Charity registration number 20009489

Company registration number 35672 (Republic of Ireland)

CAMPHILL COMMUNITIES OF IRELAND

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

CAMPHILL COMMUNITIES OF IRELAND

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	Ambrose Kealy (Chair) Bernard Haslam Marie Keane Ian Kerr Tony Bridgeman Patrick Fleming Paul O'Donoghue
Secretary	Bernard Haslam
CRA Number	20009489
CHY Number	CHY 5861
Company number	35672
Principal address & registered office	Dunshane House Dunshane Brannockstown Co. Kildare
Auditor	UHY Farrelly Dawe White Limited Unit 4A Fingal Bay Business Park Balbriggan Co. Dublin Ireland
Bankers	Triodos Bank N.V. Bank of Ireland Group plc Ulster Bank Limited Allied Irish Banks plc
Solicitors	Arthur Cox 10 Earlsfort Terrace Dublin 2 Beale & Co. 1st Floor 7 Grand Canal Street Lower Dublin 2 Fieldfisher Ireland The Capel Building Mary's Abbey Dublin 7 Coughlan Kelly Solicitors Trinity Chambers South Street New Ross Co. Wexford
Chief Executive Officer	Louise Gorman

CAMPHILL COMMUNITIES OF IRELAND

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CAMPHILL COMMUNITIES OF IRELAND

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The directors present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's constitution, the Companies Act 2014 and FRS 102 (as modified by Charities SORP) The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council.

Mission, Vision, and Values
Camphill Communities of Ireland ("CCoI" or "Camphill") create mutually supportive environments that support people to live the life they wish and fulfil their potential by nurturing community social bonds, providing safe places to live, and opportunities for people to find meaning and belonging.

Camphill envisages a society where every person can enjoy full citizenship of the world based on their unique contribution as social equals.

Principal Activities
Camphill Communities of Ireland is, as an Approved Housing Body, delivering residential facilities that encompass supported living arrangements as well as an array of daily educational, recreational, cultural, occupational, and therapeutic activities to 150 residents and 109 day attendees. Furthermore, Camphill is engaged in offering services through KCAT, a multidisciplinary arts centre committed to the cultivation and advancement of artistic ambition and professional growth in the arts sector.

During the year ending 31 December 2024, CCoI delivered:

Community Name	No. of Residential Tenancies/ Leases/ Licences	No. of Residential Houses	Residents & Supported Living	Day Services Attendees & RT Programme
Ballybay	2	5	15	0
Ballytobin	0	5 *	Managed by Brothers of Charity	0
Ballymoney	0	2	6	8
Carrick	4	7	13	0
Callan	7	5	12	11
Dingle	2	2	7	4
Duffcarrig	2	6 ^	Managed by Brothers of Charity	Inc. in Ballymoney
Dunshane	3	6	17	8
Grangemockler	2	4	16	0
Greenacres	3	3	6	9
Grangebeg	3	2	12	10
Jerpoint	3	3	8	0
KCAT	0	0	0	Varies per semester
Kyle	6	6	15	0
The Bridge	0	5	16	16
The Journeyman	0	Day services only	0	19
The Watergarden	1	0	0	24
Thomastown	7	7	7	0
Total	45	68	150	109

* Leased to Brothers of Charity - approx. 18 residents
^ Leased to Brothers of Charity - approx. 20 residents

Organisation Review

1) Supported Living and Day Services

Throughout 2024 CCol have delivered a full complement of services across all locations and continued to meet the requirements of regulatory inspections under its HIQA Provider Assurance Plan.

2) Estates

The impact of cost inflation resulted in escalating costs particularly in relation to energy and maintenance expenditure and across all categories of other non-pay spend.

3) Staffing

A buoyant employment market, coupled with scarce labour availability, the increased demand for health and social care staff has made it very challenging to attract and retain suitably qualified staff. CCol employment terms and conditions remain uncompetitive against other Section 39, Section 38 and HSE organisations in the sector. This has led to an increasing reliance on agency staff to ensure delivery of safe and effective care. Recruitment and retention strategies continue to be a key focus in 2025 to address this issue.

4) Other

The HSE Sustainability Assessment process is substantially complete however the outcome remains to be finalised.

Structure, Governance, and Management

Structure and Governance
Camphill Communities of Ireland is a company limited by guarantee without a share capital registered in the Republic of Ireland and is a registered charity under registration number 20009489.

The constitution of the company is available for inspection on the company's website at www.camphill.ie and on the Companies Registration Office website (www.cro.ie).

Board of Directors
The members of the board of directors serve on a voluntary basis and encompass a wide range of relevant skills, expertise, and experience to ensure effective leadership, direction, and control of the charity. The members of the board understand and identify with the mission and values of CCol.

The board of directors comprises a maximum number of 9 people with a term of office of three years. Membership of the board consists of connected persons and external individuals. Each year one third of the board members must resign by rotation and a resigning director may opt for re-election after their term of office providing they have not served more than two terms in office.

The board views the financial governance of Camphill as one of its central functions and has a strict code of practice in relation to fundraising activities, other income, and expenditure.

Camphill publishes its accounts on an annual basis on its website. Camphill is also subject to external financial monitoring by State funders, HSE and Department of Environment, Climate and Communications. Camphill is an Approved Housing Body registered with the Approved Housing Bodies Regulatory Authority, is licensed with HIQA, and is registered as a charity with the Charities Regulatory Authority.

The chairperson sets the agenda for each board meeting under CCol's corporate governance policy. There are a number of matters specifically reserved for decision by the board. Management attend board meetings as appropriate.

The board has delegated operational responsibility to the CEO. The CEO reports to the board through the chair and updates the board at each board meeting.

This organisation has an executive senior management team led by the CEO and comprises HR Manager, Chief Financial Officer, and Head of Services.

Induction and Training of New Board Members
A formal induction is delivered to new directors by the senior management team providing an overview of the organisation across all operational functions. An induction pack is also provided which includes the financial statements, strategic and operational plans, risk register, governance policies and procedures and board meeting papers. The induction also requires the following mandatory training: *Children First, Safeguarding for Vulnerable Adults, and Garda Vetting.*

The code of conduct outlines the responsibility of each director and includes procedures for dealing with any conflict of interest which may arise.

