

Company registration number: 442488

ENCLUDE LTD
(A Company Limited by Guarantee and not having a Share Capital)
Report and Financial Statements
Year Ended 31st December 2015

ENCLUDE LTD

(A Company Limited by Guarantee and not having a Share
Capital)

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Directors and Other Information

Directors

Colm Butler

Al Ryan

Ava Battles

Secretary

Eamon Stack

Company number

442488

Charity number

CHY 17286

Registered office

120 Drumcondra Business Centre,

Drumcondra Road Upper,

Dublin 9

D09 T6P7

Business address

120 Drumcondra Business Centre,

Drumcondra Road Upper,

Dublin 9

D09 T6P7

Auditors

Marie T Walsh & Co,

Certified Public Accountants,

Statutory Audit Firm,

2 Meadow Park Close,

Ballyvolane,

Cork.

Bankers

Bank of Ireland,

26 Marino Mart,

Fairview,

Dublin 3.

Directors Report

31st December

The directors present their annual report and the audited financial statements for the year ended 31st December 2015.

This report has been prepared in accordance with the requirements of the Companies Act 2014 and the provisions of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the financial reporting standard applicable in the Republic of Ireland (FRSI 02) hereafter

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denoted as the Charities SORP (FRSI 02). The Charities SORP (FRSI 02) is not yet mandatory in the Republic of Ireland and the Irish Charities Regulation has not yet prescribed accounting regulations for Irish Charities. In the absence of such prescriptive guidance the Board has adopted the Charities SORP (FRSI 02) as it is considered best practice.

Structure, governance and management

The directors of the charity, at the date of this report and those who served during the financial year together with the dates of any changes are as follows:

Colm Butler
Al Ryan
Ava Battles

Eamon Stack is Company Secretary - not a director

The directors have assessed the major risks to which the charity is exposed and continue to do so on a regular basis. They are satisfied that systems are in place to mitigate exposure to major risks.

ENCLUDE is a registered charity and operates out of Drumcondra Business Park, 120 Drumcondra Road Upper, Dublin 9. Staff regularly work from home.

The charity operates under the direction of a Board of Directors and its CEO, Eamon Stack, who is assisted in the management of the charity by the Deputy CEO, Sylvester Murphy and Manager of Development, Elizabeth Kelly. The CEO is required to attend Board meetings on a regular basis. Management of the charity and delivery of its services is currently achieved via a cohort of 15 staff and subcontractors.

Key management personnel include the following:

Eamon Stack - Chief Executive Officer
Sylvester Murphy - Deputy CEO
Elizabeth Kelly - Development Manager and HR Officer (started 1/9/2015)
Eamon Kelly - Manager of Developers
Maeve Kerney - Manager of Support and Training
Patricia Higgins - Manager of Technology Donations Programme (started 25/5/2015)

Vision, Mission, Values & Principles

Vision

We know that the problems of society that charities are trying to solve are complex and require a multi-faceted and interdisciplinary response. We want to bring affordable, trustworthy and effective systems to Irish charities so that they can maximise their impact and make better use of donor funds. As a non-profit, our relationship with our clients is a genuine partnership between charities whereby we share our knowledge and resources in order to enable IT solutions to drive their mission.

We call this the high impact service solution. Such solutions allow for data to be aggregated at regional and national level, to provide policy makers with accurate and timely information on which to base national and international policy and lead to better strategies.

Mission

ENCLUDE's mission is to provide appropriate and cost-effective IT consultancy, services and solutions to charities in Ireland in order to help them achieve their goals and increase their impact.

- Empathy: ENCLUDE is a charity and shares in the mission of fellow charities to provide needed services to those who are marginalized and disadvantaged in any way.

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Directors Report (Continued)

Year ended 31st December 2015

- Engagement: ENCLUDE works with the staff of charities to understand their information management needs and to work with them to meet those needs in an affordable and accessible way.

- Expertise: We are an interdisciplinary team with Information Communications and Technology skills at Degree and Master level in Software Engineering, Computer Science, Finance and MBAs, complimented by qualifications in management and consultancy and developer certification in CRM.

