

We support each individual to live the life they choose, in the same way and same places as everybody else.

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## Chairperson's **Statement**



My second year as Chair of the Prosper Group was another busy year. Our primary focus was to re-build service delivery and community opportunities for the people we support after two tough years of COVID-19 restrictions. For those who are familiar with the services of Prosper, you may know that I am a carer for my brother who is supported by the organisation. In this regard, I understood first-hand the impact that the pandemic had on so many people's

lives. We know that COVID-19 will exist into the future but it is with relief I can confidently say that our services are once again operating at full capacity and with ambition for the people we support. Great things are happening for our service users and I am sure that this will only continue to improve in 2023.

From a governance perspective, our Board of Directors and its Committees embraced hybrid working this year. This was a significant learning for us which arose through COVID-19 and one which we will certainly continue to harness. In 2022, our Board Committees worked diligently to progress a number of strategic matters on behalf of the organisation. Our Nominations Committee continued to advance succession planning for the Board and Board Committees, and in this regard, we were delighted to welcome Seamus Smyth to the Board of Directors this year. Our Audit Committee continued to focus on rolling out internal audits and developing policies and procedures which provide guidance and direction to our staff. The Quality and Risk Committee, together with the Remuneration Committee, have placed a particular focus on the risk of staff recruitment and retention. Towards the end of 2022, we observed a difficulty with staff recruitment and retention like so many other organisations across the country. This is a worrying trend and one which we hope will be addressed at both a local and national level in the near future. The frontline staff are the very backbone of our organisation. We are lucky to have such dedicated and committed staff, however, the matter of pay parity continues to place our organisation at a disadvantage with regard to staff remuneration. Without government action, staff recruitment and retention will remain our greatest corporate risk in 2023.

In 2022 we officially opened the Obelisk Day Service, Skerries in March. The opening of the Obelisk was particularly special, as it represented the closing of a circle for Prosper Fingal and its founding members. It was in the town of Skerries in 1968 that a number of extraordinary individuals came together on a "wet and dreary November evening" to discuss the lack of appropriate opportunities for people with disabilities in Fingal. We were so proud to continue to see through their vision and develop this state-of-the-art service in the heart of Skerries town. We also officially opened Ballustree Lodge, Rush, in 2022, a community house for five residents supported by Prosper Fingal. I would like to particularly thank Fingal County Council, the HSE and the Department of Housing, Local Government and Heritage for their support with this project. The fruits of this partnership are clear to see. I would also like to acknowledge the Capital Working Group who set the highest of standards in their work. While the resourcing for capital projects is an ongoing challenge for disability service providers nationwide, it is hoped that this issue can continue to be addressed in the short / medium term through Prosper's involvement with the Immigrant Investor Programme, overseen by the Department of Justice.

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Service provision was strengthened in 2022 as we emerged from the COVID-19 pandemic and associated restrictions. We provided services to 530 adults across day, residential, respite and clinical services. These services were delivered within budget with no issues of concern arising in relation to compliance, complaints, claims, funding, HR challenges, or Health and Safety.

The Board are aware that next year, 2023, marks the final year of our current Five-Year Strategic Development Plan 2019 – 2023. We are planning for the future of Prosper, aware of the risks which are facing the organisation which include the emerging complexity of disability among service users as well as ageing service user and carer populations. We are also aware that the next Five-Year Development

We provided services to **530 adults** across day, residential, respite and clinical services

Plan will be supported by new leaders, as a number of the Senior Management Team plan for their retirements over the next number of years. This year, we were pleased to welcome a new HR Manager and Operations Manager in Meath to the company. We would like to thank their predecessors for their fantastic contribution. We hope to protect and develop the culture of the organisation and we have put in place a clear succession plan that will shape Prosper into the future.

I would like to thank the Board of Directors and Board Committee members for freely giving of their time and expertise toward the shared purpose of continuously developing this organisation.

On behalf of the Board of Directors, I would like to thank the HSE CHO8 and CHO9 for their partnership and financial support in delivering positive outcomes for the people we support. I would also like to acknowledge government departments, local authorities and community groups who continue to support our organisation.

The Board would also like to express our thanks to the Executive Management Team in Prosper for their commitment and drive. On both a personal and professional level, my heartfelt thanks goes to the frontline staff who bring their energy and enthusiasm to their work day in day out.

Lastly, and most importantly, I would like to thank the people we support and their families for continuing to place their trust in our organisation.

In 2023 we will complete our current Five-Year Plan. I am confident our next strategy will tackle current challenges and embrace the many opportunities of the future with great benefit for this organisation.

**Paula Carey** 

Chairperson, Prosper Group

Paula Care

## CEO's Statement 2022



2022 was a year of re-setting and re-establishing our service quality and quantity. This year, we provided services to 326 individuals in Fingal and 204 individuals in Meath. This included Day Services, Residential, Residential Respite and Clinical Services, all of which were delivered within budget and in accordance with national policy and best practice. We witnessed a re-introduction of greater positive risk taking and connection

with our community partners this year as we emerged from the global pandemic. We are looking forward to continuing to grow and develop, ensuring that great things are happening in the communities in which we operate.

Our organisation witnessed significant growth this year as we welcomed 32 new service users and their families to our organisation across both counties. We are proud of the continued trust that families and the individuals we support place in our organisation at this huge change point in their lives. However, our ability to continue to grow is threatened by the staff recruitment and retention crisis which is being experienced nationwide in the social care sector. This year, we witnessed a concerning level of staff turnover, particularly in the last quarter of the year. This unfortunate trend was experienced by all organisations like Prosper across the country. Section 39 organisations continue to face an inequality in their treatment when compared to the HSE and Section 38 funded agencies. This issue of pay parity consistently comes to the fore in exit interviews and is also presenting as an issue for job candidates. The pay restoration process that commenced last year was a welcome step, but without pay parity, the gap between Section 39 agencies and the public sector will continue to widen and will have a direct impact on service provision. Our staff are our greatest resource, and Government action is required to make the social care sector an attractive place for these dedicated and committed individuals to work.

The staff recruitment and retention difficulties are also closely linked with a housing crisis in this country. As housing becomes less affordable in Dublin and the greater Dublin area, it becomes more and more untenable for social care professionals to live and work in the county. This crisis also affects the individuals we support and their families, as residential options are scarce. We hope that the Department of Health Disability Capacity Review to 2032 and associated action plan will bring about much needed change in this regard and lead to the funding of more residential places for adults with an intellectual disability each year over the next ten years.

2022 was unique as we witnessed never before seen inflation and the beginning of a cost of living crisis which we expect will continue into 2023 and potentially beyond. We responded to this challenge in a proactive way, and we thankfully had already commenced our journey to become a greener organisation earlier this year, in an effort to minimise the effect of rising energy costs. Prosper Group, supported by the HSE, has set out the goal of becoming a much more sustainable organisation for the benefit of our service users, staff members and

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other stakeholders including the wider community. In 2022, Prosper developed a Sustainability Strategy, put together by our Energy Management and Sustainability (EMS) Team. Since March 2022, the team have worked collaboratively with Prosper's service users and staff members, embedding sustainability into the culture and operations of the organisation with the support of the HSE.

Our work on environmental sustainability was amongst the many actions which we set out for the year ahead within our Annual Work Plan 2022. This was directed by our 5-Year Strategic Development Plan, which draws to a close in 2023. In 2022, we made significant advancements in strengthening our financial policies, progressing compliance with public procurement obligations, improving our governance, service provision, and capital projects. We are looking forward to the development of our next 5-year strategy and will be consulting with our many stakeholders in 2023 in preparation.

We are looking forward to continuing to grow and develop, ensuring that **great things are happening** in the communities in which we operate.

Amongst the challenges which the organisation will face in the next five years is succession planning for our senior leadership team. This year, our HR Manager, Tony Stewart, retired from his role having served 22 years with company. I would like to take this opportunity to thank him for his dedication and commitment with the company and welcome his successor, Cheryl Judge, to the organisation. I would also like to extend a warm welcome to Aileen Brady, our Operations Manager in Prosper Meath who joined us in July.

2022 was a positive year in terms of the progression of our capital works programme. In March 2022, we officially opened the Obelisk Day Service in Skerries and Ballustree Lodge, a 5-person residential home in Rush, Co. Dublin. The development of Ballustree Lodge was made possible through partnership with Fingal County Council and the Department of Housing, Local Government and Heritage and their 'Capital Assistance Scheme (CAS)' grants. Together with the Council, we hope to deliver on future residential solutions for the people we support using this model. The opening of the Obelisk Day Service in Skerries was fast tracked by the Immigrant Investor Programme (IIP), a scheme overseen by the Department of Justice. This town-centre development will serve many individuals and their families in the heart of Skerries for generations to come. I would like to acknowledge our Capital Working Group who meet each week to continue to plan forward to meet the growing demand and need in the Fingal and Meath areas. We know that the areas of Dunshaughlin, Ashbourne, Malahide and Lusk must form part of our plans for the future in order to continue to support individuals to access a day service in the town in which they reside, in line with the HSE's national policy, New Directions.

2022 also marked another positive year of partnership with the HSE in CHO8 and CHO9. We liaised with the HSE on a regular basis with regard to public health advice, reporting and governance. We are grateful

### Our staff are our greatest resource,

and Government action is required to make the social care sector an attractive place for these dedicated and committed individuals to work.

for our collaborative working relationship with the HSE, as it enables the delivery of services that are progressive and in line with the needs of each individual supported.

I would like to acknowledge the Board of Directors and its Committees for their support and guidance this year. The Board and Board Committees operate on a wholly voluntary basis. Their contribution to the organisation is so valued, and I would like to thank them for freely giving of their experience and wisdom to steer the strategic direction of Prosper.

I would also like to thank all of our service users and their families for their support in 2022, especially as we move through a period of re-building and re-setting after the pandemic.

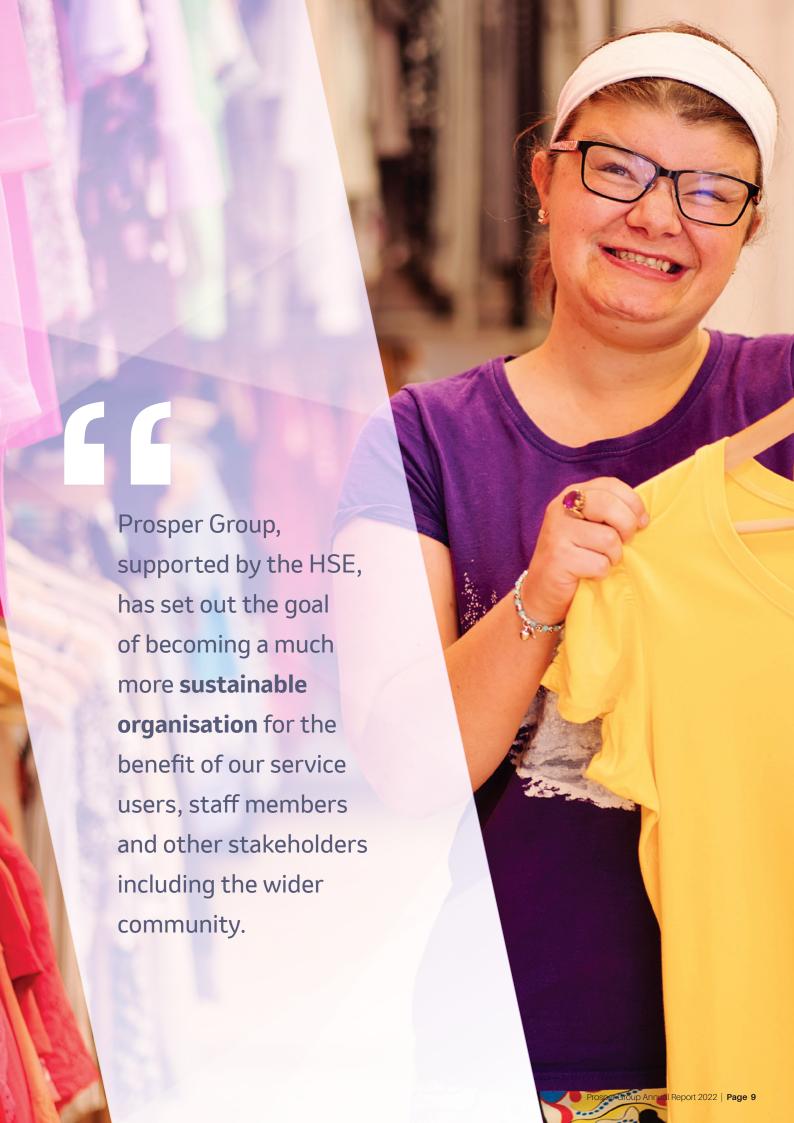
We thank the HSE, Government Agencies, Fingal County Council, Meath County Council, the National Federation of Voluntary Service Providers, other service providers and the wider community for their guidance and support over the year.

