

Company Registration No. 82321 (Eire)

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN**

**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)**

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2010

**TREOR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)
COMPANY INFORMATION**

Directors	Leonie Lunny Eilish Craig Anne Kennedy Loretto Reilly Dearbhla Ni Riordain Phyllis Crowe Mary McGovern Maria Finn Berit Anderson Siobhan Roddy Thomas Quigley Christina Hughes (Appointed 24 June 2010)
Secretary	Anne Kennedy
Company number	82321
Registered Charity Number	8877
Registered office	14 Gandon House, Custom House Square, IFSC, Dublin 1.
Auditors	Browne Murphy & Hughes Chartered & Certified Accountants & Registered Auditors 28 Upper Fitzwilliam Street Dublin 2
Business address	14 Gandon House, Custom House Square, IFSC, Dublin 1.
Bankers	Bank of Ireland Lower Baggot St., Dublin 2

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)
COMPANY INFORMATION**

ICS Building Society
New Century House,
IFSC,
Mayor Street Lower,
Dublin 1.

Members Details

Leonie Lunny	(Chairperson)
Anne Kennedy	(Secretary)
Eilish Craig	(Treasurer)

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)
CONTENTS**

	Page
Directors' report	1 - 2
Independent auditors' report	3 - 4
Income and Expenditure account	5
Balance sheet	6
Cash flow statement	7
Notes to the cash flow statement	8
Notes to the financial statements	9 - 14
Management Information	15 - 16

TREOIR THE NATIONAL FEDERATION OF SERVICES FOR UNMARRIED PARENTS AND THEIR CHILDREN (A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL) DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2010

The directors present their report and financial statements for the year ended 31 December 2010.

Principal activities and review of the business

The principal activity of the company continued to be that of providing support and service to unmarried parents and their children.

The principal risks and uncertainties facing the company going forward is the level of funding which will be received . The directors are actively involved in reviewing their costs in order that they may counteract any future decreases.

Results and dividends

The results for the year are set out on page 5.

Directors

The following directors have held office since 1 January 2010:

Leonie Lunny
Eilish Craig
Anne Kennedy
Loretto Reilly
Dearbhla Ni Riordain
Phyllis Crowe
Mary McGovern
Louise Graham (Resigned 24 June 2010)
Maria Finn
Berit Anderson
Siobhan Roddy
Thomas Quigley
Christina Hughes (Appointed 24 June 2010)

Directors' interests

This is a company limited by guarantee and not having a share capital.

Books of account

The company's directors are aware of their responsibilities, under section 202 of the Companies Act 1990 to maintain proper books of account and are discharging their responsibility by employing experienced staff and ensuring that sufficient company resources are available for the task.

The books of account are held at the company's registered office, 14 Gandon House, Custom House Square, IFSC, Dublin 1. .

Auditors

Browne Murphy & Hughes were appointed as the company's auditors during the year and in accordance with section 160(2) of the Companies Act 1963, they continue in office as auditors of the company.

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)
DIRECTORS' REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2010

Statement of directors' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- 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 keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2009. 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.

By order of the board

Eilish Craig
Director
7 April 2011

Anne Kennedy
Director

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)
INDEPENDENT AUDITORS' REPORT**

**TO THE MEMBERS OF TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN**

We have audited the financial statements of Treoir The National Federation of Services for Unmarried Parents and Their Children for the year ended 31 December 2010 set out on pages 5 to 14. These financial statements have been prepared under the accounting policies set out therein.

Respective responsibilities of the directors and auditors

As described in the Statement of Directors' Responsibilities on page 2 the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

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

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

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with the Companies Acts, 1963 to 2009. We also report to you whether in our opinion: proper books of account have been kept by the company; whether, at the balance sheet date, there exists a financial situation requiring the convening of an extraordinary general meeting of the company; and whether the information given in the directors' report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit, and whether the company's balance sheet and its profit and loss account are in agreement with the books of account.

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

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

Basis of audit opinion

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

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

**TREoir THE NATIONAL FEDERATION OF SERVICES FOR
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(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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INDEPENDENT AUDITORS' REPORT (CONTINUED)

**TO THE MEMBERS OF TREoir THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN**

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31 December 2010 and of its deficit for the year then ended ; and
- have been properly prepared in accordance with the requirements of the Companies Acts, 1963 to 2009.