Our shared values result in standardised high-impact service delivery solutions that are affordable, accessible and appropriate for the non-profit sector.

Principles

- Affordable - Significant technology donations and low-cost implementation strategy.

- Accessible - Cloud deployment puts flexible technology solutions where and when it is needed.

- Appropriate - Our co-design approach, engaging with all stakeholders, results in comprehensive, usable, effective solutions.

Principal Activities

ENCLUDE has three areas of activities: Donations Programme, Consulting/Information Management Programme and Community of Practice Programme.

Donations Programme

We have 1,400 charities registered on the donations programme. Overall, there was growth of registration of 12%. However, income saw a small decrease of 1%. This was due to an 8% drop in the number of orders but with an 8% increase on average value of orders.

Consulting/Information Management Programme

This is the programme in which most staff are directly involved and earns us 85% income; this programme has seen a significant increase in 2015, with over 100 live projects, 33 completed. We worked with organisations including: BelongTo, Cottage Homes, Third Age - SAGE, IMNDA, Jigsaw Mayo, Sonas Domestic Violence, The Wheel, Mindspace, Engineers Ireland - STEPS, MQI, Camphill Communities, Dolphin House Development and four Community Development Partnerships in Dublin. We also delivered a technology review for Misean Cara.

The major project for 2015 was the delivery of an integrated Pastoral Management and Financial Accounting application to the 207 parishes of the Archdiocese of Dublin and a data aggregation solution for the Archdiocese Curia. The financial aspect to this project was delivered in partnership with AccountsIQ. This project, both in terms of scale and complexity, is greater than anything else we have delivered. The success has enhanced our reputation.

In partnership with Quality Matters, we delivered our eCASS addiction services application to 25 more addiction services, with 65 services now using eCASS. We also developed the eCASS Plus NDRIC data consolidation application, which aggregates data from individual services to their respective Drug and Alcohol Task Force, in the format required under the National Drugs Rehabilitation Implementation Committee (NDRIC). A major obstacle to delivering eCASS Plus is the lack of client consent under the former system. Quality Matters undertook a data protection process with all parties concerned to complete the process.

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Directors Report (Continued)

Year ended 31st December 2015

Community of Practice Programme

This programme has seen the greatest development in 2015. The support team had been established in 2014. This team also runs the system administrator training programme at the Carmichael Centre. We held two trainings each month which were fully booked. We created a dedicated user training team in 2015. This team had a baptism of fire with the delivery of training to 1,000 parish staff for the Archdiocese. The team also developed the training materials for the Archdiocese. Our Data Team also saw an increase in staff this year to meet demand for data cleansing and import.

ENCLUDE management

This year saw the most significant change in management for ENCLUDE. Three senior staff (CEO, Deputy CEO and Development Manager) formally formed the Operations and Strategy Team. They meet each fortnight to manage our pipeline, operations and HR. All HR contracts are being systematically reviewed and systems are being developed to align pipeline and staff resources.

The final items required for compliance with the Governance Code were completed with the help of the Governance Code steering committee. Once we have signed off the ENCLUDE Business Plan 2016-2018, we will have completed the identified actions and thus will be compliant with the Code.

Results for the year and Review of Activities

The results for the year ended 31st December 2015 as set out on page 10 are considered satisfactory by the board. The company generated income of €930,645 (2014: €581,593). Our 2015 accounts show a significant growth in income.

Staff costs and contractor costs increased significantly in 2015. The increase is in line with expectations given the increase in work undertaken by ENCLUDE.

The Donations Programme achieved its primary goal, increasing registration as a sign of successful outreach programme. We continued with our successful promotion strategy, letters, email and phone calls, building up our database. We have a strong presence at sector events, especially at The Wheel annual conference. There is a strong link between our donations programme and our other programmes. However, with the move from product sales to a subscription model for software, and with a weaker income model for subscriptions, we cannot expect the income to grow.