I would particularly like to thank all employees including frontline management and staff, and our back-office team including HR, Finance, Quality and Standards, IT, Health & Safety, for their continued ambition and dedication to the organisation.

This Annual Report presents Prosper's service provision across Fingal and Meath.

Pat Reen

Chief Executive Officer



## Who We Are

Prosper Group's service provider companies, Prosper Fingal and Prosper Meath, are community based non-for-profit and non-statutory companies that provide services and supports to adults with an intellectual disability on behalf of the Health Service Executive (HSE). Those services include day, residential, residential respite and clinical supports.

The following sets out the Mission Statement, Vision Statement, Values and Operating Principles of these companies:

### **Values**

Progressive
Professional
Respectful
Ethical
Positive

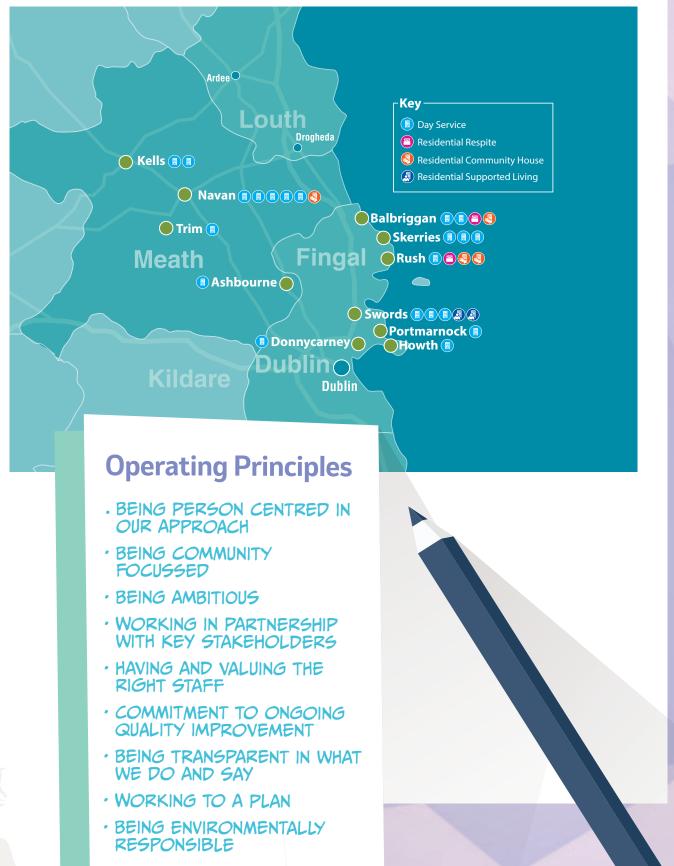
### **Mission Statement**

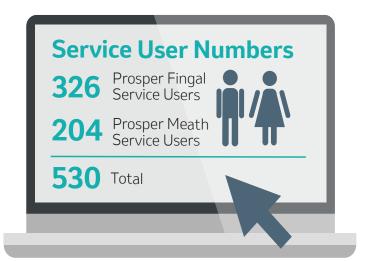
To provide services and supports to adults with an intellectual disability, that responds to their needs and wishes, while maximising each individual's potential to live their best life.

### **Vision Statement**

To support each individual to live the life they choose, in the same way and same places as everybody else.

### Where we are







**WTE Staff Posts** 

WTE Fingal 141.67 Staff Posts

WTE Meath 68.35 Staff Posts

210.02 **Total Staff** Posts

### **Service User Ages Fingal**

18 - 29 Years: **113** 

30 - 49 Years: **172** 

50 - 64 Years: **28** 

**13** 65 + Years:

326 Total:

### **Service User Ages Meath**

18 - 29 Years: **68** 

30 - 49 Years: **86** 

50 - 64 Years: **38** 

**12** I 65 + Years:

204 Total:



Day Services

12

Residential Services

**3** Residential Houses (plus 2 Supported Living Apartments)

Respite Services

**2** Respite Houses

Day Services

9

Residential Services

Total Locations

29



## No. of Service Users receiving a Prosper Fingal Day Service 2022

	Locations (Anne)	Service Users per Location
	The Lodge, Balbriggan	17
	Dublin Street, Balbriggan	21
	Donnycarney	26
Ses	Feltrim Road, Swords	22
Day Services	Howth	15
Se	North Street, Swords	46
ay	Piercetown	20
	Portmarnock	38
	Rush	40
	Seatown Road, Swords	46
	The Obelisk, Skerries	22
	Strand Street, Skerries	13
	TOTAL	326

## Comments, compliments and complaints Meath

Comments 19 Compliments 277 Complaints 3

## Comments, compliments and complaints **Fingal**

Comments 34 Compliments 460 Complaints

### No. of Service Users receiving a Prosper Meath Day Service 2022

<b>Jay Services</b>	Locations	Service Users per Location
er	Ashbourne	14
S	Kells – Climber Hall	22
$D_a$	Kells – Farrell Street	16
	Navan – Beechmount	18
	Navan – Canon Row	29
	Navan – Kennedy Road	15
	Navan – Leighsbrook	20
	Navan – Watergate Street	29
	Trim - Haggard Street	
	Trim - Emmet Street	41
	TOTAL	204



Prosper Meath: 0

Prosper Fingal: 12 beds x 7 nights

High Support (7 Beds per night X 7 nights) Low Support (5 Beds per night X 7 nights)

# The Prosper Fingal Residential Respite provision over 2022 was as follows:

	No. of Bednights	No. of Service Users
Cherrygarth House	1886	81
Lambay House	1497	79
Total	3383	156*

 $<sup>^{\</sup>star}4$  service users availed of respite from both Cherrygarth and Lambay in 2022.



#### Prosper Group Clinical Services Inputs to Individual Service Users (excluding Staff Training and Group Work)

Clinical Inputs	No. of Service Users Supported Fingal	No. of Service Users Supported Meath	Total
Social Work	211	86	297
Speech & Language	117	73	190
Occupational Therapy	50	62	112
Psychology	60	43	103
Ophthalmology	63	0	63
Physiotherapy	9	3	12
Chiropody	32	0	32

## Residents in Prosper Residential Services

Type of Residential Service	Prosper Meath	Prosper Fingal	Total
Residential (community house) Supported Living	1	14 3	15 3
Total:			18



## **Meet Lorraine!**

#### What is your name? Could you tell me a little bit about yourself?

My name is Lorraine and I go a Prosper Meath Day Service in Navan. I've been in the service for 2 years now. I am a very independent person and I love how the service supports me to be as independent as I can be.

#### Do you like attending Prosper? Why?

I really enjoy going to Prosper every day, seeing my friends and taking part in all the activities. One thing that I really enjoy is things we do in the community like teaching children in the local school Lámh, being involved with the 'Wild About Navan' group, and volunteering with the NCBI. This year I also took part in the Trinity College TILDA study which I really enjoyed.

#### Could you tell me about a goal you worked on this year?

I have chatted with my key worker about goals that I wished to achieve during key working meetings. One of the goals that I worked on was teaching my peers and members of the community about epilepsy as this is a cause close to my heart. After I completed this goal I then signed up to complete the VHI woman's mini marathon in aid of Epilepsy Ireland and I was so excited to come back to the service and to show everyone my medal.

#### Could you tell me about your favourite thing you did this year while in Prosper?

One of my favourite things to do in Prosper is being part of the Green Team. I have been involved in lots of recycling projects this year like making a shopping bag from used crisp packets, making a recycled watering system for our plants and making a plastic bottle green house for our service. I really love to recycle and coming up with ideas on how to find a new purpose for something that has already been used.

#### Could you tell me about the things you do each week?

We do lots of activities in the service each week like dance, independent living skills, gardening, recycling, 'active, healthy me' program, NALA courses, advocacy groups and community groups. Along with everything we do in the service, we also train for regular couch to 5km walks and this year chose a local charity that we raised over €2,000 for. I really enjoy everything that I do in Prosper. The service allows me to be the most independent person that I can be and I love this.

## **Meet Naomi!**

#### What is your name? Could you tell me a little bit about yourself?

My name is Naomi. I am from Congo and I live in Balbriggan. I like Balbriggan because I can see all my friends. I love going out for coffee and going to all the different places in the town. Family is really important to me. I have one sister, two brothers and two new nephews. I am just back from a family holiday in Marakesh!

#### Do you like attending Prosper? Why?

I have been coming to Prosper for a while. I went to a day service in Seatown Road in Swords when I first came. It was too far away from my home, so now I go to Balbriggan. I really like that because I can either get the bus or walk to my service now.

When I'm in Prosper, I like doing cooking. I recently made a pizza with ham and pepperoni. I also made scones.

#### Could you tell me about a goal you worked on this year?

The goal I am working on at the moment is to go and see Nathan Carter. I am going to go see him playing in Swords Castle. I have organised to go with my friends from Prosper. I made an invitation up for everyone. We will go out for food before, but we haven't chosen where to go yet. I will book it today.

I have been working on many goals related to employment. I love working with kids, so I did work experience in a creche this year. I am now doing a work experience placement in another creche on Fridays. I also volunteer in a creche during the week.

I have a paid job at the weekends in a play centre. I have been there for nearly two years now. I set up birthday parties, put out the chairs, see how many plates I need to set out. It is really busy.

On Sundays I go to church with my mam and dad and I like going to help out with the kids there.

I am also doing a childcare course in Fingal Adult Education Service. I have done other courses there too like last year I did a computer course and learned typing skills.

## Could you tell me about your favourite thing you did this year while in Prosper?

I really liked the football tournament that I went to in Belfast with Prosper. We all got the bus together as a team. Lots of my friends from different Prosper services went on the trip, but I also liked getting to meet new people. I will definitely keep in touch with them. We came second and I was really proud to wear my medal. It was a big achievement because there were so many teams there from all over England and Ireland. We had to play so many games - it was really fun.

## **Meet Barry!**

#### What is your name? Could you tell me a little bit about yourself?

My name is Barry Matthews. I work in a Prosper Meath Day Service. I completed my Applied Studies in Social Care degree in TU Dublin, formerly ITB. I graduated over Zoom in 2020 in the midst of the COVID-19 pandemic. Throughout the whole of my studies, I was working in a residential and respite service supporting adults with intellectual disabilities.

As part of my studies, I undertook two student placements, one of which was in a Prosper Meath Service based in Beechmount, Navan. Even before I worked in Social Care, helping people with an intellectual disability has been a significant part of my life, as I have a number of family members with an intellectual disability. When I chose to begin my studies, I always knew that I wanted to work in the disability sector.