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

In our opinion, the information given in the directors' report is consistent with the financial statements.

Browne Murphy & Hughes

12 April 2011

Chartered Accountants

Registered Auditor

Chartered & Certified Accountants
& Registered Auditors
28 Upper Fitzwilliam Street
Dublin 2

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2010**

	Notes	2010 €	2009 €
Turnover	2	767,090	804,608
Administrative expenses		(768,144)	(822,688)
Operating deficit	3	(1,054)	(18,080)
Other interest receivable and similar income	4	254	1,472
Interest payable and similar charges	5	(692)	(914)
Deficit on ordinary activities before taxation		(1,492)	(17,522)
Tax on loss on ordinary activities	6	-	-
Deficit for the year	13	(1,492)	(17,522)

The income and expenditure account has been prepared on the basis that all operations are continuing operations.

There are no recognised gains and losses other than those passing through the income and expenditure account.

Approved by the board on 7 April 2011

Eilish Craig
Director

Anne Kennedy
Director

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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BALANCE SHEET**

AS AT 31 DECEMBER 2010

	Notes	2010 €	€	2009 €	€
Fixed assets					
Tangible assets	7		8,718		8,702
Current assets					
Debtors	8	2,218		22,852	
Cash at bank and in hand		143,566		149,970	
		<u>145,784</u>		<u>172,822</u>	
Creditors: amounts falling due within one year	9	<u>(26,311)</u>		<u>(49,409)</u>	
Net current assets			<u>119,473</u>		<u>123,413</u>
Total assets less current liabilities			128,191		132,115
Creditors: amounts falling due after more than one year	10		<u>(4,066)</u>		<u>(6,499)</u>
			<u>124,125</u>		<u>125,616</u>
Capital and reserves					
Income and expenditure account	13		<u>124,125</u>		<u>125,616</u>
Members' funds	14		<u>124,125</u>		<u>125,616</u>

Approved by the board and authorised for issue on 7 April 2011

Eilish Craig
Director

Anne Kennedy
Director

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2010

	€	2010 €	€	2009 €
Net cash inflow from operating activities		3,923		25,272
Returns on investments and servicing of finance				
Interest received	254		1,472	
Interest element of finance lease rentals	(692)		(914)	
	<u> </u>		<u> </u>	
Net cash (outflow)/inflow for returns on investments and servicing of finance		(438)		558
Capital expenditure				
Payments to acquire tangible assets	(7,678)		(225)	
	<u> </u>		<u> </u>	
Net cash outflow for capital expenditure		(7,678)		(225)
		<u> </u>		<u> </u>
Net cash (outflow)/inflow before management of liquid resources and financing		(4,193)		25,605
Financing				
Capital element of finance lease contracts	(2,211)		(1,990)	
	<u> </u>		<u> </u>	
Net cash outflow from financing		(2,211)		(1,990)
		<u> </u>		<u> </u>
(Decrease)/increase in cash in the year		<u> </u> <u> </u>		<u> </u> <u> </u>

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
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(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)**

NOTES TO THE CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2010

1	Reconciliation of operating deficit to net cash inflow from operating activities		2010	2009	
			€	€	
	Operating deficit		(1,054)	(18,080)	
	Depreciation of tangible assets		7,662	8,740	
	Decrease in debtors		20,634	4,621	
	(Decrease)/Increase in creditors within one year		(23,319)	29,991	
	Net cash inflow from operating activities		<u>3,923</u>	<u>25,272</u>	
2	Analysis of net funds	1 January 2010	Cash flow	Other non-cash changes	31 December 2010
		€	€	€	€
	Net cash:				
	Cash at bank and in hand	149,970	(6,404)	-	143,566
	Debt:				
	Finance leases	(8,711)	2,212	-	(6,499)
	Net funds	<u>141,259</u>	<u>(4,192)</u>	<u>-</u>	<u>137,067</u>
3	Reconciliation of net cash flow to movement in net funds		2010	2009	
			€	€	
	(Decrease)/increase in cash in the year		(6,404)	23,615	
	Cash outflow from decrease in debt and lease financing		2,212	1,990	
	Movement in net funds in the year		<u>(4,192)</u>	<u>25,605</u>	
	Opening net funds		141,259	115,654	
	Closing net funds		<u>137,067</u>	<u>141,259</u>	

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2010**

1 Accounting policies

1.1 Accounting convention

The financial statements are prepared under the historical cost convention.