We have had a very full pipeline of Information Management projects, the majority requiring CRM based solutions. These have included a wide range of organisation size and area of work. We have strong presence in Addiction, Homelessness, Youth, Counselling services and we have developed service-area specific applications in those areas. 2015 saw the development of a Family Support application in partnership with Quality Matters, specifically for Cottage Homes. This application will be used in many services in 2016. The demand for services is greater than our resources and ENCLUDE needs to decide how to scale or to select projects on the basis criteria consistent with our mission.

eCASS was enhanced this year with major development of the Care Plan tool. This tool has been incorporated into eCASS. This process was funded by Salesforce Foundation (recently restructured and rebranded as Salesforce.org). A technical issue with Salesforce has delayed deployment to individual services, so we expect most services to receive the Care Plan tool and training in the use of the tool in 2016. We also developed eCASS Plus, the application for Drug and Alcohol Task Forces [DAT F] and the respective add-on to eCASS that enables electronic reporting between addiction services and their respective DATF compliant with

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Directors Report (Continued)

Year ended 31st December 2015

NDRIC. Thus, eCASS which is used by over 60% of Irish addiction services, reports electronically to HRB and DATFs.

Taking on the project for the Archdiocese of Dublin represented a big development for ENCLUDE. This year-long project was more complicated than any previous project and involved a significant training challenge for 1,000 staff. We delivered the first version of the integrated Pastoral Management and Accounting application in May to 8 pilot parishes. The second version was ready for full rollout for the second half of the year. Training was delivered from June to November, 10 parishes at a time. Data was imported from legacy systems in parallel. After feedback, a third major version of the application was rolled out in November. By the end of the year it was clear we had delivered a major project successfully. As expected, further developments, particularly the sacramental aspect of parish work, will be delivered in 2016.

Business Plan 2016-2018: We are in the final stage of writing our business plan. We need to add a long term budget for the three-year plan and write the executive summary. As our financials have become stable, with little variations from year to year, we can now produce a realistic long term budget.

Office365: Our Office365 Programme, building on the generous donations of limited licences to eligible charities, fills an important gap in the layers of technology between the desktop and information management systems. However, we had a significant loss in providing our Office365 service in 2014. This is due to technical issues with this new online product and the dependency with individual PC and their configuration. We have reworked the financial model and will monitor closely to determine if it will be possible to deliver an affordable and sustainable Office365 service.

AccountsIQ: With the delivery of AccountsIQ to the Archdiocese of Dublin and several Camphill Communities, we expect this part of our work to develop. Our strongest contribution to improving the financial accounting information in the non-profit sector is our vision for an integrated information solution, as delivered to the Archdiocese. We will focus on this aspect to our work over simply delivering stand-alone solutions to individual charities.

Reserves policy

The objective of the charity is that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The directors consider that reserves at this level will ensure that, in the event of a significant drop in income, they will be able to continue the charity's current activities while consideration is given to ways in which additional income can be generated. At the year end, the company had reserves of €124,356. This is about half of the minimum reserves that the directors would like. The aim is to increase this figure over the next couple of years.

Future Developments

With the increase of staff and service provision, the process of organisational consolidation needs to continue into 2016. The Governance Code compliance process has ensured we have comprehensive procedures and policies and a process for keeping these up to date. The formalisation of the Operations and Strategy Team has improved communication, widened the centre of decision making and added redundancy. The formalisation of the Developer, Training, Support and DATA teams, with the appointment of team managers, has created a middle management layer at ENCLUDE and improved staff engagement, coordination and communication. Our capacity to manage more staff has increased, allowing us to scale as demand increases. All indications are that demand for our services will increase in volume in the coming years and the scale of projects will increase.

We expect the Donations Programme to grow slowly and we will continue to invest all profit into outreach.

