding Proposal will supersede the recommended rate from the actuarial valuation should it be higher.

The financial assumptions used to calculate the scheme liabilities under FRS 17 using the Projected Unit Method are as follows:

	2008	2007	2006
Inflation rate	2.00%	2.50%	2.25%
Discount rate	5.50%	5.50%	4.60%
Expected return on assets over the next year	5.61%	5.92%	6.04%
Expected rate of salary increases	4.00%	4.50%	4.25%
Rate of pension increases in payment	2.00%	2.50%	2.25%
Rate of pension increases in deferment	2.00%	2.50%	2.25%

The expected long-term rate of return on the assets of the scheme are as follows are:

	2008	2007	2006
Equities	7.00%	6.40%	6.60%
Bonds	3.85%	4.50%	4.10%
Other	3.40%	4.60%	4.50%

Barnardos Republic of Ireland Limited

Notes (continued)

17 Pension fund (continued)

The net pension deficit is analysed as follows:	2008 €000's	2007 €000's	2006 €000's
Equities	3,884	7,234	7,536
Bonds	1,276	1,206	1,108
Other	1,430	1,328	1,328
	<hr/>	<hr/>	<hr/>
Total market value of assets	6,590	9,768	9,972
Actuarial value of scheme liabilities	(10,096)	(10,107)	(10,056)
	<hr/>	<hr/>	<hr/>
Deficit in scheme	(3,506)	(339)	(84)
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The following amounts have been recognised in the Statement of Financial Activities and Income and Expenditure Account.

	2008 €000's	2007 €000's
<i>Charged to expenditure</i>		
Current service costs	199	189
<i>(Credited)/charged to other finance income</i>		
Interest on pension scheme liabilities	551	458
Expected return on scheme assets	(580)	(604)
	<hr/>	<hr/>
Total charge in statement of financial activities	170	43
	<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Notes (continued)

17 Pension fund (continued)

The following amounts have been recognised in the Statement of Total Recognised Gains and Losses:

	2008 €000's	2007 €000's
Difference between actual and expected return on assets	(3,813)	(850)
Experience loss on scheme's liabilities	(151)	(136)
Effect of changes in actuarial assumptions	767	583
	<hr/>	<hr/>
Actuarial loss recognised in the statement of total recognised gains and losses	(3,197)	(403)
	<hr/> <hr/>	<hr/> <hr/>
Movements in deficit during the year:	2008	2007
	€000's	€000's
Deficit in scheme at beginning of year	(339)	(84)
Contributions paid	200	191
Current service costs	(199)	(189)
Other financial income	29	146
Actuarial loss	(3,197)	(403)
	<hr/>	<hr/>
Deficit in scheme at end of year	(3,506)	(339)
	<hr/> <hr/>	<hr/> <hr/>
Reconciliation of scheme liabilities over the period	2008	2007
	€000's	€000's
Scheme liabilities at start of period	10,107	10,056
Interest cost	551	458
Current service cost (net of member contributions)	199	188
Actual member contributions	37	36
Actual benefit payments by the fund	(182)	(184)
Actual benefit payments by the company	-	-
Increase in scheme liabilities due to past service costs during the period	-	-
Change in scheme liabilities due to curtailments during the period	-	-
Change in scheme liabilities due to settlements during the period	-	-
Increase in scheme liabilities due to acquisitions during the period	-	-
Gain on change of assumptions	(767)	(583)
Experience loss	151	136
Currency (gain) or loss	-	-
	<hr/>	<hr/>
Scheme liabilities at end of period based on end of period assumptions	10,096	10,107
	<hr/> <hr/>	<hr/> <hr/>

Barnardos Republic of Ireland Limited

Notes (continued)

17 Pension fund (continued)	2008	2007			
	€000's	€000's			
 Reconciliation of assets over the period					
Market value at beginning of period	9,768	9,972			
Actual total benefit payments	(182)	(184)			
Actual contributions – company (including benefits paid by the company)	199	191			
Actual contributions – members	38	36			
Actual cross charge for DC contributions	-	-			
Expected return on assets	580	603			
Loss on assets	(3,813)	(850)			
Increase in market value of assets due to acquisitions during period	-	-			
Decrease in market value of assets due to settlements during period	-	-			
Currency gain or (loss)	-	-			
	<hr/>	<hr/>			
Market value at end of period	6,590	9,768			
	<hr/> <hr/>	<hr/> <hr/>			
 <i>History of actuarial gains and losses</i>					
	2008	2007	2006	2005	2004
	€000's	€000's	€000's	€000's	€000's
(Loss)/gain on scheme assets	(3,813)	(850)	694	982	456
% of scheme assets at end of year	(57.86%)	(8.7%)	6.95%	11.30%	6.43%
Experience gain/(loss) on scheme liabilities	151	(136)	(234)	22	477
% of scheme liabilities at end of year	1.49%	(1.35%)	2.33%	0.23%	5.80%
Total actuarial (loss)/gain recognised in STRGL	(3,197)	(403)	613	284	(235)
% of scheme liabilities at end of period	(31.67%)	(3.99%)	6.09%	3.09%	2.85%

Barnardos Republic of Ireland Limited

Notes (continued)

18 Commitments

Operating lease commitments payable during the next twelve months amount to €699,000 (2007: €791,000) and are payable in relation to equipment and property leases which expire as follows:

	Plant & equipment €'000	Land & buildings €'000	Total €'000
Within one year	-	59	59
Within two to five years	38	238	276
After five years	-	364	364
	<hr/>	<hr/>	<hr/>
	38	661	699
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Capital commitments payable within the next twelve months amount to €71k (2007: €712k) and relate to property building commitments.

19 Comparative amounts

Comparative amounts have been regrouped, where necessary, on the same basis as the current year.

20 Joint venture

During the year, the company established a joint venture company, Partners in Education Limited together with the Congregation of Sisters of Bon Secours of Paris in Ireland. Partners in Education Limited is a company incorporated in the Republic of Ireland and its registered office is 4 Christchurch Square, Dublin 8. The principal activity of the company is to run a service in Knocknaheeny, Cork to be known as "Brighter Futures". The company has charitable status and is operated on a not-for-profit basis. The company holds on ordinary share of €1.00 in Partners in Education Limited which also represents its share of the net assets of that company at 31 December 2008.

Barnardos Republic of Ireland Limited

Notes *(continued)*

21 Related party transactions

The directors consider that Partners in Education Limited is a related party of Barnardos – Republic of Ireland Limited (Barnardos) by virtue of the shareholding in that company.

Barnardos provides administrative services to Partners in Education Limited at €nil cost and handles all of the transactions and accounting records on behalf of the company. At 31 December 2008, the balance owed to Barnardos by Partners in Education Limited (for expenditure incurred by Barnardos on its behalf, in advance of reimbursement of such expenditure) amounted to €59,976.

22 Approval of financial statements

The directors approved the financial statements on 23 April 2009.



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Barnardos supports children whose well-being is under threat, by working with them, their families and communities and by campaigning for the rights of children. Barnardos was established in Ireland in 1962 and is Ireland's leading independent children's charity.

Barnardos' vision is an Ireland where childhood is valued and all children and young people are cherished equally.

Barnardos' mission is to challenge and support families, communities, society and government to make Ireland the best place in the world to be a child, focusing specifically on children and young people whose well-being is under threat. To find out more about Barnardos visit our website www.barnardos.ie or contact our national office.

Registered Charity 6015