Directors and Secretary
The directors who served during the year and up to the date of signature of the financial statements were:
Ambrose Kealy (Chair)
Maeve Liffey (Resigned 8 July 2024)
Bernard Haslam
Marie Keane
Ian Kerr
Tony Bridgeman
Patrick Fleming
Paul O'Donoghue

Bernard Haslam served as company secretary for the year. Record of attendance at board meetings is found in the supplementary information pages to these financial statements.

Board Committees of CCoI
During 2024, the following committees of the board were in place:

- Audit and Finance;
- Environmental, Sustainability and Asset Management;
- Strategic;
- Remuneration, Nominations and Governance;
- Quality, Risk and Compliance.

	Committees of the Board				
Name of Director	Nominations, Remuneration & Governance	Quality, Risk and Compliance	Environmental, Sustainability & Asset Management	Strategic	Audit & Finance
Tony Bridgeman	Chair	-	-	✓	-
Bernard Haslam	-	-	-	✓	Chair
Ian Kerr	-	✓	-	-	✓
Ambrose Kealy (Chair)	✓	-	-	✓	✓
Marie Keane	✓	✓	✓	-	-
Padraig Fleming	-	Chair	Chair	-	-
Paul O'Donoghue	-	-	-	Chair	-

Quality and Safety Committee includes external advisor Eileen O'Mahony appointed in 2023 and is a committee member. In addition, a Fundraising Committee and a Family Advisory Forum serves to support the Board.

√ = committee member

CCoI Property & Housing Function
The organisation is a registered Approved Housing Body (AHB) and is regulated by AHBRA. The board has decided to defer the undertaking of an organisation wide stock condition survey until 2025 and the conclusion of the Sustainability Impact Assessment process. The decision to defer is based on ensuring adequate resources and availability of funds.

New Housing Units
Grennan Villas Thomastown, Co. Kilkenny will deliver 5 new units. Final completion works are underway for full occupation by end 2025.

No new applications for Capital Assistance Scheme (CAS) applications were submitted in 2024.

Forty percent of rent collected is allocated to a sinking fund. The cumulative amount in the sinking fund on 31st December 2024 is €577,832.

Financial Review

Results for the year
In 2024, total income amounted to €30,428,368 with €30,093,590 expended on services and other supports for residents and day services attendees. CCoI recorded an operating surplus of €334,778 (2023: Deficit €195,952).

Of total income, €27,984,103 (91.97%) related to HSE funding (capitation, non-capitation, and WRC funding), €236,208 from other exchequer sources, €87,119 from donations and gifts, €823,801 from charges to community members, €193,691 from investment income, and €1,103,446 from all other sources of income. Total income increased by €1,678,215 while HSE income (which includes WRC related funding for pay increases) increased by €1,847,993.

The combined amount expended on staff payroll, training, and agency costs increased by €584,251 (2.67%) to €22,470,047, and non-payroll related expenditure increased by €563,234 to €7,623,543.

Transparency and Public Accountability
The board of directors believes that Camphill Communities of Ireland, as a registered charity, should be fully accountable to the general public, providing detailed information on where its funds come from and what they are spent on and have provided substantial information in the directors' report in accordance with Charities SORP (FRS102), the Statement of Recommended Practice for charities.

Annual financial statements are published on our website: http://www.camphill.ie/Annual-Audits.

Political Donations
There were no political donations made during the year that would require disclosure under the Electoral Act, 1977.

Internal Audit
The internal audit function is outsourced to Crowley's DFK.

Reserves Policy and Level
The board of directors of Camphill Communities of Ireland has set a reserves policy for the organisation for both unrestricted funds and restricted funds and these are set out in more detail in note 1 to financial statements. However, while it is generally accepted that organisations, such as Camphill, should have between three months (€7.5m) and six months (€15m) operational reserves in place, it is not feasible at this time for the organisation to accumulate such large cash reserves. Therefore the following policy has been set:

- Unrestricted: 3 months operating reserves. This level of operating reserves would be approximately €210k.
- Restricted: 30 days operating reserves. This level of operating reserves would be approximately €2.43m.
- Reserves should be maintained at a level which ensures that Camphill Communities of Ireland's core activities could continue during a period of unforeseen difficulty.
- Reserves must be maintained in a readily realisable form.
- Total cash reserves at year end were €5.2m.

This takes into account:
- Risks associated with income and expenditure being different from that budgeted.
- Planned activity level and potential opportunities.
- The organization's contractual commitments.
- The cost associated with potentially having to make staff redundant in an emergency situation.

The board continues to strive towards achieving these targets so that sufficient reserves are held in cash at bank should unforeseen events occur. The organisation aspires to accumulate cash reserves to match their policy targets. The level of reserves will be kept under constant review through ongoing financial reporting and production of annual audited accounts.

Principal Risks and Uncertainties
CCoI faces many risks through the activities of the organisation and it is the board's responsibility to identify and manage the risks. A corporate risk register is held by the organisation which is reviewed quarterly by the senior management team with escalations to the board at each board meeting.

The principal risks include:

Category	Specific Risk	Description	Mitigation Strategy
Financial Risks	Contingent Liabilities	Risk of insolvency due to uninsured litigation.	Legal assessment and exploring additional insurance options.
	HSE Dependency	Adverse changes with HSE could impact service delivery.	Regular liaison with HSE stakeholders and compliance with standards.
	Sustainability & MOU	Outcome of Sustainability Impact Assessment Process.	Active engagement in the process and financial planning for varying outcomes.
	Litigation Risks	Multiple sources of litigation could result in significant financial losses.	Engaging legal expertise and setting aside financial reserves.
Property Risks	Sinking Fund	Insufficient funds for housing maintenance could lead to closures.	Detailed housing stock review and fundraising strategy for capital projects.
	Compliance Risks	Non-compliance with multiple regulations due to lack of capital.	Seeking grants and government support for necessary upgrades.
Legal Risks	Legacy Issues & Ongoing Cases	Subject to various claims and legal cases.	Employing legal teams and financial provisioning for potential outcomes.
Business Continuity	Service Interruption	Risk of service interruption or cessation due to various factors.	Updated business continuity plan and financial provisions for emergencies.
Employment Risks	Staff Recruitment & Retention	Staffing challenges due to competition and lack of benefits.	Talent management strategies and benefits review.
	Pension Scheme	Lack of fixed contributory pension scheme.	Roll-out of pension auto enrolment.
Other Risks	Workplace Disputes & Staffing Ratios	Risks related to workplace disputes and inadequate staffing.	Open channels for employee feedback and proactive HR policies.
Safeguarding Risks	Vulnerable Adults	Failure to protect vulnerable adults.	Regular training and strict compliance with safeguarding protocols.
GDPR & IT Risks	Data Protection & Cybersecurity	Risks of non-compliance with GDPR and potential cyberattacks.	Appointment of Data Protection and Complaints Officer and investment in IT security.