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Directors Report (Continued)

Year ended 31st December 2015

As ENCLUDE begins our tenth year, we note that we are financially independent. Our reserves are modest and our current income restricts our capacity to increase our services as our mission aspires to do. We are grateful for the funding we received from the Wheel for our training links programme with eCASS Care Planning. We are also grateful for Salesforce Foundation financial support for eCASS plus development. Nevertheless, 95% of our income comes from service delivery. We have increased our daily rates. However, as cost is the most significant block to adoption of IT by charities, we must avoid excluding charities from adopting information management technology by increasing cost. We will use the celebration of ENCLIJDE 10 to communicate to key stakeholders the value of our contribution to Irish society and explore new avenues for funding from philanthropy and particularly from state bodies who are indirectly benefiting from ENCLUDE services to the charities they fund. Any additional funds will enable us to deliver more technology donations and more information solutions to more charities and groups of charities, thus meeting the huge demands from charities and funders for increased transparency and accountability and value for money from the sector.

Thanks to all who have engaged with ENCLUDE this year.

Auditors

The auditors Marie T Walsh & Co, have indicated their willingness to continue in office in accordance with the provisions of Section 380 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 employed appropriately qualified accounting staff and have maintained appropriate computerised accounting systems. The accounting records are located at 120 Drumcondra Business Centre, Drumcondra Road Upper, Dublin 9, D09 T6P7.

On behalf of the board



Colm
Butler

Director



Al Ryan
Director

14th October 2016

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Directors Responsibilities Statement

Year ended 31st December 2015

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 accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Ireland" (Generally Accepted Accounting Practice in 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 and of the profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing those Financial Statements, the directors are required to:

- select suitable accounting policies and then apply them consistently; ■ make judgments and estimates that are reasonable and prudent; ° 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 profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the Financial Statements and Directors report comply with the Companies Act 2014 and enable the Financial Statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



On behalf of



Al Ryan
Director

the board

Colm Butler Director

14th October 2016

Independent Auditor's Report to the Members of Enclude Ltd for the year ended 31st December 2015

We have audited the Financial Statements of Enclude Ltd for the year ended 31st December 2015 which comprise the Statement of Financial Activities, Statement of Financial Position, statement of cash flows and related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council (Generally Accepted Accounting Practice in Ireland) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 that we are required to state to them in an auditors report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company or the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

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Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 7, the directors are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the Financial Statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APBs) (APB's) Ethical Standards for Auditors, including "APB Ethical Standard - Provisions Available for Small Entities (Revised)", in the circumstances set out in Note 14 to the financial statements.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the Financial Statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the Financial Statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies, we consider the implications for our report.

Opinion on financial statements In our opinion, the Financial Statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31st December 2015 and of its profit for the year then ended; and
- have been properly prepared in accordance with the relevant reporting framework and, in particular, with the requirements of the Companies Act 2014.

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

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion, the accounting records of the company were sufficient to permit the Financial Statements to be readily and properly audited.
- The Financial Statements are in agreement with the accounting records.
- In our opinion, the information given in the directors report is consistent with the Financial Statements.

Independent Auditor's Report to the Members of Enclude Ltd for the year ended 31st December 2015

Matters on which we are required to report by exception

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.



Marie Walsh

For and on behalf of
Marie T Walsh & Co,

ENCLUDE LTD

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Certified Public Accountants,
Statutory Audit Firm,
2 Meadow Park
Close, Ballyvolane,
Cork.

14th October 2016

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Statement of Financial Activities

Year Ended 31st December 2015

		Unrestricted	Restricted	Total	Total
	Notes	Income	Income	2015	2014
INCOMING RESOURCES					
Charitable Activities		885,994	44,651	930,645	581,593
TOTAL INCOMING RESOURCES	3	885,994	44,651	930,645	581,593
RESOURCES EXPENDED					
Charitable activities		819,843	44,651	864,494	601,384
TOTAL RESOURCES EXPENDED	4	(819,843)	(44,651)	(864,494)	(601,384)
Net movement in funds		66,151	-	66,151	(19,791)
Reconciliation of funds					
Total funds brought forward		58,205	-	58,205	77,996
		124,356	-	124,356	58,205

There are no recognised gains or losses other than the net movement in funds arising from continuing operations for the year.