#### Do you like working for Prosper? Why?

Yes, I do. Prosper's ethos is very much aligned with my own. I like caring for people, and sharing everyday places and spaces. I believe in supporting people to live the life they choose and I am glad that my job can help

#### Could you give an example of a particular fond memory you have of working in Prosper over the past year or so?

There are so many to choose from, but one that really stands out is helping an individual named John to achieve his bronze Gaisce award. This piece of work lasted 26 weeks and I was responsible for helping John to take up a new personal skill (cooking), a new form of physical recreation (Special Olympics) and a new form of community involvement (Tidy Towns). When John had completed all of these challenges, we went to Leinster House for a tour and he was presented with his award and certificate by the Minister for Justice. Both John and his family were extremely proud of his achievements. I am also delighted to say that John is now working toward his silver award this year.

#### Could you tell me a little bit about what a particular day might look like for you?

Every day is different. Like the people we support, no two people are the same, and it's definitely true to say that no two days are the same here. As a staff member, that has its challenges, of course. You have to be very adaptable. If someone is having a good day you go with that, but on the other hand, if someone isn't having a good day, you try to get to the bottom of it.

I always reflect on how each day goes and particularly think about how to either replicate something that went well or avoid something happening again that didn't go as well. I use a reflective cycle and keep a reflective journal every day to ensure my consistency of care.

I would also say that I am a man of many hats. You have to decide as the person stands in front of you which hat to wear. You might be a teacher, a counsellor, a friend, depending on the day. You really need to take a personcentred and unique approach with every single person.

#### Do you think Prosper is a good company to work for, and if so, why?

Yes, I do. I am new enough to the Prosper team, as I joined in November 2021. I have worked in Social Care Settings since 2016 and I can confidently that Prosper have the service users at the heart of every decision made about the service, and the staff are a very close second. Prosper is a good company and it is great to see people like myself, young men, amongst those who work here. All of the staff are highly trained and have a good degree of education. Prosper staff also have life skills that can't be taught like empathy and compassion - there is no book you can read to teach you that, yet all of the staff I have come across in Prosper Meath and Prosper Fingal have these skills.

I also believe there are clear opportunities for progression in the organisation.

Working in Prosper also allows me to maintain a good work / life balance. One of my main reasons for leaving my previous job was because I was approaching thirty and I wanted to start a family. I would say that working in day services is so great for anyone considering starting a young family - I leave my house at 7.30am and I'm home by 4.30pm or 5pm.

I wanted to put down some roots and I chose Prosper as the hole to plant them in!

### **Meet Suzanne!**

## What is your name? Could you tell me a little bit about yourself?

My name is Suzanne. I have been working in the social care sector since 2011. I now work in Prosper Fingal's Residential Services.

I went to college in my 30's to go into Social Care because all I ever wanted to do was help vulnerable people. I initially didn't realise I needed to do a degree until I did some research, but then I really found my vocation. I started off looking after elderly people. In 2012, I opened up a youth club in Balrothery and did a lot of projects with young people in the area. I noticed that there wasn't much for children who didn't like sports, so I created a space for them to make new friends and bring people together. I do this in my spare time now.

After college, I worked in residential services with teenagers for a couple of years, before moving into residential services for children with a disability. I then also gained experience working in the area of child protection. I came to Prosper in March 2021 and it has been a great learning experience. I really enjoy working with adults with an intellectual disability.

#### O pou like working for Prosper? Why?

I like working for Prosper. My first impression when I came to work in the residential services here was how person-centred the staff are with the residents. They always attend to the residents' needs before anything else. It just warmed my heart from my first day. The staff always make sure that the residents have the best day possible

We have a lovely team here and everybody is in sync with each other. We all connect so well with the service users.

Some days can be a challenge, but we always pull out all the stops to make sure that everyone has an enjoyable day.

## Could you give an example of a particular fond memory you have of working in Prosper over the past year or so?

I have loads! We had a lovely day out in Butler's Chocolate Factory. We took some lovely photos. It was really memorable. Even the service users who were reluctant to go ended up having such a nice day.

My favourite memory is bringing one of the residents, Sonya, to see the Beautiful South. She is afraid of heights and the seating was quite high, but she overcame her fear for this event. It was her dream to see them perform live. I was so worried beforehand because she was so anxious, and I really wanted it to all work out well for her. We got there and she was amazing and smiled all night long. We were both so happy - the whole day was just

magical for her. We went through so many steps to make it work and I gave her lots of encouragement. I told her 'you can do anything that you want to do!'. She loved it - she sat up, stood up and sang every single song. It was such a great achievement for her.

## Could you tell me a little bit about what a particular day might look like for you?

It differs but sometimes I might start at 8.30am. I would come in and help the residents get ready to go to their day services. Then it is 'go, go, go' until 10am. If it's raining I might go out in the van to drop the residents to their day service, otherwise they usually prefer to get the bus. I then might have prescriptions to go and pick up, old medication might need to be returned, the residents meeting happens on a Friday so today I will be getting ready for that. There's always something happening – the residents might have appointments to go to or might be visiting family – we support with all of that. Then I would start getting the dinner ready in the afternoon.

Teamwork is so important here. It's all about syncing up as a team to make the day go smoothly. Everyone has to be on the same page. Someone might be out with one resident and the other staff member stays at home to help with others. Some people might need assistance with showers in the evening. It doesn't settle until about 11.30pm.



**Testimonial** from Prosper's Senior Psychologist, **Dr. Kevin Treacy** 

On my first day working with Prosper, I walked into the vibrant Seatown Road Day Service to meet service users, staff and my clinical colleagues. The following day, I walked into an empty building thanks to COVID-19 lockdown. My induction plan was scheduled to involve visits to different services. My caseload was already planned out based on existing referrals. Instead, my first experience of most day services was empty buildings with bare walls. It was several months before I even set foot in

It's fair to say the beginning of my career with Prosper was challenging. I had taken on the role, knowing it would be a challenge. For a start, I would be the only Psychologist in the organisation. In my previous roles, I had always been one member of a psychology department. It was hugely disappointing not to be able to get straight into my work in light of the COVID-19 pandemic, as I was really looking forward to the

As services gradually reopened, I got to become more familiar with the people who use Prosper's services. I got to experience the different culture of each service and to get a better sense of the unique personality and needs of the service users. These are the things that drew me to working in this sector. When you work with such a diverse group of people, no two days are the same and you need to be ready for anything.

The work of a Psychologist in a disability service is hugely varied. On any given day, I might start with a meeting with my clinical colleagues to discuss new referrals and identify any priorities that have emerged since the last clinical meeting. Then I might travel to a day service to observe somebody who has been referred for clinical support. I would meet with the key worker and / or service manager to discuss my observations and to make recommendations. I then return to the clinic to meet with one of my therapy clients and talk about strategies for managing stress or anxiety. Then I may go on a home visit to a family who have reported concerns around the presentation of their son or daughter. I work with them to identify strategies for use at home. And of course, I update iplanit, our service user database, as I go! This is an example of an "average day" though I am not sure such a thing exists in this role.

Positive Behaviour Support is at the core of the way we support people within Prosper. This approach sees behaviours of concern as communication of poor wellbeing. It is the role of the staff within Prosper to ensure that people's needs are met in a way that reduces the likelihood that the behaviour of concern will occur. In 2022, I was involved in updating Prosper's Positive Behaviour Support policy. I gave a briefing on this to service managers and delivered PBS training to a number of frontline staff.

As the population of people who use Prosper's services ages, their needs change. For those with Down Syndrome, there is a significantly increased risk of Alzheimer's Disease. It is important for the organisation to monitor the functioning of people with Down Syndrome. Every service user with Down Syndrome has a Multi-Disciplinary Assessment of their baseline functioning carried out between the ages of 35 and 40. Review assessments then take place on a regular basis to ensure that we are aware of any changes in a person's functional skills, language or memory. This work will become more and more important as our service ages.

More and more of the people who are referred to Prosper now have a diagnosis of Autism. This reflects a trend of increased prevalence of Autism. However, there are a significant number of people who use Prosper's services who do not have a formal diagnosis despite appearing to qualify for one. In late 2022, I began a piece of research alongside Aisling O'Malley, Senior Speech and Language Therapist, and Gavin McDonnell, Assistant Psychologist. We were interested in the experiences of families of those who present with traits of Autism but do not have a formal diagnosis. We will be presenting and publishing the findings of this research later in 2023.

For me, 2022 was an important year in terms of feeling more established in my role and looking for ways to improve service delivery overall. I am excited about what the future will bring for me and for Prosper.



# **EMS Project**

## **Inclusive Climate Action with Prosper**

In early 2022, Prosper was awarded a grant by the HSE to improve the energy efficiency and sustainability of the organisation, whose core purpose is to provide services and supports to adults with an intellectual disability on behalf of the HSE. Prosper is included in public sector energy reduction reports by the SEAI and we are committed to playing our part towards achieving a 51% reduction in overall greenhouse gas emissions by 2050, as set out in Ireland's Climate Action Plan 2021. As approximately 800 people use Prosper facilities each day, the aim is to become a much more sustainable and environmentally conscious organisation for the benefit of our service users,



staff and other stakeholders including the wider community. To commence this project, the Prosper Energy Management and Sustainability (EMS) Team was established, comprising five senior employees with different backgrounds and expertise, but most importantly, a shared enthusiasm to make Prosper a greener organisation.



Prosper's EMS Team 2022; Pat Lacey (Procurement Officer); Andrew Reen (Sustainability Officer); Amy McGealy (Company Safety Officer), Aine Martin (Administration Officer); Bill McMahon (IT Lead).

As approximately 800 people use Prosper facilities each day, the aim is to become a much more sustainable and environmentally conscious organisation for the benefit of our service users, staff and other stakeholders including the wider community.





### **Setting Up Green Teams in Each Day Service**

Alongside this, we also wanted service users to be at the heart of the Prosper sustainability journey.

A green team was established in each Prosper day centre across Meath and Fingal, with many of them chaired by service users. Each Green Team Member received their Green Team Badge at the Official EMS Launch in Prosper Fingal and Prosper Meath. Each of Prosper's services is working to make changes, be it through building improvements, behaviour change, or both. It has been great to see everyone taking such pride in making their local service and community greener.

alongside staff, are taking through their local Prosper Green Teams'.

Stuart Walsh, Chairperson of Leighsbrook's Green Team said "I found it really interesting and learned a lot about recycling. I think the whole service learned loads and enjoy being part of it. I really like the role of Chairperson and meeting all the people we have invited to the service including a lady from Repak and another lady from Wild about Navan. We are going to work with them on some fun projects'.





### "I am the Energy Champion of Portmarnock Day Service"



Eoin Hall, Portmarnock Day Service Green Team Member, receiving his Green Team Badge from Peter Smyth HSE Energy Bureau, Minister Darragh O'Brien, and Deputy Duncan Smith TD and the Prosper Fingal EMS Launch in December 2022. Eoin Hall has been advocating for the 'green agenda' for twenty years. We are all just catching up!

### **Sustainability Booklet**

The EMS Team quickly realised that education was the key to achieving sustainable success. In October 2022, we published our very own **Energy Management and** Sustainability Project Booklet. This visual and accessible booklet is filled with projects, actions, checklists and resources to enable climate action at local service level.

In fact, it is the first of its kind for the disability sector.





The EMS Team quickly

realised that education was the key to achieving sustainable success. Waste Management Energy Management sustainable Transport 00 Focus Education and Awareness **Building Retrofits** Biodiversity Sustainable procurement

> Water Management

Behaviour Change



## EMS achievements at a glance

Prosper Group's decarbonisation journey began in March 2022. Since then we have had some amazing achievements.



In-house Energy Census carried out by the EMS Team across 29 services. Gathering valuable baseline information on sustainability and energy management.



We designed the EMS Booklet to kickstart sustainable projects and actions in each day service



Set up online access to our energy suppliers in order to understand and monitor our energy bills. Immediately began to identify and resolve energy



Waste management upgrades in each service - recycling stations rolled out across the organisation.



21 service user led green teams have been set up in every Prosper day service location. With these green teams in place, inclusive climate action is being practiced across the organisation.