Going Concern
The directors completed a going concern assessment and the financial statements have been prepared on the going concern basis which assumes that the company will be able to continue in operational existence for the foreseeable future. This is based on the current financial commitments from the HSE and the company's own forecast.

Based on budgeted projections, the company is expected to have a deficit of circa. €651,000 in 2025 and will continue to need support from the HSE in the form of deficit funding in 2025 and beyond if it is to continue as going concern.

The HSE, under a memorandum of understanding (MOU) agreed with CCol in July 2023 have committed to providing financial support to the organisation while they carry out a Sustainability Impact Assessment. This (SIA) allows informed decision making based on a consideration of CCol including service and resource model, staffing, funding, estate and infrastructure, systems and governance, and CCol / HSE interaction. The MOU covers an 18-month interim period which commenced on the finalisation of the terms of the MOU in July 2023.

Furthermore, under the MOU a draft SIA report was provided in February 2025. While the SIA process has furnished a draft report the outcomes have not yet been agreed. This introduces a degree of uncertainty. In the unlikely event that a satisfactory funding arrangement for 2025 cannot be agreed between the parties on a timely basis, the CCol board are satisfied that sufficient surplus reserves exist to enable an orderly restructuring and that creditors would not be at risk.

Having conducted a formal going concern assessment, the board is satisfied that despite the material uncertainties noted above, the going concern basis is appropriate for the foreseeable future.

Plans for Future Periods

A strategic sub-committee for the governance and oversight of the compilation and implementation of a strategic plan was established in 2024. The sub-committee have commenced a tendering process for the engagement of a third party to assist with engagement of all CCol stakeholders and drafting of a 2026-2029 strategic plan.

Review of the strategic plan 2026-2029 which will incorporate the following:

- Day Services Model.
- Establishment of Job Coach and Employment Support function.
- Divesting of non-core assets to fund capital programme.
- Culture of CCol.
- Recruitment and retention strategy.
- Personal Planning / Restrictive Practices Reviews.
- Evaluation of the UN Convention on the Rights of Persons with Disabilities.
- IT/ Cyber / GDPR.
- Social Enterprise.

Events after the Balance Sheet Date
The Sustainability Impact Assessment process with the HSE is nearing completion and it is hoped that it will result in a three year sustainability plan for Camphill.

In Q2 2025, the HSE confirmed that as part of the Sustainability Impact Assessment process deficit funding of €3.4m received in 2023 (€1.4m) and 2024 (€2m) which was initially recognised as income is to be treated as a liability in the 2024 financial statements pending the outcome of the process.

In Q1 2025, a legal case which was ongoing for several years was settled for an amount of €400,000 plus legal costs. This was recorded as a liability in creditors at year end 31 December 2024.

There have been no other significant events affecting the charity since the year end.

Payment of Creditors
The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is CCoI's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Accounting Records
The directors acknowledge their responsibilities under Section 281 to Section 285 of the Companies Act 2014 to keep adequate accounting records for the company.

In order to secure compliance with the requirements of the act, a full time Chief Financial Officer supported by a finance team is in place. The accounting records of the company are kept at the registered office and principal places of business.

Auditor
A procurement process to appoint an auditor for the company is planned for 2026 in line with Office of Government Procurement guidelines.

Disclosure of information to auditor
In accordance with Section 330 of the Companies Act 2014:

- so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware; and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the auditor is aware of that information.

The directors' report was approved by the Board of Directors.

Ambrose Neal (Chair)
Director
Date: .....
16 September 2025

Bernard Haslam
Director
Date: .....
16 September 2025

CAMPHILL COMMUNITIES OF IRELAND

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

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

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

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

In so far as the directors are aware:
- 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

Ambrose Healy (Chair)
Director
Date: .....
16 September 2025

Bernard Haslam
Director
Date: .....
16 September 2025

CAMPHILL COMMUNITIES OF IRELAND

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF CAMPHILL COMMUNITIES OF IRELAND

Opinion

We have audited the financial statements of Camphill Communities of Ireland (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland.*

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2024 and of its profit for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, as modified by the Charities SORP (FRS 102); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the Ireland, including the Ethical Standard 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.

Material uncertainties in relation to going concern

We draw your attention to note 1.2 in the financial statements which explains the events, conditions and other matters that indicate a material uncertainty exists that may cast significant doubt on the company's ability to continue as a going concern.

The company recorded an operating surplus of €334,778 (2023: Operating deficit of €195,952) and remains with low levels of liquidity with a net current assets at year end of €155,211 (2023: Net current liabilities €244,093). The company is primarily funded by the HSE and has in recent years been in the position where it has had to seek additional or deficit funding to continue to meet its obligations as they arise. At year end HSE is seeking repayment of €3.4m of deficit funding received since 2023.

We also draw your attention to note 20 in the financial statements, included in liabilities at year end is a provision for legal claims and associated costs of €685,000. However due to the uncertainty surrounding the outcome of the claims there is a possibility that any settlement and associated costs could be in excess of this provision.

Our opinion is not qualified in respect of this matter.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. 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 this gives rise to a material misstatement in the financial statements themselves. 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

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in directors' report, which for the purposes of company law, 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 we consider necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

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

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the charitable company or to cease operations, or have 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 charity's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF CAMPHILL COMMUNITIES OF IRELAND

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

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

Thomas McDonagh
For and on behalf of UHY Farrelly Dawe White Limited

Chartered Certified Accountants
Statutory audit firm
Unit 4A
Fingal Bay Business Park
Balbriggan
Co. Dublin

16 September 2025

CAMPHILL COMMUNITIES OF IRELAND

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 €	Restricted funds 2024 €	Total 2024 €	Unrestricted funds 2023 €	Restricted funds 2023 €	Total 2023 €
Income from:							
Donations and legacies	3	87,119	-	87,119	139,918	-	139,918
Charitable activities	3	140,240	29,015,321	29,155,561	137,061	27,140,357	27,277,418
Investment income	3	193,691	-	193,691	172,906	-	172,906
Other income	3	395,800	596,197	991,997	481,080	678,831	1,159,911
Total income		816,850	29,611,518	30,428,368	930,965	27,819,188	28,750,153
Expenditure on:							
Charitable activities and other expenditure	5	1,244,951	28,848,639	30,093,590	837,641	28,108,464	28,946,105
Operating surplus / (deficit)		(428,101)	762,879	334,778	93,324	(289,276)	(195,952)
Transfers between funds	24	-	-	-	41,788	(41,788)	-
Net (outgoing)/incoming resources		(428,101)	762,879	334,778	135,112	(331,064)	(195,952)
Other recognised gains and losses							
Revaluation of tangible fixed assets	11	-	-	-	-	(940,250)	(940,250)
Net movement in funds		(428,101)	762,879	334,778	135,112	(1,271,314)	(1,136,202)
Reconciliation of funds							
Fund balances at 1 January 2024		4,287,540	24,125,211	28,412,751	4,152,428	25,396,525	29,548,953
Fund balances at 31 December 2024	24	3,859,439	24,888,090	28,747,529	4,287,540	24,125,211	28,412,751

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

A detailed breakdown of the above items are included in the notes to the financial statements.