On behalf of the Board

Colm Butler Director

14th October 2016



Al Ryan
Director

Statement Of Financial Position
as at 31st December 2015

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	Note	2015	2014
Current assets			
Stocks	7	41,500	
Debtors	8	147,423	102,282
Cash at bank and in hand		102,931	132,453
		250,354	276,235
Creditors: amounts falling due within one year			
	9	(125,998)	(218,030)
		124,356	58,205
Net current assets		124,356	58,205
Total assets less current liabilities		124,356	58,205
Net assets		124,356	58,205
Capital and reserves			
Profit and loss account		124,356	58,205
Members funds	11	124,356	58,205

The financial statements were approved by the Board of Directors on 14th October 2016 and authorised for issue on the same date. They were signed on its behalf by:



Colm Butler

Director



Al Ryan

Al Ryan

Director

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The notes on pages 13 to 18 form part of these financial statements.

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Year	2015	
Statement Of Cash Flows ended 31st December		
	2015	2014
Cash flows from operating activities		
Profit/(loss) for the financial year	66,151	(19,791)
Adjustments for:		
Accrued expenses/(income)	6,846	2,541
Changes in:		
Stocks	41,500	(38,000)
Trade and other debtors	(45,141)	6,398
Trade and other creditors	(98,878)	16,436
Cash generated from operations	(29,522)	(32,416)
Net cash used in operating activities	(29,522)	(32,416)
Net increase/(decrease) in cash and cash equivalents	(29,522)	(32,416)
Cash and cash equivalents at beginning of year	132,453	164,869
Cash and cash equivalents at end of year	102,931	132,453

Notes To The Financial Statements Year ended 31st December 2015

1. Accounting policies

This is the first set of financial statements prepared by Enclude Ltd in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"). The company transitioned from previously extant Irish and UK GAAP to FRS 102 as at 1st January 2014. An explanation of how transition to FRS 102 has affected the reported financial position and financial performance is given in Note 17.

The significant accounting policies adopted by the Company and applied consistently in the preparation of these financial statements are set out below.

Basis of preparation

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Notes To The Financial Statements (Continued)

Year ended 31st December 2015

The Financial Statements have been prepared in accordance with the Statement of Recommended Practice (Charities SORP in accordance with FRS 102, effective January 2015) and with generally accepted accounting principles in Ireland and Irish Statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Financial Reporting Council.

The Financial Statements are prepared in euros, which is the functional currency of the entity.

Judgements and key sources of estimation uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. However none of the estimates and assumptions have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year.

Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the charitable company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Investment income is included when receivable. All other income is accounted for on an accruals basis.

Resources expended

Resources expended are accounted for when they are incurred and include amounts due at the end of the year but not paid. Resources expended include attributable VAT which cannot be recovered. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs than can be allocated directly to such activities and those of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the company.

All costs are allocated between the expenditure categories on a basis designed to reflect the use of the resource.

Material Uncertainties

There are no material uncertainties about the charity's ability to continue.

Taxation

No charge to current or deferred taxation arises as the charity has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity No. CHY 17286.

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Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the balance sheet date. Transactions during the year, which are denominated in foreign currencies are translated at the rates of exchange ruling at the date of the transaction. The resulting exchange differences are dealt with in the Statement of Financial Activities.

Stock and Work in Progress

Work in progress is reflected in the accounts at the expected revenue due for work carried out during the year that has not yet been invoiced.

Pensions

The company operates a defined contribution pension scheme for certain employees. Employer contributions are charged to the Statement of Financial Activities in the year in which they become payable.

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Notes To The Financial Statements (Continued)

Year ended 31st December 2015

Fund Accounting

The following funds are operated by the charity

Restricted funds

Restricted income funds are to be used for specific purposes as laid down by the donor or grantor. Expenditure which meets these criteria is shown as charged to the fund.

Unrestricted funds

Unrestricted income funds are invoices for services to charitable organisations and other incoming resources received for charitable purposes which can be used at the discretion of Enclude Ltd in furtherance of the objects of the charity.