Planted 500 trees at our Piercetown Day Service Location.



Green Champions for Water, Energy and Waste established in every Prosper Day Service. Each Champion carries out daily checklists ensuring that their service is 'green' and running efficiently.



SI 425 Energy Audits carried out in our buildings to inform retrofitting opportunities.

The project would never have happened without the support of Peter Smyth, Ciaran Finlay and Robert Sweeney in the HSE Energy Bureau who guided us from the beginning. Over the course of 2022, it has evolved into a whole of organisation approach and a particular celebration of service users. We look forward to bringing this momentum into 2023.





## **Openings**

## A new residential community house, Ballustree Lodge, Rush

Prosper Fingal celebrated the opening of a new residential community house called Ballustree Lodge, Rush on 30th March. This development has provided a much-needed permanent home for five adults with an intellectual disability in line with HIQA standards.

This project was truly a coming together of so many parties to produce a momentous outcome for the people we support. Those parties were the HSE, Fingal County Council, Elected Representatives, the residents and their families who are so thrilled with their new home, and of course the dedicated and committed staff in Prosper Fingal.

Funding was obtained to purchase and develop this facility through the Department of Housing, Local Government and Heritage, 'Capital Assistance Scheme' (CAS) with the support of Fingal County Council. The HSE provide the revenue funding so as Prosper can continue to give the best of care to the residents of this house.

Minister Darragh O'Brien attended on the day and cut the ribbon to officially open Ballustree Lodge.

We wish the residents all the best for their future in their home.



## Celebrating the Official Opening of the **Obelisk Day Service, Skerries**

On Wednesday 30th March, Prosper Fingal celebrated the official opening of its newest day service for adults with an intellectual disability at 1, The Obelisk, Strand Street in Skerries.

This development would not have been possible without the tremendous support of the HSE who provided funding for the development and for service provision from this centre. Prosper is also fortunate to have incredible neighbours who have backed this project from day one.

This development is a celebration for the town. Prosper Fingal's history is deeply rooted in Skerries, with its head office and first day service located in the old De La Salle Christian Brothers School.

The opening of this purpose-built, universally designed facility at 1, The Obelisk, represents a positive step forward in meeting the increasing demand for day services and supports for adults with an intellectual disability.

Commenting on the opening of the new centre Paula Carey, Chairperson of Prosper's Board of Directors

said: "Congratulations to everyone who had a role in creating this beautiful service, the Obelisk. We all hope it will be a place of fun, a hive of activity and a central hub in the town of Skerries and beyond, where people feel both at ease and supported in their everyday lives".

Pat Reen, CEO of Prosper Fingal stated that "I'm so proud of what we have delivered for Skerries town, and for current and future generations of adults with an intellectual disability and their carers. The design of this new centre and the services provided from it are a true reflection of the mission of Prosper."

The opening of this new centre brings a sense of pride and celebration to the community after what has been a difficult two years for people with disabilities and their carers. Designed by local architect Terence Woods, overseen by Adam Cronin Consulting Engineer, and built by Howard Building Contractors Ltd, the benefits of this new centre will be longstanding, serving many generations of people to come.

## **Our Employees**

In 2022, 28 new staff joined our organisation across Fingal and Meath. We continue to strive to recruit and retain talented, dedicated and committed individuals as part of our workforce. The staff we employ provide services to the highest level for the individuals we support and are important ambassadors for our organisation.

## **Employee Health and Wellbeing**

At Prosper, we understand the importance of physical, social and mental health wellbeing. It is a critical component of a healthy working environment and our organisation. It also enables our employees to progress in their roles to the best of their ability.

In 2022, all employees and their families continued to have access to our Employee Assistance Program which provides a free and confidential advisory, support and counselling service 24 hours, 7 day a week. This ensured that staff could avail of work or personal support at all times, including telephone or face to face counselling. We know that the past number of years have been overwhelming for many individuals and we truly believe in the importance of making sure that our staff feel emotionally supported by Prosper.

In this regard, we also communicated our monthly VHI Newsletters which included useful information and webinars focusing on various important topics such as mental health, building resilience, menopause awareness, healthy eating and fitness to name a few.

We celebrated National Workplace Wellbeing Day in April and encouraged all staff to join a seminar which explored tips, tools and techniques to build wellbeing. Services across Fingal and Meath celebrated the day by connecting with others, getting active, trying something new or doing an act of kindness for someone else.

During Men's Health Awareness Month, HR invited staff to join a webinar about mental health, resilience and personal leadership in addition to sharing information on ways to get involved in Movember. To mark World Mental Health Day, two informative webinars were held to discuss the topic of mental health and included an introduction to Youth Mental Health First Aid Training. HR also made a special effort to bring about extra moments of joy in the days of those who work for Prosper by organising other fun events such as a World Cup sweepstake for our employees and a Christmas jumper day for staff to feel the jolly spirit around our services and departments.

Staff have displayed their commitment to the values, vision and mission of Prosper once again in 2022. After COVID-19, our staff placed a huge effort on rebuilding our service delivery and getting back out into the community. The fantastic community partnership projects that occurred throughout 2022 are a credit to the commitment of management and staff, and most importantly, the hard work of the people we support. We recognise the lasting effect the pandemic has left on many of the people we support and their families and our staff took an empathetic approach when supporting individuals through this time of transition. We are wholly committed to continuing to deliver our services in a positive and progressive way, something which we could not do without the fantastic efforts of our employees.



## Staff Learning and **Development**

At Prosper, we are fully committed to ensuring all our staff are provided with the necessary knowledge, skills and support to perform their job to the highest standard. Through our training and development opportunities, we invest in our staff to continuously develop their skillset and knowledge, ensuring we deliver the best quality services to the individuals we support. We invested in over 40 different areas of training aimed at the continual professional development of our employees.

In 2022, HR introduced staff supervision as part of our phased roll-out of staff performance management. Supervision has been welcomed by staff and their feedback has highlighted that it provides a valuable opportunity to continue to progress with their professional development. Staff have valued the chance to receive feedback, engage in critical reflection to develop practice, identify strength areas and areas of potential development and be provided with professional support and guidance to achieve goals.

Furthermore, Prosper encourage and support our employees who have a desire to pursue further education and advance their continuous professional development. We provide financial support for a range of relevant courses to support employees with the next level in their educational development and career progression.

## **New Ways of** Working

We are always considering ways to improve our processes, systems and workflows, and perhaps the most significant improvement to date has been the development, implementation and continued roll-out of our new service user database system, iplanit. Iplanit allows staff to record the supports provided to each individual in a comprehensive and clear way and has reduced, and almost eliminated, duplication of record-keeping across the organisation. Staff invested a great deal of time and resources into the implementation and roll-out of this system and have embraced the challenge with positivity.

In addition, HR implemented a new recruitment software aimed at automating and increasing the efficiency of our recruitment process. This enables us to reduce hiring time, enhance candidate experience, increase our pool of potential candidates and benefit from advanced technology such as AI-powered sourcing, smart screening and analysing of real-time data on all hiring activity, CV tracking and job ad performance. Prosper continues to be a progressive organisation, advancing in new ways of working in order to operative as effectively as possible.

We would like to take this opportunity to than our wonderful staff for their continued demonstrations of positivity, resilience and can-do spirit!

## **Governance** and Management

## **Prosper's Board** of Directors

Prosper Group's Board of Directors serve on a voluntary basis. The Board comprises individuals with a diversity of skills, expertise and backgrounds to ensure the effective leadership, direction and control of the Group. The Board includes individuals with experience in finance, medicine, insurance, IT, business consulting, HR in addition to individuals with direct experience of supporting adults with an intellectual disability. In 2022, there were six meetings of the Board.

Since COVID-19, the Board has embraced hybrid working and hold their meetings both in-person and remotely. The Board and Board Committees have continued to adapt to working in new and efficient ways and their contribution toward the governance of Prosper is valued and appreciated.

Directors are elected to the Board in line with a Nominations Strategy, as detailed in Prosper Group's Corporate Governance Manual. A Director shall remain in office for a period of three years when they shall become eligible for re-election at the next general meeting, provided always that no Director shall serve more than three consecutive terms, i.e. a maximum of nine years.

In 2022, the Board approved of the most recent version of our Corporate Governance Manual, V1.3, which is available online. This manual was reviewed in full and includes our Conflict of Interest Policy and Code of Conduct for the Board of Directors, the roles and responsibilities of the Board of Directors and

the Executive Management Team and details the decision-making processes and delegation powers for the Board. In 2022, Prosper Group and each of its subsidiary companies also implemented a revised Company Constitution. The Board of Directors is committed to ongoing training and upskilling. In this regard, internal information sessions were provided in 2022 on matters such as the Charities Governance Code and the Approved Housing Body Regulatory Authority. The Board is working toward full compliance with the Charities Governance Code and welcomes the monitoring of same by the Charities Regulator.

#### Governance

The Board of Directors is committed to maintaining a high standard of corporate governance in accordance with its obligations. In this regard, Prosper's Board of Directors has effective internal controls in place to ensure compliance with laws and regulation. Prosper's Board operates in line with Prosper Group's Corporate Governance Manual (available online), and also rely on the following to steer our governance:

- The Charities Governance Code A Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland
- The HSE Code of Governance
- Governance Standards for Approved Housing Bodies, published by the Approved Housing Body Regulatory Authority.

A Code of Conduct outlines the responsibilities of each Director to the Group and includes procedures for dealing with any potential conflict of interest

between their responsibilities as Directors and their outside interests.

Executive Management attends Board meetings and makes regular presentations on the strategies and operations of the organisation.

The Board of Directors annually review the effectiveness of Prosper's system of internal controls, including financial, operational and compliance controls and risk management. This includes the number and use of bank accounts and credit card accounts.

### **Board Induction**

The Nominations Board Committee are responsible for ensuring that new Board Directors and Board Committee Members of Prosper Group and its subsidiary companies receive a formal induction. Board Induction comprises receipt of an Induction Pack, in-person induction and a 'partner' system with an experienced Director on the Board. The Nominations Committee tailor this strategy to each new Director or Committee Member in accordance with their training needs and experience.

Board of Directors		
Position	Name	
Chairperson	Paula Carey	
Secretary	Mary Dowling	
Vice-Chair	Mary Walsh	
Board Director	Dr Mary Murphy	
Board Director	Eamon Cooney	
Board Director	Noel Hickey	
Board Director	Michael Corcoran	
Board Director	Suzanne Burke	
Board Director (Joined 25th April 2022)	Shay Smyth	

## **Prosper's Board Committees**

#### **Audit Committee**

The Audit Committee assists the Board of Directors in fulfilling its duties by providing oversight and review of:

- · The financial reporting process.
- · The process relating to the organisation's management of financial risks, prevention of fraud and waste and the system of internal control.
- · Internal and external audit processes.

In 2022, the Audit Committee met 6 times.

#### **Remuneration Committee**

The purpose of the Remuneration Committee is to assist the Board in fulfilling its duties by overseeing employee remuneration and related matters on behalf of the Board. In addition, it is required to ensure performance evaluation and succession planning at executive management level.

In 2022, the Remuneration Committee met 3 times.

#### Quality & Risk Committee

The Quality & Risk Committee provides assurance that there are appropriate and effective systems in place to cover all aspects of Quality & Risk. The Committee oversees quality and safety on behalf of the Board of Directors. The Committee ensures continuous and objective review in relation to non-financial risks. In particular, it should:

- Ensure that policies (non-finance) related to the management of risks are prepared and approved by the Board of Directors.
- · Review processes related to the identification, measurement, assessment and management of risk in the organisation, including the development of a risk register.
- Promote a risk management and quality improvement culture throughout the organisation.
- · Set the risk tolerance of the provider for its key risk areas.

In 2022, the Quality and Risk Committee met 4 times.