CAMPHILL COMMUNITIES OF IRELAND

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 €	2024 €	2023 €	2023 €
Fixed assets					
Tangible assets	12		38,844,942		39,541,346
Investment properties	13		7,212,500		7,212,500
			46,057,442		46,753,846
Current assets					
Stocks	14	117,569		115,928	
Debtors	15	2,091,825		769,280	
Cash at bank and in hand		5,199,190		2,984,868	
		7,408,584		3,870,076	
Creditors: amounts falling due within one year	16	(7,253,373)		(4,114,169)	
Net current assets/(liabilities)			155,211		(244,093)
Total assets less current liabilities			46,212,653		46,509,753
Creditors: amounts falling due after more than one year	19		(16,780,124)		(17,412,002)
Provisions for liabilities	20		(685,000)		(685,000)
Net assets			28,747,529		28,412,751
Funds of the charity					
Restricted funds					
Restricted funds	24	4,762,134		3,999,255	
Revaluation reserve	24	20,125,956		20,125,956	
			24,888,090		24,125,211
Unrestricted funds					
General unrestricted funds	24	3,281,607		3,742,601	
Sinking fund reserve	24	577,832		544,939	
			3,859,439		4,287,540
Total funds			28,747,529		28,412,751

The financial statements were approved by the Directors on 16 September 2025

Ambrose Healy (Chair)
Director
Date: .....

Bernard Haslam
Director
Date: .....

Company Registration No. 35672

CAMPHILL COMMUNITIES OF IRELAND

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 €	2024 €	2023 €	2023 €
Cash flows from operating activities					
Cash generated from operations	**29**		2,308,720		799,196
Investing activities					
Purchase of tangible fixed assets		(370,479)		(218,228)	
Proceeds on disposal of tangible fixed assets		228,070		284,250	
Investment income received		193,691		172,906	
Net cash generated from investing activities			51,282		238,928
Financing activities					
Repayment of bank loans and other loans		(145,680)		(221,871)	
Net cash used in financing activities			(145,680)		(221,871)
Net increase in cash and cash equivalents			2,214,322		816,253
Cash and cash equivalents at beginning of year			2,984,837		2,168,584
Cash and cash equivalents at end of year			5,199,159		2,984,837
Relating to:					
Cash at bank and in hand			5,199,190		2,984,868
Bank overdrafts included in creditors payable within one year			(31)		(31)

1 Accounting policies

Charity information

Camphill Communities of Ireland (Company No: 35672) is a company limited by guarantee incorporated in the Republic of Ireland. Dunshane House, Dunshane, Brannockstown, Co. Kildare, Ireland is the registered office. The nature of the company's operations and its principal activities are set out in the directors' report.

1.1 Accounting convention

The financial statements have been prepared on a going concern basis 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.

The directors have implemented Charities SORP except the provisions relating to the recognition of capital grants. The directors have elected to use the 'accrual model' option (section 24 of FRS 102) for the recognition of income from government grants which is not permitted by the Charities SORP.

The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in euros, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest €.

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

1.2 Going concern

The directors completed a going concern assessment and the financial statements have been prepared on the going concern basis which assumes that the company will be able to continue in operational existence for the foreseeable future. This is based on the current financial commitments from the HSE and the company's own forecast.

Based on budgeted projections, the company is expected to have a deficit of circa. €651,000 in 2025 and will continue to need support from the HSE in the form of deficit funding in 2025 and beyond if it is to continue as going concern.

The HSE, under a memorandum of understanding (MOU) agreed with CCoI in July 2023 have committed to providing financial support to the organisation while they carry out a Sustainability Impact Assessment. This (SIA) allows informed decision making based on a consideration of CCoI including service and resource model, staffing, funding, estate and infrastructure, systems and governance, and CCoI / HSE interaction. The MOU covers an 18- month interim period which commenced on the finalisation of the terms of the MOU in July 2023.

Furthermore, under the MOU a draft SIA report was provided in February 2025. While the SIA process has furnished a draft report the outcomes have not yet been agreed. This introduces a degree of uncertainty. In the unlikely event that a satisfactory funding arrangement for 2025 cannot be agreed between the parties on a timely basis, the CCoI board are satisfied that sufficient surplus reserves exist to enable an orderly restructuring and that creditors would not be at risk.

Having conducted a formal going concern assessment, the board is satisfied that despite the material uncertainties noted above, the going concern basis is appropriate for the foreseeable future.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the directors in furtherance of their charitable objectives.

1 Accounting policies **(Continued)**

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Income from donations, gifts and legacies is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. This includes donations, gifts, bequests, income from donation of assets and membership income.

Income from charitable activities includes any grant income received to carry on the charitable purpose of the organisation. This income may be classed as restricted or unrestricted dependent on the conditions included in each agreement.

Income from other activities is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. This includes amortisation of capital grants, Income earned for provision of arts courses, rental income of a number of CCoI properties and fundraising performed throughout the year.

Own produce consumed is foodstuff grown or raised within the communities that contribute to the upkeep and provision of subsistence to each community.

Capital grants received and receivable are treated as deferred income and amortised to the Statement of Financial Activities annually over the useful economic life of the asset to which it relates.

Revenue grants are credited to the Statement of Financial Activities when received. In the event of the grant being for a period outside that of the audited financial statements, the grant income is deferred to ensure the income is recognised in the same period of the related expenditure.

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services are supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

Expenditure of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Support costs include those incurred in the governance by the trustees of the charity's assets and are primarily associated with constitutional and statutory requirements of operating the organisation.

