

Belong To Youth Services

a company limited by guarantee

Reports and Financial Statements

for the year ended

31st December, 2011

Belong To Youth Services

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Belong To Youth Services

Directors and Other Information

DIRECTORS

Anna Quigley
Susan Dolan
Dominic Hannigan
Maureen Looney
Maurice Devlin
Aodan Bourke

SECRETARY

Aodan Bourke

REGISTERED OFFICE AND NUMBERS

Parliament House,
13 Parliament Street,
Dublin 2.

Registered in Ireland No. 369888

Charity Registration No. CHY16534

AUDITORS

Kenny, Whelan & Company,
Vanomer House,
191/193 Lower Kimmage Road,
Dublin 6w.

SOLICITORS

Pat McGonagle & Company,
13 Parliament Street,
Dublin 2.

BANKERS

AIB Bank,
Capel Steet,
Dublin 1.

Report of the Directors

The Directors submit their report and audited Financial Statements for the year ended 31st December, 2011.

PRINCIPAL ACTIVITIES, BUSINESS REVIEW AND FUTURE DEVELOPMENTS

The organisation is a company limited by guarantee, incorporated under the Companies Acts, 1963 to 2012 on 15/04/2003. The Company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets/liabilities of the Company on winding up such amounts as may be required not exceeding Euro1.

The principal activity of the Company is the provision of youth services for lesbian, gay, bisexual and transgender community. The Directors do not envisage any changes in the principal activity. Also there has been no material change in the affairs of the Company since the date of the balance sheet.

The Company has been granted Charitable Status under sections 207 and 208 of the Taxes Consolidation Act 1997 - Charity No. CHY16534.

2011 was an extraordinary year for "BeLong To" and our work to make Ireland a safe and equal place for LGBT young people. It was a year when we had the opportunity to place our work in a global context and a year when we had the opportunity, with the support of the One Foundation, to reflect on our progress to date and to set out our strategic vision for the coming years.

Our Stand Up! Don't Stand for Homophobic Bullying Campaign went to every second-level school in Ireland and it's accompanying online ad went viral around the world. It has been viewed almost one million times. Feedback has shown that people around the world responded enthusiastically to our positive approach to tackling homophobic bullying. Stand Up! is about homophobia and transphobia being everyone's concern and about how collective action against it now can really improve the lives of LGBT young people. The European Council's Commissioner for Human Rights and the UN High Commissioner for Human Rights both agreed, signaling our work in the area out for recognition.

In December, 2011 our Executive Director represented "BeLong To" and Ireland at the first UN level global consultation on homophobic bullying. Organised by UNESCO, participants developed the 'Rio Statement on Homophobic Bullying and Education for All' and supported the development of UNESCO's groundbreaking manual 'Education Sector Responses to Homophobic Bullying'

Closer to home, and 2011 was another year of huge growth in the numbers of LGBT young people being supported by "BeLong To". Our national Network of LGBT youth groups grew from 8 to 14, the largest growth of any year, with new groups opening in Sligo, Mayo, Tallaght, Kilkenny, Tralee and Wexford. Over 2,500 young people accessed a "BeLong To" youth group in 2011 which represents a huge 28% increase on 2010. When we reflect on the fact that in 2003, our first year of service, a total of 52 young people came to "BeLong To" we can gauge the phenomenal rate of growth that we are experiencing.

2011 was also a year of significant national policy development. In March the Programme for Government contained a strong commitment to action on homophobic bullying in Irish schools and Minister for Education and Skills went on to announce the establishment of a working group to develop a "roadmap towards the elimination of homophobic bullying from our schools", a group which "BeLong To" is now a member of.

Belong To Youth Services

Report of the Directors continued...

We continued our commitment to supporting the most marginalised LGBT young people in our community by opening a specific LGBT youth mental health promotion project; beginning drugs education street outreach work in Dublin City Centre; and launching an innovative LGBT Asylum Seekers and Refugees Project. We also continued to develop the capacity of teachers and youth workers to better support LGBT young people by training 1,300 in LGBT awareness.

In 2011 the One Foundation agreed a further very significant investment in "BeLong To". We would like to thank them for their remarkable support and belief in our work. This investment is needed now more than ever, particularly in light of very significant cut-backs in state funding to our direct supports to young people. These cut-backs, when combined with hugely increasing numbers of young people accessing our services, means that the state's investment per young person at "BeLong To" has been decreased by almost 400% in the four years since 2008.

We would like to signal out the dedication and innovation of our Direct Youth Work Team in making the almost impossible possible and ensuring that no vulnerable young person is ever turned away from "BeLong To".

RESULTS

The activities for the year are set out on page 8 and resulted in an excess of Expenditure over Income before taxation of Euro(8,977) - in 2010 there was a surplus of Euro4,229.

Retained losses of Euro(8,977) have been transferred to Reserves.