#### **Nominations Committee**

The Board of Directors should satisfy itself that, where appropriate, plans are in place for the orderly succession of appointments to the Board of Directors and/or Board Committees so as to maintain an appropriate balance of skills and experience within Prosper Group and on the Board of Directors and to ensure progressive refreshing of the Board of Directors. In this regard, the Board of Directors has a committee to deal with Nominations. This committee is responsible for:

- Developing and recommending to the Board of Directors formal, rigorous and transparent procedures for the identification, selection and appointment of Board of Directors and Board Committee members.
- · Reviewing and monitoring the membership needs of the Board of Directors and its Committees.
- Ensuring that the search for Board of Directors candidates is conducted, and appointments made, on merit, against objective criteria and with due regard for the benefits of diversity on the Board of Directors, including gender and skill mix.

In 2022, the Nominations Committee met 4 times.

Board Committees			
Committee	Board Directors	Invited Members	
Quality and Risk	Michael Corcoran (Chair) Dr. Mary Murphy Mary Walsh	Emer Dowling Dr. John O'Connell	
Nominations	Paula Carey (Chair) Dr. Mary Murphy Shay Smyth	Kitty O'Connor	
Remuneration	Eamon Cooney (Chair) Mary Dowling	Paul Ledwidge (resigned December 2022). Mary Mangan	
Audit	Suzanne Burke (Chair) Noel Hickey Dr. Mary Murphy	Eamon Bolger Donal Delaney	





# Strategic Goals and Environmental Context

In 2022, our aim was to continue to work towards our high-level strategic goals as set out in our 5-Year Strategic Development Plan 2019 - 2023.

# A Snapshot of some KPI's in 2022

- Provided individualised services to 530 individuals, 326 in Fingal and 204 in Meath.
- Provided day services, residential services, residential respite services and clinical services.
- Welcomed 32 new service users and their families to our organisation across Fingal and Meath.
- Continued to implement iplanit, our service user database system.
- Officially opened our Obelisk Day Service, Skerries
- ✓ Officially opened a new 5-person residential house at Ballustree Lodge, Rush
- ✓ Finalist in the Active Disability Services Awards 2022 and the Fingal Business Chamber Awards 2022.

Complied with the requirements of the Charities Governance Code.

> Recommenced our **Parent / Family Forum** in a new format

- Set up an **Environmental and** Sustainability Team.
  - Responded to the cost of living crisis and inflation.
- Managed staff relations in a positive way with no industrial relations difficulties presenting.
- Commenced the transfer of Prosper Fingal's pension to the National Federation of Voluntary Service Providers Pension Scheme.
- Improved our organisational communication and social media presence, including our Facebook pages

For further detail, please see the Director's Report contained within the Consolidated Financial Statements, i.e. the second part of this publication.

# **Rebuilding Our Service Delivery after** COVID-19

The Board of Directors signed off on an Annual Work Plan at the beginning of 2022, a key focus of which was to re-establish our community partnerships and re-build our service delivery after COVID-19. In addition, the Board agreed to prioritise an exploration of 'a meaningful day' for each individual we support.

**Example:** A Service Review Project was set up in August 2022, and amongst many findings, we identified the need to enhance how we support service users to reach their potential in the area of independent living. In May 2022, a project team was established to determine how the organisation could best help staff to support service users to become more independent in various aspects of their life. This may include, for example, anything from personal care, using the home environment, menu planning, food preparation, using community, to securing and maintaining work opportunities. It was agreed to initially focus on how staff can support service users to learn the basic everyday skills for independent living such as brushing one's teeth, making a sandwich, using an ATM, crossing a road etc.

Resources and training for staff on how to support a service user to learn a new independent living skill and/or undertake the skills they already have more independently, were developed by our Quality and Standards Team, together with the Prosper Fingal Occupational Therapist. The resources and training showed staff how the Prosper Personal Planning process can be used to (1) identify skills a person may need to work on to help them become more independent, (2) set learning a new skill as a goal, (3) record progress and (4) record what exactly a service user can do for themselves versus what specific support they need from staff.

# Our 5 Year Strategic **Development Plan** 2019 - 2023

2022 was the penultimate year of our 5 Year Strategic Development Plan 2019 - 2023.

In 2023, we will commence strategising for the next 5 years ahead. Whilst we have continued to diligently work toward the goals as set out in our 5-Year Plan, COVID-19 had an impact on our progress. However, the pandemic period was used proactively to advance our estates and assets, governance, succession planning and leadership, but most importantly, continuing to provide safe services to the people we support.

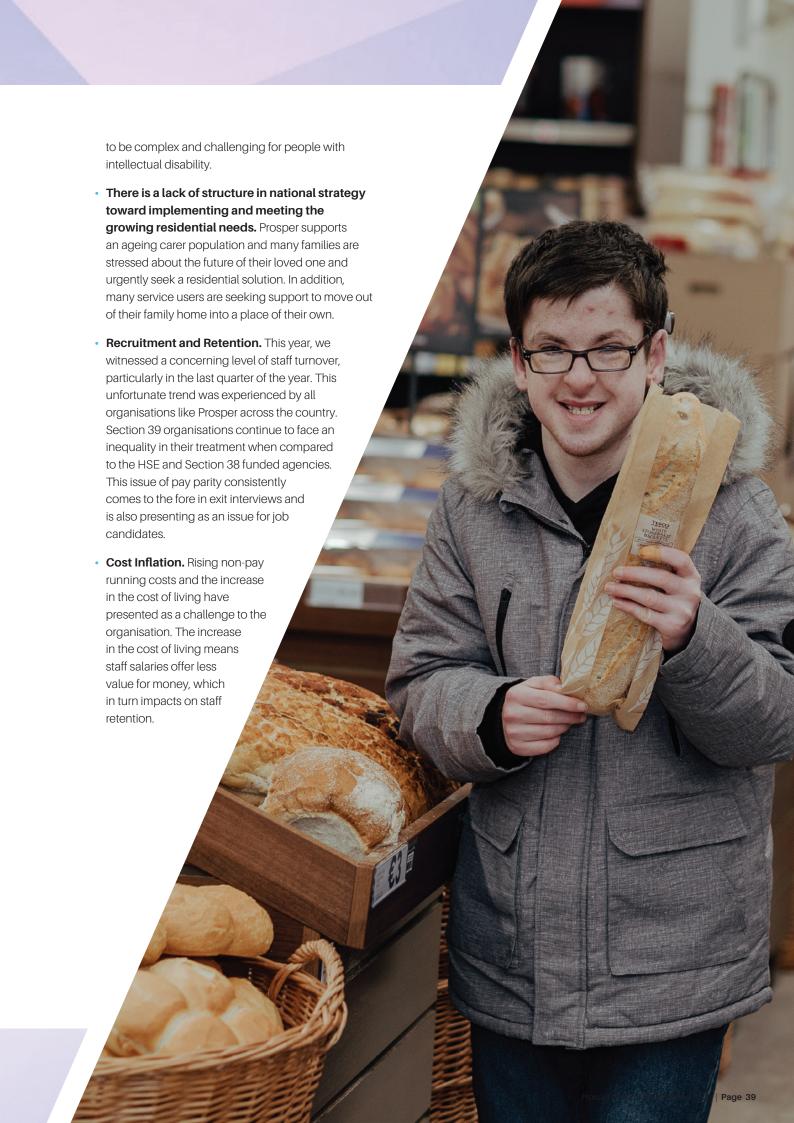
We are looking forward to consulting with our many stakeholders throughout 2023 in advance of developing our next strategic plan.

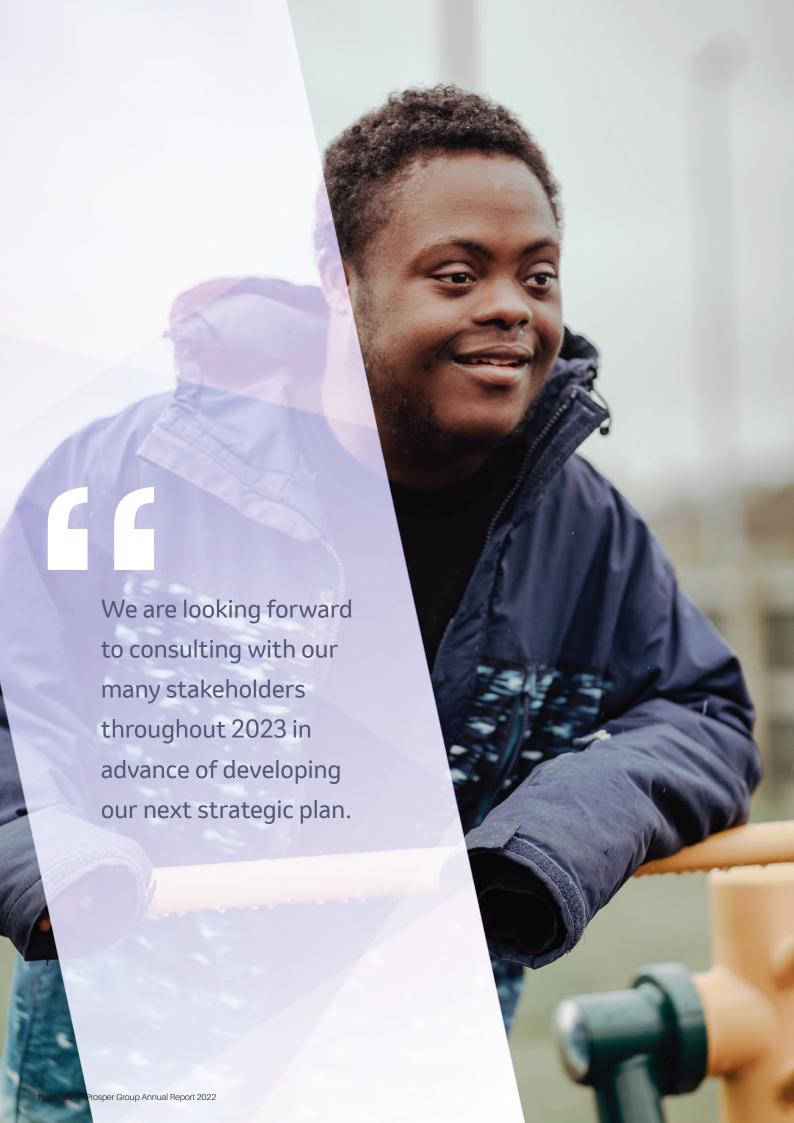
# Risk Management

Prosper maintains a Risk Register which is reviewed on an annual basis and more often, if required. Prosper's Board of Directors takes a proactive approach to managing risk. Our Risk Register details the risk rating, potential consequences, risk reduction actions which have been implemented and any further actions which may be required.

In 2022, some of the key risks which our organisation identified include:

Ageing population that we support. As outlined in the findings from the "Intellectual Disability Supplement to the Irish Longitudinal Study on Ageing" (IDS TILDA), people with intellectual disabilities tend to live longer and are now outliving their parents. However, access to adequate health services at the appropriate time can prove





Financial Statements 2022

Company Number: 558553

Prosper Social Care Services CLG

Annual Report and Consolidated Financial Statements

for the financial year ended 31 December 2022

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# Prosper Social Care Services CLG DIRECTORS AND OTHER INFORMATION

**Directors** Suzanne Burke

Paula Carey John Cooney James Corcoran Mary Dowling Noel Hickey Dr. Mary Murphy

Dr. Mary Murphy Seamus Smyth (Appointed 25 April 2022)

Mary Walsh

Company Secretary Mary Dowling

Company Number 558553

Registered Office Strand Street

Skerries Co. Dublin

Business Address Strand Street,

Skerries, Co. Dublin.

Auditors OMAC Management Services Limited t/a W.O.McGrory

& Company

Certified Public Accountants and Statutory Audit Firm

Unit 1, Ardmell Centre

Upper Mell Drogheda Co. Louth A92 FK2A

Bankers AIB Bank

Harry Reynolds Road

Balbriggan Co. Dublin Ireland

for the financial year ended 31 December 2022

The directors present their report and the audited financial statements for the financial year ended 31 December 2022.