1 Accounting policies **(Continued)**

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Cost includes prime cost, overheads and interest incurred in financing the construction of tangible fixed assets. Capitalisation of interest ceases when the asset is brought into use.

Equipment and fixtures and fittings are stated at cost less accumulated depreciation and accumulated impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Straight line over 50 years
Plant and equipment	33% Straight line
Fixtures and fittings	20% Straight line
Motor vehicles	33% Straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

The company's policy is to review the remaining economic lives and residual values of property, plant and equipment on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated life and residual value.

Fully depreciated property, plant & equipment are retained in the cost of property, plant & equipment and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the Statement of Financial Activities.

1.7 Investment properties

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in profit or loss.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

Included in closing stock at 31 December 2024 is livestock which is held for resale, own consumption, and wellness / therapeutic purposes.

1 Accounting policies **(Continued)**

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.12 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

1 Accounting policies **(Continued)**

1.13 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement benefits

The Organisation has no fixed contributory pension scheme, although there are a small number of such pensions operational in the organisation, which are of an historic nature. The organisation does offer all new employees a PRSA deduction facility as a statutory obligation.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.15 Housing loans

Specific loans are advanced by the Department of Housing, Planning and Local Government under the Capital Assistance Scheme (CAS), subject to the terms of individual loan agreements.

1.16 Short term volunteers

Short term volunteers are defined as follows:

- Short term Individuals who reside in the communities for a period less than two years and assist in the provision of service and partake in the activities of the communities.

1 Accounting policies **(Continued)**

1.17 Reserves policy and level

The board of directors of Camphill Communities of Ireland has set a reserves policy for the organisation for both unrestricted funds and restricted funds and these are set out in more detail in note 1 to financial statements. However, while it is generally accepted that organisations, such as Camphill, should have between three months (€7.5m) and six months (€15m) operational reserves in place, it is not feasible at this time for the organisation to accumulate such large cash reserves. Therefore the following policy has been set:

- Unrestricted: 3 months operating reserves. This level of operating reserves would be approximately €210k.
- Restricted: 30 days operating reserves. This level of operating reserves would be approximately €2.43m.
- Reserves should be maintained at a level which ensures that Camphill Communities of Ireland's core activities could continue during a period of unforeseen difficulty.
- Reserves must be maintained in a readily realisable form.
- Total cash reserves at year end were €5.2m.

This takes into account:

- Risks associated with income and expenditure being different from that budgeted.
- Planned activity level and potential opportunities.
- The organisation's contractual commitments.
- The cost associated with potentially having to make staff redundant in an emergency situation.

The board continues to strive towards achieving these targets so that sufficient reserves are held in cash at bank should unforeseen events occur. The organisation aspires to accumulate cash reserves to match their policy targets. The level of reserves will be kept under constant review through ongoing financial reporting and production of annual audited accounts.

Sinking Fund
Sinking fund allocation of 40% of rent collected is applied to all rental charges. The sinking fund contributions are held in the National Housing bank account and the funds are allocated to a designated sinking fund reserve.

1.18 Taxation

Due to the company's charitable status, no charge to corporation tax arises under the provisions of Section 207 of the Taxes Consolidation Act, 1997.

1.19 Own produce consumed

Own Produce Consumed is foodstuff grown or raised within the communities that contribute to the upkeep and provision of subsistence to each community. The contribution is recognised both as an income and expenditure in the Statement of Financial Activities.

1.20 Government grants

Capital grants (which include Capital Assistance Scheme grants and other historical grants from ERDF) received and receivable are treated as deferred income and amortised to the Statement of Financial Activities annually over the useful economic life of the asset to which it relates. Revenue grants are credited to the Statement of Financial Activities when received.

1.21 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.

1 Accounting policies **(Continued)**

1.22 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Statement of Financial Position date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Statement of Financial Activities.

2 Critical accounting estimates and judgements

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

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key sources of estimation uncertainty

Establishing lives for depreciation purposes of property, plant and equipment

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The directors regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful lives is included in the accounting policies.

Fair value of investment properties

Investment properties consist of housing units and other properties in the former Ballytobin and Duffcarrig communities. These assets are not depreciated but valued at fair value in the financial statements at the reporting date. The directors have elected to rely on the valuation by professional valuers Colliers on 9 February 2023 to determine the fair value of investment properties.

Providing for doubtful debts

The organisation makes an estimate of the recoverable value of trade and other receivables. The organisation uses estimates based on historical experience in determining the level of debts, which the company believes, will not be collected. These estimates include such factors as the current credit rating of the debtor, the ageing profile of debtors and historical experience. Any significant reduction in the level of customers that default on payments or other significant improvements that resulted in a reduction in the level of bad debt provision would have a positive impact on the operating results. The level of provision required is reviewed on an on-going basis.

Valuation of property

The valuation of the land and buildings is based on reports from Colliers independent professional valuers issued on 9 February 2023, 11 August 2023, and 13 November 2023. The basis of valuation is at fair value defined as "the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date". The valuation has been carried out in accordance with the appropriate sections of the current edition of the RICS Valuation Professional Standards (commonly referred to as 'The Red Book'), as published by the RICS and the Society of Chartered Surveyors Ireland in the Republic of Ireland (SCSI).

Provisions and contingent liabilities

Camphill Communities of Ireland can encounter situations where possible obligations arising from past events will only be confirmed by the occurrence or non-occurrence of future events not wholly within the control of the charity or where the amount of the obligation cannot be reliably estimated. Camphill Communities of Ireland reviews such situations at each balance sheet date and makes judgments based on all information available to determine if an outflow of resources can be reliably estimated or not. If this is not possible a contingency is reported for each material case.