PRINCIPAL RISKS AND UNCERTAINTIES

The Directors recognise that any commercial activity brings with it a degree of risk and like any other business must manage a range of risks in the course of its activities. The principal risks affecting the Company are:

- a. Availability of Grant Income
- b. Level of Donations

The Directors have a policy to try to identify, manage and mitigate these risks and uncertainties as far as is practical.

RESEARCH AND DEVELOPMENT

The Company did not engage in any research and development activity during the year.

POLITICAL DONATIONS

The Company made no political donations during the year.

DIRECTORS

The names of the persons who were Directors at any time during the year ended 31st December, 2011 are set out below. In accordance with the Articles of Association, Anna Quigley & Aodan Bourke retire and, being eligible, will stand for re-election.

Anna Quigley	William Rabbitt - resigned 12-09-11
Susan Dolan	Aidan Harney - resigned 12-09-11
Maureen Looney	Brian Hewson - resigned 12-09-11
Maurice Devlin	William Redmond - resigned 12-09-11
Aodan Bourke	Emily Scanlon - resigned 07-02-12

Report of the Directors continued...

DIRECTORS' INTERESTS

None of the Directors had a material interest at any time during the year ended 31st December, 2011, in any contracts of significance in relation to the business of the Company.

DIRECTORS' RESPONSIBILITIES

The Directors are responsible for preparing the annual report and the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland, including the accounting standards issued by the Accounting Standards Board.

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 income and expenditure of the Company for that period. In preparing those Financial Statements, the Directors are required to

- select suitable Accounting Policies and apply them consistently;
- make judgments 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 confirm that they have complied with the above requirements in preparing the Financial Statements. 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 2012. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website.

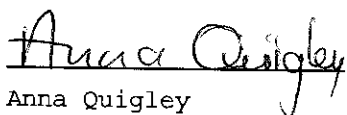
ACCOUNTING RECORDS

The Directors acknowledge their responsibilities under Section 202 of the Companies Act 1990 to keep proper books and records for the Company. To this end we maintain all source documentation and we employ a bookkeeper to prepare our books and records from the source documentation. Our books and records are kept at the business address of the Company.

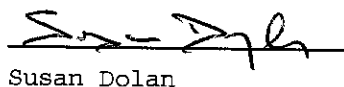
AUDITORS

The independent Auditors, Kenny, Whelan & Company, have indicated their willingness to continue in office in accordance with Section 160(2) of the Companies Act 1963.

ON BEHALF OF THE BOARD


Anna Quigley

7th August, 2012


Susan Dolan

Belong To Youth Services

Independent Auditors' Report
to the members of
Belong To Youth Services
for the year ended 31st December, 2011

We have audited the Financial Statements of the Company for the year ended 31st December, 2011 on pages 8 to 15 which have been prepared under the Historical Cost Convention and on the basis of the Accounting Policies set out on page 7.

This report is made solely to the Company's Members as a body in accordance with the requirements of the Companies Acts 1963 to 2012. 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 the audit 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.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As described on page 4 the Company's Directors are responsible for the preparation of the Financial Statements in accordance with applicable law and Accounting Standards issued by the Accounting Standards Board.

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

We report to you our opinion as to whether the Financial Statements give a true and fair view, in accordance with Generally Accepted Accounting Practices in Ireland and are properly prepared in accordance with the Companies Acts. We also report to you whether in our opinion: proper books of account have been kept by the company and whether the information given in the Directors' Report is consistent with the Financial Statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the company's Balance Sheet and its Income and Expenditure Account are in agreement with the books of account.

We also report to you if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not given, 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 misstatement within it.

BASIS OF AUDIT OPINION

We conducted our audit in accordance with International Standards on Auditing 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.

Independent Auditors' Report continued...

We have undertaken the audit in accordance with the requirements of the APB Ethical Standards - Provisions Available to Small Entities under the circumstances set out in the notes to the Financial Statements.

OPINION


In our opinion the Financial Statements

give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Company's affairs as at 31st December, 2011 and of its loss for the year then ended

and have been properly prepared in accordance with the requirements of the Companies Acts 1963 to 2012.

We have obtained all the information and explanations we considered necessary for the purpose of our audit. In our opinion, proper books of account have been kept by the Company. The Balance Sheet of the Company at 31st December, 2011 is in agreement with the books of account.

In our opinion, the information given in the Report of the Directors on pages 3 and 4 is consistent with the Financial Statements.



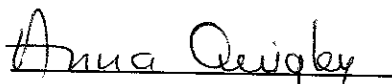
Michael J Kenny, for
Kenny, Whelan & Company,
Statutory Auditors.

Vanomer House,
191/193 Lower Kimmage Road,
Dublin 6w.

7th August, 2012

We hereby certify that these Financial Statements including the Income and Expenditure Account, Balance Sheet, Cash Flow Statement and related Notes are true copies of the Financial Statements as laid before the Annual General Meeting held on 7th August, 2012.