1.2 Compliance with accounting standards

The financial statements are prepared in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland), which have been applied consistently (except as otherwise stated).

1.3 Turnover

Turnover represents funding received from various sources mainly the HSE, Crisis Pregnancy Agency and the Citizens Information Board. These are accounted for on the accruals basis where the income is received before related expenditure.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	33.33% Straight Line
Fixtures, fittings & equipment	33.33% Straight Line
Website	33.33% Straight Line

1.5 Leasing

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible assets and depreciated over the shorter of the lease term and their useful lives. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

1.6 Pensions

The company operates a defined contribution scheme for the benefit of its employees. Contributions payable are charged to the profit and loss account in the year they are payable.

2 Income

The total income of the company for the year has been derived from its principal activity wholly undertaken in the Republic of Ireland.

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
CAPITAL)**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2010

3 Operating deficit	2010	2009
	€	€
Operating deficit is stated after charging:		
Depreciation of tangible assets	7,662	8,740
Auditors' remuneration	3,458	3,523
	<u> </u>	<u> </u>
4 Other interest receivable and similar income	2010	2009
	€	€
Bank interest	254	1,472
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
5 Interest payable	2010	2009
	€	€
Lease finance charges	692	914
	<u> </u>	<u> </u>

6 Taxation

The company is a registered charity CHY 8877 and as such is exempt from Corporation Tax.

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2010

7 Tangible fixed assets

	Plant and machinery	Fixtures, fittings & equipment	Total
	€	€	€
Cost			
At 1 January 2010	71,400	22,648	94,048
Additions	7,678	-	7,678
	<hr/>	<hr/>	<hr/>
At 31 December 2010	79,078	22,648	101,726
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 January 2010	70,338	15,008	85,346
Charge for the year	3,620	4,042	7,662
	<hr/>	<hr/>	<hr/>
At 31 December 2010	73,958	19,050	93,008
	<hr/>	<hr/>	<hr/>
Net book value			
At 31 December 2010	5,120	3,598	8,718
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 December 2009	1,062	7,640	8,702
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Included above are assets held under finance leases or hire purchase contracts as follows:

	Plant and machinery
	€
Net book values	
At 31 December 2010	-
	<hr/> <hr/>
At 31 December 2009	4,016
	<hr/> <hr/>
Depreciation charge for the year	
At 31 December 2010	4,016
	<hr/> <hr/>
At 31 December 2009	4,016
	<hr/> <hr/>

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2010

8 Debtors	2010	2009
	€	€
Trade debtors	1,572	22,727
Other debtors	127	125
Prepayments and accrued income	519	-
	<u>2,218</u>	<u>22,852</u>
	<u><u>2,218</u></u>	<u><u>22,852</u></u>
9 Creditors: amounts falling due within one year	2010	2009
	€	€
Net obligations under finance lease and hire purchase contracts	2,433	2,212
Trade creditors	3,913	11,416
Other creditors	14,421	31,470
Accruals and deferred income	5,544	4,311
	<u>26,311</u>	<u>49,409</u>
	<u><u>26,311</u></u>	<u><u>49,409</u></u>
Included in other creditors are amounts relating to taxation, as follows:		
P.A.Y.E. control account	<u>14,119</u>	<u>31,183</u>
	<u><u>14,119</u></u>	<u><u>31,183</u></u>
10 Creditors: amounts falling due after more than one year	2010	2009
	€	€
Net obligations under finance leases and hire purchase agreements	<u>4,066</u>	<u>6,499</u>
	<u><u>4,066</u></u>	<u><u>6,499</u></u>
Net obligations under finance leases and hire purchase contracts		
Repayable within one year	2,433	2,212
Repayable between one and five years	4,066	6,499
	<u>6,499</u>	<u>8,711</u>
	<u><u>6,499</u></u>	<u><u>8,711</u></u>
Included in liabilities falling due within one year	<u>(2,433)</u>	<u>(2,212)</u>
	<u><u>(2,433)</u></u>	<u><u>(2,212)</u></u>
	<u><u>4,066</u></u>	<u><u>6,499</u></u>

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
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(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2010

11 Pension and other post-retirement benefit commitments
Defined contribution

	2010	2009
	€	€
Contributions payable by the company for the year	28,321	28,844

12 Non Audit Services

During the year, Browne Murphy & Hughes undertook non audit services for the company.