Cash and cash equivalents

Cash and cash equivalents includes cash in hand, demand deposits and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities.

Bank deposits which have original maturities of more than three months are not cash and cash equivalents and are presented as current asset investments.

2. Limited by guarantee

The company is limited by guarantee, not having a share capital and consequently the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €5.

3. Incoming resources

All Incoming resources derive from activities in the Republic of Ireland. The analysis of income by activity is as follows:

	2015	2014
Client Consultancy & Support Services	748,128	404,138
ENCLUDEit	137,866	120,675
Grant Income	44,651	56,780

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Year ended 31st December 2015

			930,645	581,593
4. Analysis of Resources Expended	Unrestricted Funds	Restricted Funds	Total 2015	Total 2014
Direct costs	165,004	-	165,004	57,095
Staff costs	388,636	44,651	433,287	344,100
Subcontractors	208,546	-	208,546	18,991
Staff recruitment & training	933	-	933	597
Membership Fees	1,150	-	1,150	650
Direct Sales & Marketing costs	2,944	-	2,944	5,119
Travel & Subsistence	6,296	-	6,296	4,998
General administration	46,334	-	46,334	69,834
			4	
5.	819,843	44,651	864,494	601,384
Operating surplus				
Operating surplus is stated after charging:				
			2015	2014
Defined contribution pension scheme expense			671	
Fees payable for the audit of the Financial Statements			2,460	1,968
6. Staff costs				

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Notes To The Financial Statements (Continued) Year ended 31st December 2015

The average number of persons employed by the company during the year was as follows:

	2015	2014
	Number	Number
Management and administration	6	6
Key management personnel	6	4
	12	10

The aggregate payroll costs incurred during the year were:

	2015	2014
Wages and salaries	391,368	311,530
Social insurance costs	41,248	32,570
Pension costs	671	
	433,287	344,100

7. Stocks

	2015	2014
Work in progress	-	41,500

8. Debtors

	2015	2014
Trade debtors	141,263	97,642
Prepayments and accrued income	6,160	4,640
	23	102,282

9. Creditors: amounts falling due within one year

	2015	2014
Trade creditors	9,495	10,358
Tax and social insurance: PAYE and social welfare	11,915	13,391

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Notes To The Financial Statements (Continued) Year ended 31st December 2015

VAT	3,700	1,644
Accruals	13,313	6,467
Deferred income	87,575	186,170
	125,998	218,030

10. Employee benefits

Defined contribution pension scheme and PRSA scheme

The company operates a defined contribution pension scheme for certain employees. The assets of the pension scheme are held separately from those of the company in independently administered funds. The cost of employer contributions in 2015 was €671 (2014:€-).

11. Analysis of Movements on Funds

	Opening Resources	Incoming Resources	Closing Balance
	expended	Balance	
Restricted income			
Restricted Fund	-	44,651	(44,651)
Unrestricted Income			
Unrestricted Funds	58,205	885,994	(819,843)
	58,205	930,645	(864,494)
			124,356

12. Capital commitments

There were no capital commitments at the year end.

13. Post Balance Sheet Events

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

14. Ethical standards

As a small entity under the provisions of the APB in relation to Ethical Standards we engage our auditor to assist in accounts preparation.

15. Key management personnel

The total amount of employee benefits (excluding employer pension costs) received by the charity's key management personnel was €226,308 (2014 : €184,722).

There were no employees whose remuneration (excluding employer pension costs) exceeded €70,000.

ENCLUDE LTD

(A Company Limited by Guarantee and not having a Share Capital)

Notes To The Financial Statements (Continued) Year ended 31st December 2015

16. Directors Remuneration and Expenses

None of the directors received any remuneration or expenses during the year.

17. Transition to FRS 102

These are the first Financial Statements that comply with FRS 102. The company transitioned to FRS 102 on 1st January 2014.

Reconciliation of equity

No transitional adjustments were required.

Reconciliation of profit or loss for the year No transitional adjustments were required.

18. Approval of financial statements

The board of directors approved these financial statements for issue on 14th October 2016.