### **Principal Activity and Review of the Business**

The principal activity of the group is the delivery of services and supports to individuals with an intellectual disability. This includes the provision of day, respite, residential (including housing) and clinical supports. The main source of income to the Group comes through the HSE – reference HSE CHO 8 County Meath and HSE CHO 9 for Fingal.

### **GROUP STRUCTURE**

#### **Prosper Social Care Services CLG**

Prosper Social Care Services CLG, a company limited by guarantee without a share capital, was founded in March 2015 and is a non-trading holding company with the business name Prosper Group. Prosper Group comprises two service provider companies (Prosper Fingal CLG and Prosper Meath CLG) and a housing association (Prosper Fingal Housing Association CLG).

Registered Office: Strand Street, Skerries, Co. Dublin.

Company Registration No.: 558553.

### **Prosper Fingal CLG**

Prosper Fingal, formerly Fingal Workshop Limited, was established in 1978 by parents and friends of people with disabilities, namely the Fingal Association for the Handicapped. That Association, with its objective of establishing a Day Service for local adults with an intellectual disability, drew knowledge and support from all parts of North Dublin. The result was the formation of Fingal Workshop Limited which changed its name to Prosper Fingal Limited in January 2000. The company is a registered charity.

Prosper Fingal CLG, trading as Prosper Fingal, is a company limited by guarantee not having a share capital

Registered Office: Strand Street, Skerries, Co. Dublin.

Company Registration No.: 65998. Registered Charity (CHY) No.: 11458. Charities Regulator No.: 20031466.

# **Prosper Meath CLG**

Prosper Meath, formerly MIDWAY (Meath Intellectual Disability Work Advocacy You Ltd), became part of the Prosper Group in 2016. The Prosper Meath organisation that we know today was founded as Meath Sheltered Workshop Limited when it was established by a parents and friends' body in 1982. In keeping with the sector at that time, they established a sheltered workshop that provided work-like activities in packing and assembly from a location at Beechmount Industrial Estate in Navan.

Prosper Meath CLG, trading as Prosper Meath, is a company limited by guarantee not having a share capital

Registered Office: Strand Street, Skerries, Co. Dublin.

Company Registration No.: 185627. Registered Charity (CHY) No.: 10243. Charities Regulator No.: 20025960.

# **Prosper Fingal Housing Association CLG**

Prosper Fingal Housing Association CLG, trading as Prosper Fingal Housing Association, is a company limited by quarantee not having a share capital.

Registered Office: Strand Street, Skerries, Co. Dublin.

Company Registration No.: 447579. Registered Charity (CHY) No.: 17998. Charities Regulator No.: 20068158

for the financial year ended 31 December 2022

### **ACHIEVEMENTS AND PERFORMANCE**

The achievements of 2022 are as follows:

### **Service Provision**

- Delivering individualised services to 530 individuals, 326 in Fingal and 204 in Meath. In Fingal, Prosper provides Day, Residential, Residential Respite, and Clinical Services and in Meath, Prosper provides Day Services, Clinical Provision and one Residential placement.
- Advancing services in accordance with national disability policy, particularly in the area of Personal Planning and active citizenship (within the confines of COVID-19) for people with disabilities.
- Delivering our day services and supports in response to COVID-19 in line with Public Health advice.
- Delivering our respite provision in accordance with residential regulations throughout COVID-19 and in line with Public Health advice.
- Delivering our residential provision in accordance with residential regulations throughout COVID-19 and in line with Public Health advice.
- Delivering clinical supports throughout COVID-19 in line with Public Health advice.
- Welcoming 32 new service users and families to the organisation across both counties.
- Managing complex operational challenges due to COVID-19 in a proactive and consultative manner.
- Delivery of training in iplanit, a service user database system, across the organisation.
- Re-introduction of greater positive risk taking and reconnection with community partnerships, following COVID-19.
- Reviewing service quality in Prosper Fingal and Prosper Meath.
- Developing task descriptors to support individuals with independent living skills.
- Receiving 460 compliments in Prosper Fingal and 277 compliments in Prosper Meath in 2022.
- Commencing an autism research project which involved conducting focus groups with a number of parents / families regarding their lived experience.
- Continuing to advance our knowledge of the Assisted Decision Making (Capacity) Act 2015.

### Governance

- Complying with our requirements under the Charities Governance Code.
- Signing off an Annual Work Plan 2022 at Board level.
- Carrying out a schedule of Board and Board Committee meetings with the option of online attendance.
- Maintaining the Corporate Risk Register on an active basis.
- Maintaining a Code of Conduct for Board Directors.
- Implementing the recommendations from the HSE Internal Audit Findings July 2019.
- Advancing the development and review of company policies.
- Meeting the requirements of our different regulators.
- Monitoring the performance of the CEO.
- Implementing performance management supervision sessions for frontline staff and frontline managers.
- Implementing a performance management appraisal system for Senior Managers.
- Participation and submission of papers to the National Federation forums and working groups to drive the national disability agenda and budget campaign.
- Reviewing the Approved Housing Body Regulatory Authority (AHBRA) standards to monitor compliance against same.
- Continuing to advance succession planning for the Board of Directors and Board Committees.
- · Appointing Seamus Smyth to the Board of Directors.
- Advancing GDPR compliance across the organisation.
- Reviewing the Corporate Governance Manual.

# **Energy Management and Sustainability Initiative (EMS)**

- Building knowledge on environmental sustainability.
- Setting up an EMS Team.
- · Agreeing an action plan to address environmental sustainability.
- Carrying out a census on our current energy usage to identify areas for improvement.
- Designing a booklet of sustainability projects for frontline services.
- Setting up local 'green teams' in each day service.
- Working with the HSE, SEAI, Fingal and Meath County Councils.
- · Conducting energy audits in our premises.
- Setting up food waste bins and recycling stations in all services.
- Beginning a wonderful and lifelong tree planting initiative in Emmet Street, Trim and Piercetown, Skerries.

for the financial year ended 31 December 2022

#### **Finance & Assets**

- Operating services within the allocated budget in Prosper Fingal and Prosper Meath.
- Developing and implementing additional finance policies and procedures.
- Drawing down bank loans to advance our programme of capital works.
- Receiving funds from the Department of Justice Immigrant Investor Programme (IIP) under the 'Endowment' Category.
- Completing the building works at Emmet Street (Trim).
- Officially opening the Obelisk Day Service, Skerries and Ballustree Lodge, a residential home in Rush.
- Carrying out successful etenders competitions in line with public procurement requirements.
- · Carrying out internal audits of petty cash across all services.
- Carrying out a review of Prosper's government grants to ensure they align with the conditions set out in the Charities SORP.
- Responding to a cost of living crisis and inflation through careful financial management.
- Developing a register of assets and valuable equipment.

### **Communication & IT**

- Actively engaging with families through written and online communication.
- Ongoing sharing of service activity through Prosper Fingal and Prosper Meath's Facebook pages.
- Maintaining a Prosper Fingal and Prosper Meath Brochure and other marketing materials to assist with the school leaver process.
- Purchasing and installing further IT equipment from the Facebook Grant to Prosper Meath, including Clever Touch screens, ipads etc.
- Preparing to celebrate Prosper Meath's 40<sup>th</sup> Anniversary, including collating the history of the organisation since its foundation.
- Recommencing the parent / family forum in a new format, following COVID-19.
- Hosting an information evening for the families of new RT / School Leavers who joined the organisation in 2022.

### COVID-19

- Maintaining a COVID-19 Committee that reviewed Public Health advice within the context of delivering services to
  people with disabilities.
- Implementing infection prevention and control guidance in line with Public Health advice.
- Procuring Personal Protective Equipment (PPE) and developing emergency stocks accordingly.

# HR

- Managing staff relations in a positive way with no industrial relations difficulties presenting.
- Providing for significant levels of investment in staff training.
- · Carrying out an ongoing recruitment drive.
- Commencing the transfer of Prosper Fingal's pension to the National Federation of Voluntary Service Providers Pension Scheme.
- Continuing to set up a new, flexible type of workforce (sessional workers) to provide a more individualised service
  to the people we support.
- Recruiting a new Operations Manager in Prosper Meath and a new HR Manager for Prosper Group.

### **Community Engagement**

- · Continuing to roll out the 'Making a Difference' Secondary Schools Project in Fingal and Meath.
- Collaborating with Trim Men's Shed, Boyne Community School and Artist Dave West to create a Mosaic Inclusion Project in Emmet Street, Trim.
- Participating in UCD Centre of Disability Studies Research on exploring social factors associated with resilience in people with an intellectual disability.
- Developing further relations with local community organisations.

There has been no significant change in these activities during the financial year ended 31 December 2022.

for the financial year ended 31 December 2022

#### **FINANCIAL REVIEW**

In 2022, the Group operated within its allocated budget, with a surplus, as set out in the Financial Statements. This outcome is very positive as it reflects the ongoing monitoring and management of the resources made available to our HSE–funded provider companies, Prosper Fingal and Prosper Meath. The Board and its Audit Committee should be acknowledged for their stewardship on finances with the expertise of the executive finance staff. Notwithstanding this outcome, there are risks and uncertainties as follows:

- The issue of pay parity with Section 38 agencies and the HSE and its impact on Terms and Conditions of Employment of Prosper Group company employees. This in turn impacts directly on recruitment and retention of staff and on the growth of the organisation.
- The rising costs of insurance, particularly Employer's Liability.
- The risks and costs associated with short term leasing of properties in the absence of State capital funding.
- The cost of borrowings to execute our programme of work for capital projects.
- The increasing governance and compliance obligations and its draw on resources.
- The complex needs of new service users presenting and changing needs of our existing cohort of service users in both provider companies.
- The requirements of managing and maintaining our expanding estate.
- The growing competition within the sector, particularly from the 'for-profit' providers who have a degree of advantage due to their private investors.
- The upcoming retirements from Senior Management in critical functions.
- The cost of living crisis and inflation.
- The potential impact of state borrowings due to COVID-19.

### **Principal Risks and Uncertainties**

The company's operations may expose it to financial risk which includes liquidity risk. In order to minimise this risk the company will maintain sufficient funds to meet obligations as they fall due.

### **Financial Results**

The surplus for the financial year after providing for depreciation amounted to €3,397,849 (2021 - €527,633).

This includes an Extraordinary Gain of €2,704,783. This Extraordinary Gain is a non-cash item and does not create additional funds for normal activities. Further details are set out in Note 14 Capital Grants.

At the end of the financial year, the group has assets of €21,874,758 (2021 - €20,724,964) and liabilities of €9,487,466 (2021 - €11,735,521). The net assets of the group have increased by €3,397,849.

### **Directors and Secretary**

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

Suzanne Burke Paula Carey John Cooney James Corcoran Mary Dowling Noel Hickey Dr. Mary Murphy Mary Walsh Seamus Smyth

The secretary who served throughout the financial year was Mary Dowling.

for the financial year ended 31 December 2022

# **GOVERNANCE AND MANAGEMENT**

The Board of Directors serve on a voluntary basis and encompass a wide range of skills, expertise, backgrounds and experience to ensure effective leadership, direction and control of the Group. The Board of Directors is committed to maintaining a high standard of corporate governance in accordance with its obligations. Directors are appointed by the Board as vacancies arise. A Code of Conduct outlines the responsibilities of each Director to the Group and includes procedures for dealing with any potential conflict of interest between their responsibilities as Directors and their outside interests. Executive Management attends Board meetings and makes regular presentations on the strategies and operations of the organisation. In 2022, there were six meetings of the Board.