13 Statement of movements on Income and Expenditure account

	Income and expenditure account
	€
Balance at 1 January 2010	125,617
Deficit for the year	(1,492)
Balance at 31 December 2010	124,125

14 Reconciliation of movements in members' funds

	2010	2009
	€	€
Deficit for the financial year	(1,492)	(17,522)
Opening members' funds	125,616	143,138
Closing members' funds	124,125	125,616

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2010

15 Employees

Number of employees

The average monthly number of employees (including directors) during the year was:

	2010	2009
	Number	Number
	12	13
	<u>12</u>	<u>13</u>

Employment costs

	2010	2009
	€	€
Wages and salaries (Staff & Seconded Staff)	505,839	505,298
Social security costs	52,285	51,803
Other pension costs	28,321	28,844
	<u>586,445</u>	<u>585,945</u>

16 Control

The company is controlled by the board of directors.

17 Members Liability

In the event of a winding up the liability of members is limited to €1.27.

18 Approval of financial statements

The directors approved the financial statements on the 7 April 2011.

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN**

**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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MANAGEMENT INFORMATION

FOR THE YEAR ENDED 31 DECEMBER 2010

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2010**

	€	2010 €	€	2009 €
Income				
HSE Midwest		12,006		12,250
HSE Northern		261,582		278,878
HSE North Western		7,000		3,500
HSE Western		500		500
HSE South East		9,674		10,036
HSE Southern		10,000		10,000
HSE North Eastern		7,578		7,920
HSE Midlands		24,661		-
Crisis Pregnancy Agency		110,338		139,559
Pobal		-		19,035
Dept of Social & Family Affairs		3,299		6,008
Sale of Publications		1,203		799
Membership Fees		2,413		2,413
DOHC/HSE (For Seconded Staff)		214,881		253,966
Citizens Information Board		36,500		36,500
Outreach		379		1,540
Other Income		20,076		21,704
Family Support Agency		45,000		-
		<u>767,090</u>		<u>804,608</u>
Administrative expenses		<u>(768,144)</u>		<u>(822,688)</u>
Operating deficit		(1,054)		(18,080)
Other interest receivable and similar income				
Bank interest - received		254		1,472
Interest payable				
Lease finance charges - paid		(692)		(914)
Deficit for Year	0.19%	<u>(1,492)</u>	2.18%	<u>(17,522)</u>

**TREOIR THE NATIONAL FEDERATION OF SERVICES FOR
UNMARRIED PARENTS AND THEIR CHILDREN
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE
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SCHEDULE OF ADMINISTRATIVE EXPENSES
FOR THE YEAR ENDED 31 DECEMBER 2010**

	2010	2009
	€	€
Administrative expenses		
Wages and salaries (excl. EER PRSI.)	300,619	302,422
Wages -Seconded Staff	205,220	202,876
ER PRSI	30,441	31,069
ER PRSI -Seconded Staff	21,844	20,734
Staff pension costs defined contribution	28,321	28,844
Typing Services (Seconded)	4,758	4,780
Staff training	-	2,195
Rent & Rates	67,211	71,318
Insurance	1,827	1,756
Light and heat	1,893	1,913
Repairs and maintenance	681	403
Cleaning	1,500	1,470
Supplies	5,166	7,002
Membership	50	165
Newspapers	1,334	1,332
Printing, postage and stationery	6,648	9,328
Conferences/Meetings	2,098	2,861
Publishing	25,309	56,755
Hospitality	871	1,079
Advertising	1,109	1,809
Telephone	8,057	8,512
Travelling expenses	1,862	2,918
Travel & Subsistence (Seconded Staff)	-	1,493
Library	580	222
Professional fees	13,666	23,457
Accountancy	726	741
Audit fees	3,458	3,523
Bank charges	407	359
FINGLAS TPSP-Overheads	24,544	21,722
Sundry expenses - allowable	282	890
Depreciation -P&E	1,896	4,698
Depreciation -F&F	4,042	4,042
Depreciation -Website	1,724	-
	<u>768,144</u>	<u>822,688</u>