3 Income from charitable activities

The income for the year has been derived from:

	Notes	Unrestricted 2024 €	Restricted 2024 €	Total 2024 €	Total 2023 €
Donations, gifts & legacies					
Donations and gifts		87,119	-	87,119	139,918
		87,119	-	87,119	139,918
Charitable activities					
HSE core capitation income from CHOs	4	-	13,998,522	13,998,522	14,476,106
HSE other income	4	-	2,500,000	2,500,000	2,500,000
HSE non-capitation income	4	-	10,253,024	10,253,024	9,160,004
HSE WRC Funding	4	-	1,232,557	1,232,557	-
Participant contributions & disability allowance		-	823,801	823,801	792,218
Other capitation income		-	59,209	59,209	20,000
Other state grants		88,000	148,208	236,208	146,891
Department of Social Protection (CE Scheme)		-	-	-	133,138
Own produce consumed		52,240	-	52,240	49,061
		140,240	29,015,321	29,155,561	27,277,418
Investment income					
Rental income from investment property		193,691	-	193,691	172,674
Interest receivable		-	-	-	232
		193,691	-	193,691	172,906
Other activities					
KCAT income		27,737	-	27,737	70,527
Other income		280,735	-	280,735	368,823
Other income (insurance settlement)		87,328	-	87,328	50,730
Amortisation of capital grants		-	596,197	596,197	669,831
		395,800	596,197	991,997	1,159,911
Total income		816,850	29,611,518	30,428,368	28,750,153

Included in other income are the following income streams:

- Rental Income from a number of communities.
- Income from training courses operating in communities.

Included in other state grants is funding from the Arts Council in relation to the KCAT community. KCAT received strategic funding of €88,000 from the Arts Council in 2024. We confirm that they held a valid tax clearance certificate and that greater than 50% of that community's income is received from the Exchequer.

4 HSE income by CHO area

	Total	HSE Disability Services	CHO01	CHO02	CHO03	CHO04	CHO05	CHO06	CHO07	CHO08	CHO09	Interest / Other
	€	€	€	€	€	€	€	€	€	€	€	€
HSE core CHO income												
- Capitation income residential services	12,564,892	-	868,530	396,936	214,068	1,055,377	4,457,890	991,599	3,872,575	238,181	469,736	-
- Restructuring grant	403,514	-	-	-	-	-	-	-	403,514	-	-	-
- Directly funded posts	532,039	-	338,221	-	-	-	28,500	-	165,330	-	-	(12)
- Capital and SP grants	329,548	-	-	25,000	15,000	20,800	135,608	133,140	-	-	-	-
- Other income & write offs	2,060	-	-	-	-	-	1,140	-	900	-	-	20
HSE other funding												
- Other additional funding	166,469	-	4,077	-	-	-	-	-	-	162,392	-	-
HSE non-capitation income												
- Supplmentary deficit funding including other income / budget uplift (€2.5m)	12,753,024	-	650,772	485,124	346,176	887,928	2,864,976	813,027	5,696,268	367,308	641,508	(63)
Income recognised 2024	13,998,522	-	1,210,828	421,936	229,068	1,076,177	4,623,138	1,124,739	4,442,319	400,573	469,736	8
HSE WRC funding												
Invoiced/cash received	1,702,251	-	101,280	48,518	27,802	120,537	577,373	102,586	652,744	35,457	35,954	-
Less deferred at 31 December 2024	(469,694)	-	(27,946)	(13,387)	(7,671)	(33,259)	(159,312)	(28,306)	(180,109)	(9,783)	(9,921)	-
Income recognised 2024	1,232,557	-	73,334	35,131	20,131	87,278	418,061	74,280	472,635	25,674	26,033	-

5 Charitable activities and other costs

	Unrestricted 2024 €	Restricted 2024 €	Total 2024 €	Total 2023 €
Staff costs	94,814	17,980,750	18,075,564	17,116,135
Depreciation and impairment	160,032	906,851	1,066,883	1,016,001
Staff training	-	92,244	92,244	93,302
Agency staff	-	4,302,239	4,302,239	4,676,359
Rates	5,066	96,263	101,329	84,201
Insurance	69,309	623,783	693,092	704,579
Light and heat	-	674,940	674,940	659,403
Cleaning	-	82,196	82,196	88,339
Furniture, crockery, and hardware	-	274,871	274,871	223,147
Bedding and clothing	-	24,654	24,654	8,078
Medical expenses	-	25,066	25,066	41,426
Repairs and maintenance	56,457	1,072,684	1,129,141	1,190,320
Office expenses	21,655	411,437	433,092	291,053
Advertising and fundraising costs	625	11,869	12,494	13,898
Motor expenses	22,325	424,175	446,500	587,238
Legal costs and professonal fees	655,460	103,741	759,201	463,711
Recruitment costs	-	95,294	95,294	138,382
Audit	2,654	50,425	53,079	52,275
Auditor's remuneration - non-audit services	615	615	1,230	1,230
Bank charges and interest	1,849	35,133	36,982	33,701
Food	30,342	576,498	606,840	590,857
Community expenses	93,686	93,685	187,371	251,443
Health and safety	-	185,574	185,574	229,758
Land, farm, and garden	90,445	-	90,445	134,473
Culture and education	-	23,648	23,648	24,628
Workshops	78,530	-	78,530	80,420
Own produce consumed	52,840	-	52,840	51,743
Other expenses	20,082	117,648	137,730	116,276
Subscriptions	194	3,695	3,889	2,927
Profits/losses on disposal of tangibles	(228,070)	-	(228,070)	(21,749)
Bad and doubtful debts	15,750	558,661	574,411	-
Restaurant purchases	291	-	291	2,551
	1,244,951	28,848,639	30,093,590	28,946,105

Allocation of expenditure
In so far as is practical to do so, expenditure is allocated on an actual basis between restricted and unrestricted funds. Where it is not practical to do so, expenditure is allocated in proportion to related incoming resources.

6 Net movement in funds

	2024	2023
	€	€
Net movement in funds is stated after charging/(crediting)		
Depreciation of owned tangible fixed assets	1,066,883	1,016,001
Amortisation of government grants	(596,197)	(669,831)
Auditors remuneration		
- Audit of company accounts	53,079	52,275
- Other non-audit services	1,230	1,230

7 Directors

None of the directors (or any persons connected with them) received any remuneration or benefits from the charity during the year. No out of pocket travel expenses were reimbursed to directors in 2024 (2023: €Nil).