The Board of Directors are responsible for overseeing and challenging the work of the Executive Management Team, ensuring that systems of internal control are in place, including financial controls, that risk is managed and overseeing the remuneration of the employees of the organisation. Towards this end, Board Committees have been established in the following areas:

#### Audit

The Audit Committee assists the Board of Directors in fulfilling its duties by providing oversight and review of:

- The financial reporting process.
- The process relating to the organisation's management of financial risks, prevention of fraud and waste and the system of internal control.
- Internal and external audit processes.

<u>Committee Members:</u> Suzanne Burke (Chair), Dr. Mary Murphy, Noel Hickey, Donal Delaney, Eamon Bolger. Secretary: Orla Whitfield (staff).

In 2022, the Audit Committee met 6 times.

#### Remuneration

The purpose of the Remuneration Committee is to assist the Board in fulfilling its duties by overseeing employee remuneration and related matters on behalf of the Board. In addition, it is required to ensure performance evaluation and succession planning at executive management level.

<u>Committee Members:</u> Eamon Cooney (Chair), Mary Dowling, Paul Ledwidge, Mary Mangan (joined January 2022). Secretary: Tony Stewart (staff).

In 2022, the Remuneration Committee met 3 times.

### **Quality & Risk**

The Quality & Risk Committee provides assurance that there are appropriate and effective systems in place to cover all aspects of Quality & Risk. The Committee oversees quality and safety on behalf of the Board of Directors. The Committee ensures continuous and objective review in relation to non-financial risks. In particular, it should:

- Ensure that policies (non-finance) related to the management of risks are prepared and approved by the Board of Directors.
- Review processes related to the identification, measurement, assessment and management of risk in the
  organisation, including the development of a risk register.
- Promote a risk management and quality improvement culture throughout the organisation.
- Set the risk tolerance of the provider for its key risk areas.

<u>Committee Members:</u> Michael Corcoran, (Chair), Dr. Mary Murphy, Mary Walsh, Emer Dowling, Dr. John O'Connell. Secretary: Siobhan Buckley (staff).

In 2022, the Quality and Risk Committee met 4 times.

### **Nominations**

The Board of Directors should satisfy itself that, where appropriate, plans are in place for the orderly succession of appointments to the Board of Directors and/or Board Committees so as to maintain an appropriate balance of skills and experience within Prosper Group and on the Board of Directors and to ensure progressive refreshing of the Board of Directors. In this regard, the Board of Directors has a committee to deal with Nominations. This committee is responsible for:

- Developing and recommending to the Board of Directors formal, rigorous and transparent procedures for the identification, selection and appointment of Board of Directors and Board Committee members.
- Reviewing and monitoring the membership needs of the Board of Directors and its Committees.
- Ensuring that the search for Board of Directors candidates is conducted, and appointments made, on merit, against objective criteria and with due regard for the benefits of diversity on the Board of Directors, including gender and skill mix.

<u>Committee Members:</u> Paula Carey (Chair), Dr. Mary Murphy, Shay Smyth, Kitty O'Connor, Secretary: Pat Reen (staff). In 2022, the Nominations Committee met 4 times.

for the financial year ended 31 December 2022

# **Future Developments**

The company has no current plans to commence trading.

### **Auditors**

The auditors, OMAC Management Services Limited t/a W.O.McGrory & Company, (Certified Public Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

**Accounting Records** 

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have established appropriate books to adequately record the transactions of the company. The directors also ensure that the company retains the source documentation for these transactions. The accounting records are maintained at the company's office at Strand Street, Skerries, Co. Dublin.

Signed on behalf of the board

Paula Caray

Paula Carey

Director

22nd May 2023

Mary Dowling Director

22nd May 2023

Dary Dowling

# Prosper Social Care Services CLG DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2022

The directors 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 the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and 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 business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly 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.

### Disclosure of Information to Auditor

Each persons who are directors at the date of approval of this report confirms that:

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

Signed on behalf of the board

Paula Carey Huela Cita.

Director

22nd May 2023

Mary Dowling

Mary Dowling

22nd May 2023

# **INDEPENDENT AUDITOR'S REPORT**to the Members of Prosper Social Care Services CLG

### Report on the audit of the financial statements

# **Opinion**

We have audited the group and parent company financial statements of Prosper Social Care Services CLG and its subsidiaries ('the group') for the financial year ended 31 December 2022 which comprise the Group Income and Expenditure Account, the Group Balance Sheet, the Company Balance Sheet, the Group Reconciliation of Members' Funds, the Group Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

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

#### **Basis for opinion**

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

### Conclusions relating to going concern

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

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

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

# Other Information

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

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

# Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

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

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

# INDEPENDENT AUDITOR'S REPORT

# to the Members of Prosper Social Care Services CLG

Matters on which we are required to report by exception

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

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

### Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 10, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 13, which is to be read as an integral part of our report.

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

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

Paul Farrell

for and on behalf of

OMAC MANAGEMENT SERVICES LIMITED T/A W.O.MCGRORY & COMPANY

Certified Public Accountants and Statutory Audit Firm

Unit 1, Ardmell Centre

Upper Mell

Drogheda

Co. Louth

A92 FK2A

22nd May 2023

W.O.McGrory & Company

Certified Public Accountants
Unit 1 Ardmell Centre

Upper Mell

Drogheda Co. Louth A92 FK2A

Phone: (041) 9836707

www.mcgrory.ie

# Prosper Social Care Services CLG APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

### Further information regarding the scope of our responsibilities as auditor

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

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

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

# **Prosper Social Care Services CLG** CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2022

	Notes	2022 €	2021 €
Income	3	16,268,643	14,485,162
Expenditure		(15,506,817)	(13,890,481)
Surplus before interest		761,826	594,681
Interest payable and similar expenses	5	(68,760)	(67,048)
Surplus for the financial year	16	693,066	527,633
Extraordinary Gain	14	2,704,783	F
Total comprehensive income		3,397,849	527,633

Approved by the board on 22nd May 2023 and signed on its behalf by:

Paula Carey Paula Certory

# Prosper Social Care Services CLG CONSOLIDATED BALANCE SHEET

as at 31 December 2022

		2022	2021
	Notes	€	€
Fixed Assets			
Tangible assets	8	17,093,758	16,420,572
Current Assets			
Debtors	9	1,327,475	1,311,298
Cash and cash equivalents	· ·	3,453,525	2,993,094
		-	
		4,781,000	4,304,392
Creditors: amounts falling due within one year	10	(1,222,658)	(1,140,354)
Net Current Assets		3,558,342	3,164,038
			·
Total Assets less Current Liabilities		20,652,100	19,584,610
Creditors:			
amounts falling due after more than one year	11	(864,024)	(1,654,771)
Capital grants	14	(7,400,784)	(8,940,396)
Net Assets		12,387,292	8,989,443
		=	
Reserves	4		
Capital reserves and funds	16	2,848,573	2,760,573
Income and expenditure account	16	9,538,719	6,228,870
Members' Funds		12,387,292	8,989,443
		-	

Approved by the board on 22nd May 2023 and signed on its behalf by:

Paula Carey Paula Carey
Director

Mary Dowling Day Dowlin ^

# Prosper Social Care Services CLG COMPANY BALANCE SHEET

as at 31 December 2022

	Notes	2022 €	2021 €
Members' Funds		- 8	
Approved by the board on 22nd May			3
Paula Carey Paula Caron Director	Mary Dow Director	rling Mary Do	puling

# Prosper Social Care Services CLG CONSOLIDATED RECONCILIATION OF MEMBERS' FUNDS

as at 31 December 2022

	Retained surplus	General reserves	Capital reserves	Total
	€	€	€	€
At 1 January 2021	5,851,237	1,061,325	1,549,248	8,461,810
Surplus for the financial year	527,633	-	-	527,633
Other movements in Members' Funds	(150,000)	150,000		
At 31 December 2021	6,228,870	1,211,325	1,549,248	8,989,443
Surplus for the financial year	3,397,849	-	-	3,397,849
Other movements in Members' Funds	(88,000)	88,000	_	_
At 31 December 2022	9,538,719	1,299,325	1,549,248	12,387,292

# **Prosper Social Care Services CLG** CONSOLIDATED CASH FLOW STATEMENT for the financial year ended 31 December 2022

	New	2022	2021
Oct the street street the	Notes	€	€
Cash flows from operating activities		0.007.040	507.000
Surplus for the financial year		3,397,849	527,633
Adjustments for:			
Interest payable and similar expenses		68,760	67,048
Depreciation		792,790	716,443
Amortisation of government grants		(441,528)	(295,191)
		3,817,871	1,015,933
Movements in working capital:		, ,	•
Movement in debtors		(16,177)	(806,521)
Movement in creditors		192,293	94,363
Movement in extraordinary provisions		(2,704,783)	-
Cash generated from operations		1,289,204	303,775
Interest paid		(68,760)	(67,048)
Net cash generated from operating activities		1,220,444	236,727
Cash flows from investing activities			
Payments to acquire tangible assets		(1,465,976)	(2,356,027)
Cash flows from financing activities			
New long term loan		(790,747)	287,714
Repayment of short term loan		(78,780)	-
Capital element of finance lease and hire purchase contracts		(26,150)	(47,045)
Capital grants		1,606,699	2,957,000
Nist and a second of form formation and district		744 000	0.407.000
Net cash generated from financing activities		711,022 ———	3,197,669
Net increase in cash and cash equivalents		465,490	1,078,369
Cash and cash equivalents at beginning of financial year		2,988,035	1,909,666
Cash and cash equivalents at end of financial year	19	3,453,525	2,988,035

for the financial year ended 31 December 2022

### 1. General Information

Prosper Social Care Services CLG is a company limited by guarantee incorporated in the Republic of Ireland. Strand Street, Skerries, Co. Dublin is the registered office, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

### 2. Summary of Significant Accounting Policies

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

### Statement of compliance

The financial statements of the company for the year ended 31 December 2022 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

### Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

The company qualifies as a medium company as defined by section 280G of the Companies Act 2014 in respect of the financial year.

### Income

Turnover comprises the invoice value of goods supplied by the company, exclusive of trade discounts and value added tax.

# Tangible assets and depreciation

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

Land and buildings freehold - 4% Straight line
Long leasehold property - 2% Straight line
Plant and machinery - 15% Straight line
Fixtures, fittings and equipment - 15% Straight line
Motor vehicles - 25% Straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

# Leasing and hire purchases

Tangible assets held under leasing and Hire Purchases arrangements which transfer substantially all the risks and rewards of ownership to the company are capitalised and included in the Balance Sheet at their cost or valuation, less depreciation. The corresponding commitments are recorded as liabilities. Payments in respect of these obligations are treated as consisting of capital and interest elements, with interest charged to the Income and Expenditure Account.

### Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

# **Borrowing costs**

Borrowing costs relating to the acquisition of assets are capitalised at the appropriate rate by adding them to the cost of assets being acquired. Investment income earned on the temporary investment of specific borrowings pending their expenditure on the assets is deducted from the borrowing costs eligible for capitalisation. All other borrowing costs are recognised in profit or loss in the period in which they are incurred.

### continued

# Prosper Social Care Services CLG NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

#### Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

#### **Taxation**

The company has not yet commenced trading and therefore no taxation issues arise.

### Capital grants

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

- Performance based conditions: whereby the company is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the company is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- -Time based conditions: whereby the company is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the company recognises the income to the extent it is utilised within the period specified in the agreement.

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

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

### Basis of consolidation

The consolidated financial statements include the financial statements of the holding company and all its subsidiary companies made up to 31 December 2022.

# 3. Income

The income for the financial year is analysed as follows:

	2022 €	2021 €
By Category:	•	C
HSE - Section 39	14,743,275	13,594,300
HSE - Rehabilitative Training	139,782	238,849
HSE - Training Allowance	-	5,724
HSE – Inflation funding	519,204	-
Residential Respite - voluntary contributions	7,525	150
Sundry donations	114,733	17,513
Department of Education	119,498	106,272
Other income	183,098	227,163
Other operating income	441,528	295,191
	16,268,643	14,485,162

The principal activity of the Group is the delivery of services and supports to individuals with an intellectual disability. This includes the provision of day, respite, residential and clinical supports.