8 Employees

Number of employees

The full-time equivalent (FTE) of persons employed (including executive directors) during the year was as follows:

	2024 Number	2023 Number
Management	21	22
Operations /Administration	384	420
	405	442

Employment costs	2024 €	2023 €
Wages and salaries	16,295,371	15,040,493
Social security costs	1,773,543	1,609,654
Pandemic recognition payment	-	462,000
Pension costs	6,650	3,988
	18,075,564	17,116,135

The number of employees whose annual remuneration was €60,000 or more were:

	2024 Number	2023 Number
Employee benefits between €60,000 and €70,000	24	8
Employee benefits between €70,001 and €80,000	1	-
Employee benefits between €80,001 and €90,000	1	1
Employee benefits between €90,001 and €100,000	-	-
Employee benefits between €100,001 and above	1	1

9 Income from investments

	Unrestricted funds 2024 €	Total 2024 €	Unrestricted funds 2023 €	Total 2023 €
Rental income	193,691	193,691	172,674	172,674
Interest receivable	-	-	232	232
	193,691	193,691	172,906	172,906

10 Key management compensation

Key management includes the directors, various subgroups members, the company management and company secretary. The compensation paid or payable to key management for employee services is shown below:

	2024 €	2023 €
The staff costs comprise:		
Salaries and other short- term employee benefits	324,743	288,498

Included in the above amount paid to key management personnel is €119,285 (2023: €107,522) paid to the CEO of Camphill Communites of Ireland. The directors are not remunerated for their service on the board of the charity nor are they in receipt of any other fees from the charity.

11 Revaluation of fixed assets

	Unrestricted 2024 €	Restricted 2024 €	Total 2024 €	Total 2023 €
Revaluation of tangible fixed assets	-	-	-	(940,250)

12 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Motor vehicles	Total
	€	€	€	€	€
Cost / Valuation					
At 1 January 2024	39,865,623	45,335	486,150	1,304,807	41,701,915
Additions	-	-	19,219	351,260	370,479
Disposals	-	-	-	(55,400)	(55,400)
At 31 December 2024	39,865,623	45,335	505,369	1,600,667	42,016,994
Depreciation and impairment					
At 1 January 2024	728,499	45,335	339,862	1,046,873	2,160,569
Depreciation charged in the year	728,498	-	52,311	286,074	1,066,883
Eliminated in respect of disposals	-	-	-	(55,400)	(55,400)
At 31 December 2024	1,456,997	45,335	392,173	1,277,547	3,172,052
Carrying amount					
At 31 December 2024	38,408,626	-	113,196	323,120	38,844,942
At 31 December 2023	39,137,124	-	146,288	257,934	39,541,346

In 2023, all land and buildings were valued by expert valuers, Colliers, and the board are satisfied the carrying balance at year end is at least equal to their market value.

Included in Land and Buildings are the following asset types:

- Land
- Residential properties
- Community properties

Some of the properties are described as community units. They comprise of a mixture of office space, hall space and function space. Typically, they are used for community use, however from time to time they can be used for external events and functions.

13 Investment property

	2024
	€
Fair value	
At 1 January 2024 and 31 December 2024	7,212,500

Land and buildings held at Ballytobin and used by Camphill Communities of Ireland ceased to be used in September 2018 and these were then rented to Brothers of Charity at this date.

Residential buildings held at Duffcarrig and used by Camphill Communities of Ireland ceased to be used at 31 August 2021 and these were subsequently rented to Brothers of Charity from this date.

In accordance with FRS 102, investment properties have been measured at their fair value at the reporting date and the board are satisfied the carrying balance at year end is at least equal to their market value.

14 Stocks

	2024	2023
	€	€
Raw materials and consumables	117,569	115,928

Included in closing stock at 31 December 2024 of €117,569 is livestock which is held for resale, own consumption, and wellness / therapeutic purposes.

15 Debtors

	2024	2023
Amounts falling due within one year:	€	€
Other debtors	1,716,293	503,940
Prepayments	375,532	265,340
	2,091,825	769,280

The other debtors balance consists primarily of amounts due from its funders and also amounts related to resident contributions. An amount of €1,638,087 (2023: €413,858) net of bad debt provision was owed from the HSE at year end 31 December 2024.

16 Creditors: amounts falling due within one year

	Notes	2024	2023
		€	€
Bank loans and overdrafts	17	50,599	50,599
Other loans	17	326,766	436,766
Other taxation and social security	18	319,246	511,912
Deferred income	22	557,115	219,789
Trade creditors		905,486	461,631
Other creditors		3,591,152	1,597,209
Accruals		1,503,009	836,263
		7,253,373	4,114,169

Included in the other creditors figure of €3,591,152 is €3,400,000 of deficit funding repayable to the HSE (2023: €1,400,000) and €186,863 repayable to the HSE for LTCW settlements (2023: €186,863).

17 Loans and overdrafts

	2024	2023
	€	€
Bank overdrafts	31	31
Bank loans	287,665	323,345
Other loans	401,905	511,905
	689,601	835,281
Payable within one year	377,365	487,365
Payable after one year	312,236	347,916

Other loans are loans from private supporters of the charity. These funds were due for repayment in 2022. The charity financed the repayment of €110,000 of the private loans from the sales of assets in 2024 and is currently in negotiations to extend the terms of the non-bank loans beyond 2024.

Bank loans are in terms and will expire as detailed above.

Securities and charges
The following institutions have mortgages or charges in place over assets regarding funding that was provided to Camphill Communities of Ireland:

- Ulster Bank Ireland Limited
- Ulster Bank Limited
- Bank of Ireland
- Kildare County Council
- Tipperary County Council
- Kilkenny County Council
- South Eastern Health Board
- Wexford County Council
- Monaghan County Council
- North Eastern Health Board
- South Western Health Board
- Triodos Bank N.V
- Dun Laoghaire – Rathdown County Council
- Allied Irish Bank PLC
- South Tipperary County Council
- Health Service Executive

A full list of the charges held over the assets of Camphill Communities of Ireland can be on the public record with CRO. Whilst some of the above mortgages and debt have been extinguished, the charity is currently in the process of removing the respective charges from the organisation.

18 Taxation

	2024	2023
	€	€
Payables:		
PAYE/ PRSI/ USC	319,246	511,912

Due to the company's charitable status, no charge to corporation tax arises under the provisions of Section 207 of the Taxes Consolidation ACT, 1997.

19 Creditors: amounts falling due after more than one year

	Notes	2024 €	2023 €
Bank loans	17	237,097	272,777
Other loans	17	75,139	75,139
Deferred income	22	16,467,888	17,064,086
		16,780,124	17,412,002

20 Provisions for liabilities

	2024 €	2023 €
Legal settlements & associated costs	685,000	635,000
IT infrastructure modernisation	-	50,000
	685,000	685,000

Movements on provisions:

	Legal settlements & associated costs €	IT infrastructure modernisation €	Total €
At 1 January 2024	635,000	50,000	685,000
Additional provisions in the year	50,000	-	50,000
Reversal of provision	-	(50,000)	(50,000)
At 31 December 2024	685,000	-	685,000

Legal claims and associated costs
At 31 December 2024, CCoI was party to several litigation claims brought by employees and service users. CCoI board of directors and senior management team assess these claims with assistance from its external legal advisors and take into consideration the amount under litigation including legal costs, the stage of the litigation and the risk of loss.