The main source of income to the Group comes through the Health Service Executive (HSE) - reference CHO 8 for County Meath and CHO 9 for Fingal.

4.	Operating surplus	2022	2021
		€	€
	Operating surplus is stated after charging/(crediting):		
	Depreciation of tangible assets	792,790	716,443
	Amortisation of Capital grants	(441,528)	(295,191)

continued

for the financial year ended 31 December 2022

5.	Interest payable and similar expenses	2022 €	2021 €
	On bank loans and overdrafts Hire purchase interest	66,162 2,598	62,344 4,704
		68,760	67,048

# 6. Employees and remuneration

### **Number of employees**

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

Ne	2022 umber	2021 Number
Front line staff - up to €60,000	209	207
Salary band €60,001 to €70,000	10	4
Salary band €70,001 to €80,000	1	2
Salary band €80,001 to €90,000	5	5
Salary band €100,001 to €110,000	1	1
Salary band €130,001 to €140,000	1	1
	227	220
The staff costs comprise:	2022	2021
	€	€
Wages and salaries 9,71	5,599	8,600,743
·	6,041	943,027
·	9,675	606,291
11,38	1,315	10,150,061

# 7. Surplus attributable to members of the parent company

In accordance with section 304 of the Companies Act 2014 a separate Income and Expenditure Account for the company has not been presented in these financial statements. The surplus dealt with in the financial statements of the parent company was  $\in$ 0 (2021,  $\in$ 0).

for the financial year ended 31 December 2022

# 8. Tangible assets Group

Group	Land and buildings freehold	Long leasehold property	Plant and machinery	Fixtures, fittings and equipment	Motor vehicles	Total
	€	€	€	€	€	€
Cost At 1 January 2022 Additions Disposals	19,514,030 960,549	2,374,849 137,671	1,732,254 157,555	570,873 - -	1,219,782 210,201 (265,870)	25,411,788 1,465,976 (265,870)
At 31 December 2022	20,474,579	2,512,520	1,889,809	570,873	1,164,113	26,611,894
<b>Depreciation</b> At 1 January 2022 Charge for the financial year On disposals	4,777,749 555,853	946,013 45,183	1,623,788 87,860	570,055 818 -	1,073,611 103,076 (265,870)	8,991,216 792,790 (265,870)
At 31 December 2022	5,333,602	991,196	1,711,648	570,873	910,817	9,518,136
Net book value At 31 December 2022	15,140,977	1,521,324	178,161		253,296	17,093,758
At 31 December 2021	14,736,281	1,428,836	108,466	818	146,171	16,420,572

for the financial year ended 31 December 2022

13.

**Financial Instruments - None** 

Group Other debtors Prepayments         1,113,491 213,984         1,066,246 245,052           10.         Creditors Amounts falling due within one year         2022 €         2021 2021           4         €         €           Group Amounts owed to credit institutions Net obligations under finance leases and hire purchase contracts         108,190         192,029           17         24,1515         24,1516         324,961         24,1516         324,961         324,961         324,961         324,961         324,961         324,961         324,962         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808         491,808	9.	Debtors	2022 €	2021 €
10. Creditors		Other debtors		
Amounts falling due within one year         €         €           Group			1,327,475	1,311,298
Amounts owed to credit institutions       108,190       192,029         Net obligations under finance leases and hire purchase contracts       26,150         Trade creditors       243,012       105,405         Taxation (Note 12)       345,816       324,962         Accruals       525,640       491,808         11.       Creditors       2022       2021         Amounts falling due after more than one year       €       €         Group Bank loan       864,024       1,654,771         Loans Repayable in one year or less, or on demand (Note 10)       108,190       192,029         Repayable between one and two years       108,190       190,299         Repayable between one and two years       354,096       560,910         Repayable in five years or more       401,738       996,871         Bank loans are secured by fixed charges over the company's properties at:       Cherrygarth House, Drogheda Street, Balbriggan, Co. Dublin.         New Borough School, Seatown Road, Swords, Co. Dublin.       Doctor's Lane, Rush, Co. Dublin.         The Obelisk, Strand Street, Skerries, Co. Dublin.       5 & 7 Ermmet Street, Navan, Co. Meath.         5 & 7 Ermmet Street, Navan, Co. Meath.       5 & 7 Ermmet Street, Navan, Co. Meath.         12.       Taxation       2022       €         Group	10.		-	
Trade creditors Taxation (Note 12) Accruals         243,012 345,816 324,962 324,962 491,803 1,222,658 1,140,354           11.         Creditors Amounts falling due after more than one year		Amounts owed to credit institutions Net obligations under finance leases	108,190	
11. Creditors		Trade creditors Taxation (Note 12)	345,816	105,405 324,962
Group Bank loan       864,024       1,654,771         Loans Repayable in one year or less, or on demand (Note 10)       108,190       192,029         Repayable between one and two years Repayable between one and five years 354,096       560,910       Repayable in five years or more 401,738       906,871         Bank loans are secured by fixed charges over the company's properties at:       Cherrygarth House, Drogheda Street, Balbriggan, Co. Dublin. New Borough School, Seatown Road, Swords, Co. Dublin. The Obelisk, Strand Street, Skerries, Co. Dublin. St. Jude's, Station Road, Lusk, Co. Dublin. 15 Watergate Street, Navan, Co. Meath. 5 & 7 Emmet Street, Trim, Co. Meath.         12. Taxation       2022       2021       €         Group       Creditors:			1,222,658	1,140,354
Loans         Repayable in one year or less, or on demand (Note 10)       108,190       192,029         Repayable between one and two years       108,190       186,990         Repayable between two and five years       354,096       560,910         Repayable in five years or more       401,738       906,871         Bank loans are secured by fixed charges over the company's properties at:         Cherrygarth House, Drogheda Street, Balbriggan, Co. Dublin.         New Borough School, Seatown Road, Swords, Co. Dublin.         Doctor's Lane, Rush, Co. Dublin.         The Obelisk, Strand Street, Skerries, Co. Dublin.         15 Watergate Street, Navan, Co. Meath.         5 & 7 Emmet Street, Trim, Co. Meath.         12. Taxation       2022       2021         Group         Creditors:	11.		_	
Repayable in one year or less, or on demand (Note 10)108,190192,029Repayable between one and two years108,190186,990Repayable between two and five years354,096560,910Repayable in five years or more401,738906,871972,2141,846,800Bank loans are secured by fixed charges over the company's properties at:Cherrygarth House, Drogheda Street, Balbriggan, Co. Dublin. New Borough School, Seatown Road, Swords, Co. Dublin. Doctor's Lane, Rush, Co. Dublin. The Obelisk, Strand Street, Skerries, Co. Dublin. St. Jude's, Station Road, Lusk, Co. Dublin. 15 Watergate Street, Navan, Co. Meath. 5 & 7 Emmet Street, Trim, Co. Meath.20222021€GroupCreditors:			864,024	1,654,771
Cherrygarth House, Drogheda Street, Balbriggan, Co. Dublin. New Borough School, Seatown Road, Swords, Co. Dublin. Doctor's Lane, Rush, Co. Dublin. The Obelisk, Strand Street, Skerries, Co. Dublin. St. Jude's, Station Road, Lusk, Co. Dublin. 15 Watergate Street, Navan, Co. Meath. 5 & 7 Emmet Street, Trim, Co. Meath.  12. Taxation Group Creditors:		Repayable in one year or less, or on demand (Note 10) Repayable between one and two years Repayable between two and five years	108,190 354,096 401,738	186,990 560,910 906,871
New Borough School, Seatown Road, Swords, Co. Dublin. Doctor's Lane, Rush, Co. Dublin. The Obelisk, Strand Street, Skerries, Co. Dublin. St. Jude's, Station Road, Lusk, Co. Dublin. 15 Watergate Street, Navan, Co. Meath. 5 & 7 Emmet Street, Trim, Co. Meath.  12. Taxation Group Creditors:		Bank loans are secured by fixed charges over the company's properties at:		
€ € Group Creditors:		New Borough School, Seatown Road, Swords, Co. Dublin. Doctor's Lane, Rush, Co. Dublin. The Obelisk, Strand Street, Skerries, Co. Dublin. St. Jude's, Station Road, Lusk, Co. Dublin. 15 Watergate Street, Navan, Co. Meath.		
Creditors:	12.			_
		Group		
<del></del>			345,816	324,962

for the financial year ended 31 December 2022

14.

Capital grants	2022 €	2021 €
Group	· ·	•
At 1 January 2022 Increase in financial year	10,568,116 1,606,699	7,611,116 2,957,000
At 31 December 2022	12,174,815	10,568,116
Amortisation At 1 January 2022 Amortised in financial year	(1,627,720) (3,146,311)	(1,332,529) (295,191)
At 31 December 2022	(4,774,031)	(1,627,720)
Net book value At 31 December 2022	7,400,784	8,940,396
At 1 January 2022	8,940,396	6,278,587
	<del></del>	

### **EXTRAORDINARY GAIN:-**

The Prosper Group of companies have been in receipt of capital grants over many years from various agencies in respect of numerous capital projects undertaken by the Group. In 2021 The Board commenced a review of the capital grants register of the company to ensure that all Capital Grants are accounted for on a performance basis as prescribed by the Charities SORP (FRS 102). It was noted in the 2021 financial statements that this review was expected to be completed during 2022.

In April 2023, the Directors finalised their review which also considered the updated guidance issued by the HSE in January 2023 entitled "National Financial Regulations B-7" (previously NFR-18). The outcome of the review has established that a number of capital grants have specific performance conditions and were secured by way of liens in favour of the HSE. There are also a number of grants which do not have specific performance conditions.

The effect of establishing performance conditions attaching to grants and the matching corresponding accounting treatment has resulted in a reduction to the number of years that some capital grants are released (amortised) to the Consolidated Income and Expenditure Account. The effect of establishing that some grants do not have performance conditions attaching, has resulted in a full write off (amortisation) of these grants.

This creates a once off Extraordinary Gain that must be realised in the current financial year. This is a non-cash item and does not relate to or create additional funds for normal operating activities.

In relation to the Group results, the Extraordinary Gain for the year for the Group is €2,704,783 which has been shown in the Consolidated Income and Expenditure Account.

### 15. Status

The liability of the members is limited.

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

for the financial year ended 31 December 2022

# 16. Income Statement Group

	Income and expenditure account	General reserves	Capital reserves	Total €
	€	€	€	
At 1 January 2022 Surplus for the financial year Other movements	6,228,870 3,397,849 (88,000)	1,211,325 - 88,000	1,549,248 - -	8,989,443 3,397,849 -
At 31 December 2022	9,538,719	1,299,325	1,549,248	12,387,292

# Company

The company had no material capital commitments at the financial year-ended 31 December 2022.

# 18. Related party transactions

There were no transactions during period as company was not trading.

19.	Cash and cash equivalents		2022 €	2021 €
	Cash and bank balances Bank overdrafts Cash equivalents		2,098,756 - 1,354,769	2,910,021 (5,059) 83,073
			3,453,525	2,988,035
20	Reconciliation of Net Cash Flow to Movement in Net Debt	Opening balance	Cash flows	Closing balance
		€	€	€
	Long-term borrowings Short-term borrowings Finance lease and hire purchase	(1,654,771) (186,970) (26,150)	790,747 78,780 26,150	(864,024) (108,190)
	Total liabilities from financing activities	(1,867,891)	895,677	(972,214)
	Total Cash and cash equivalents (Note 19)			3,453,525
	Total net cash			2,481,311

# Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 22nd May 2023.

# **■** PROSPER GROUP

Prosper Group Strand Street, Skerries Co. Dublin K34 TD61

Tel: 018493600

Company Registration No. 558553