21 Retirement benefit schemes

Defined contribution schemes	2024 €	2023 €
Charge to profit or loss in respect of defined contribution schemes	6,650	3,988

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

22 Deferred income

Deferred income is included in the financial statements as follows:

	2024 €	2023 €
Current liabilities	557,115	219,789
Non-current liabilities	16,467,888	17,064,086
	17,025,003	17,283,875

22.1 Government grants deferred - Non current liabilities

	2024 €	2023 €
At 1 January 2024	28,363,296	28,310,238
Increase in the year	-	53,058
	28,363,296	28,363,296
Amortisation		
At 1 January 2024	(10,703,017)	(10,033,186)
Amortised in the year	(596,197)	(669,831)
At 31 December 2024	(11,299,214)	(10,703,017)
Carrying amount		
At 31 December 2024	17,064,082	17,660,279
At 31 December 2023	17,660,279	18,277,052

Fixed asset grants may become repayable if certain conditions outlined in the relevant agreements occur. Included in the above figures are grants received from CAS in regard to the provision of housing in the respective communities.

These grants are accounted for using the 'accrual model'. The use of the 'accrual model' option (section 24 of FRS 102) for the recognition of income from government grants is not permitted by the Charities SORP. This represents a departure from the Charities SORP. The directors are of the opinion that this departure presents a fair view of the affairs of the company to the readers of these financial statements as it is consistent with the treatment of capital grants before the implementation of Charities SORP.

23 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 the costs, charges and expenses of winding up and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding €1.

24 Reconciliation of funds

	Opening Balance	Income & Other gains	Expenditure	Transfers	Closing Balance
	€	€	€	€	€
Restricted funds					
Restricted funds	825,055	29,611,518	(28,848,639)	-	1,587,934
Unrealised gains on fair value of investment property	3,174,200	-	-	-	3,174,200
Revaluation reserve	20,125,956	-	-	-	20,125,956
	24,125,211	29,611,518	(28,848,639)	-	24,888,090
Unrestricted funds					
General funds	3,742,601	816,850	(1,244,951)	(32,893)	3,281,607
Sinking fund	544,939	-	-	32,893	577,832
	4,287,540	816,850	(1,244,951)	-	3,859,439
Total	28,412,751	30,428,368	(30,093,590)	-	28,747,529

Sinking fund
€32,893 was transferred within unrestricted reserves from general funds to the sinking fund reserve. €577,832 represents the amount of funds held in National Housing bank account at 31 December 2024.

25 Financial commitments, guarantees and contingent liabilities

The board has decided to disclose the following contingent liabilities:

- Obligation to return certain funds in the event of non-compliance with certain grant agreements.
- Legal claims regarding legacy issues.
- Compliance audits underway in relation to historical activities which may result in potential liabilities.

Due to the fundamental uncertainty as to the outcome of these processes, the board decided to disclose the event as a contingent liability should a future liability arise.

26 Events after the reporting date

The Sustainability Impact Assessment process with the HSE is nearing completion and it is hoped that it will result in a three year sustainability plan for Camphill.

In Q2 2025, the HSE confirmed that as part of the Sustainability Impact Assessment process deficit funding of €3.4m received in 2023 (€1.4m) and 2024 (€2m) which was initially recognised as income is to be treated as a liability in the 2024 financial statements pending the outcome of the process.

In Q1 2025, a legal case which was ongoing for several years was settled for an amount of €400,000 plus legal costs. This was recorded as a liability in creditors at year end 31 December 2024.

There have been no other significant events affecting the charity since the year end.

27 Related party transactions

Except for remuneration of key management (see note 10), which are deemed to be related parties under company law, there were no other transactions with related parties in 2024.

28 Analysis of changes in net funds

	At 1 January 2024	Cash flows	At 31 December 2024
	€	€	€
Cash at bank and in hand	2,984,868	2,214,322	5,199,190
Bank overdrafts	(31)	-	(31)
	2,984,837	2,214,322	5,199,159
Loans falling due within one year	(487,334)	110,000	(377,334)
Loans falling due after more than one year	(347,916)	35,680	(312,236)
	2,149,587	2,360,002	4,509,589

29 Cash generated from operations

	2024	2023
	€	€
Surplus/(deficit) for the year	334,778	(195,952)
Adjustments for:		
Investment income recognised in statement of financial activities	(193,691)	(172,906)
Gain on disposal of tangible fixed assets	(228,070)	(21,749)
Depreciation and impairment of tangible fixed assets	1,066,883	1,016,001
Movements in working capital:		
(Increase)/decrease in stocks	(1,641)	25,553
(Increase) in debtors	(1,322,545)	(332,880)
Increase in creditors	2,911,878	1,169,964
(Decrease) in deferred income	(258,872)	(688,835)
Cash generated from operations	2,308,720	799,196

30 Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 16 September 2025

CAMPHILL COMMUNITIES OF IRELAND

MANAGEMENT INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2024

CAMPHILL COMMUNITIES OF IRELAND

ATTENDANCE RECORD - BOARD MEETINGS 2024

FOR THE YEAR ENDED 31 DECEMBER 2024

Director	26/02/2024	29/04/2024	08/07/2024	30/09/2024	24/10/2024	16/12/2024
Marie Keane	*X*	*Y*	*Y*	*Y*	*Y*	*Y*
Bernard Haslam	Y	Y	Y	Y	Y	Y
Ambrose Kealy - C	Y	Y	Y	Y	Y	Y
Maeve Liffey	Y	Y	*N/A*	*N/A*	*N/A*	*N/A*
Ian Kerr	Y	Y	Y	Y	Y	Y
Tony Bridgeman	Y	Y	Y	Y	Y	Y
Paul O'Donohue	Y	Y	Y	Y	Y	Y
Padraig Flemming	Y	Y	*X*	*Y*	*Y*	*Y*

Key to meeting attendance

Y	Attended
X	Apologies or absent
C	Chairperson
N/A	*Not on the board on this date*
R	Resigned

The directors who served during the year and up to the date of signature of the financial statements were:

Ambrose Kealy (Chair)
Maeve Liffey (Resigned 8 July 2024)
Bernard Haslam
Marie Keane
Ian Kerr
Tony Bridgeman
Patrick Fleming
Paul O'Donoghue