ON BEHALF OF THE BOARD


Anna Quigley

- DIRECTORS -


Susan Dolan

Belong To Youth Services

Accounting Policies

The significant Accounting Policies adopted by the Company are as follows:

BASIS OF ACCOUNTING

The Financial Statements have been prepared in accordance with generally accepted accounting principles under the Historical Cost Convention and comply with financial reporting standards of the Accounting Standards Board and the Companies Acts, 1963 to 2009.

INCOME AND EXPENDITURE

Income resources have been included in the Financial Statements only when realised or when the ultimate cash realisation of which can be assessed with reasonable certainty. Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

GRANTS

Grants received specifically as a contribution towards the cost of land, buildings and/or motor vehicles are credited directly to the capital fund in the year of receipt. Such grants are amortised to the Income and Expenditure Account on the same basis as the related assets are depreciated. Grant income from Public Sector Bodies/Government Agencies and other sources are either credited when receivable to the Income and Expenditure Account or deducted from expenses which give rise to the grants. Expenditure grants are credited to the Income and Expenditure Account upon the recognition of the associated expense for which the grant was originally received.

TANGIBLE ASSETS

Tangible Fixed Assets are stated at cost less accumulated depreciation. Cost includes prime cost, overheads and interest incurred in financing the construction of Tangible Fixed Assets. The Company undertakes a review for impairment of a Fixed Asset if events or changes in circumstances indicate that the carrying amount of a Fixed Asset may not be recoverable. To the extent that the carrying amount exceeds the recoverable amount, that is the higher of net realisable value and value in use, the Fixed Asset is written down to its recoverable amount. The value in use of Fixed Assets is determined from estimated discounted future net cash flows.

DEPRECIATION

Depreciation is calculated in order to write off the cost of Tangible Assets by equal annual instalments over their estimated useful lives as follows:-

Equipment	5 Years
Fixtures & Fittings	5 Years

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. The Charity is eligible under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies under Section 848A Taxes Consolidation Act 1997 and therefore income tax refunds arising from sponsorships exceeding Euro250 per annum are included in unrestricted funds. Irrecoverable value added tax is expended as incurred.

PENSIONS

Pension benefits are met by payments to a defined contribution pension fund. Contributions are charged to the Profit & Loss Account in the year in which they fall due.

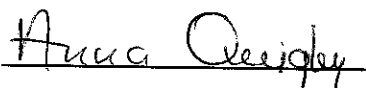
Income and Expenditure Account for the year ended 31st December, 2011

<u>INCOME</u>	<u>Notes</u>	2011 Euro	2010 Euro
Donations and Grants	1	650,605	615,830
Income from Charitable Activities	2	18,054	27,255
Investment Income	3	-	9
		<hr/>	<hr/>
		668,659	643,094
		<hr/>	<hr/>
 <u>EXPENDITURE</u>			
Staff Costs		429,458	398,300
Programme Costs		111,287	119,186
Administration Costs		136,891	114,933
Loss on Write Off of Fixed Assets		-	6,446
		<hr/>	<hr/>
		677,636	638,865
		<hr/>	<hr/>
<u>EXCESS OF INCOME OVER EXPENDITURE</u>	4	(8,977)	4,229
		<hr/>	<hr/>
Taxation on Ordinary Activities	5	-	-
		<hr/>	<hr/>
<u>PROFIT FOR THE FINANCIAL YEAR</u>		(8,977)	4,229
		<hr/>	<hr/>


Income relates solely to continuing operations in Ireland and all recognised gains and losses have been included in the Income & Expenditure Account

THE NOTES ON PAGES 12 TO 15 FORM PART OF THESE FINANCIAL STATEMENTS

ON BEHALF OF THE BOARD


Anna Quigley

- DIRECTORS -


Susan Dolan

Belong To Youth Services

Balance Sheet as at 31st December, 2011

	<u>Notes</u>	2011 Euro	2010 Euro
<u>FIXED ASSETS</u>			
Tangible Assets	6	<u>11,584</u>	<u>11,148</u>
<u>CURRENT ASSETS</u>			
Debtors and Prepayments	7	31,220	18,000
Cash at Bank		155,138	212,638
Cash on Hand		45	441
		<u>186,403</u>	<u>231,079</u>
<u>CREDITORS</u> - falling due within one year	8/9	<u>(82,815)</u>	<u>(37,578)</u>
<u>NET CURRENT ASSETS</u>		<u>103,588</u>	<u>193,501</u>
<u>TOTAL ASSETS LESS CURRENT LIABILITIES</u>		115,172	204,649
<u>DEFERRED INCOME</u>	10	<u>-</u>	<u>(80,500)</u>
<u>NET ASSETS</u>		<u>115,172</u>	<u>124,149</u>
<u>REPRESENTED BY</u> Members Funds	11	<u>115,172</u>	<u>124,149</u>

THE NOTES ON PAGES 12 TO 15 FORM PART OF THESE FINANCIAL STATEMENTS

ON BEHALF OF THE BOARD

Anna Quigley - DIRECTORS -
Anna Quigley

Susan Dolan
Susan Dolan

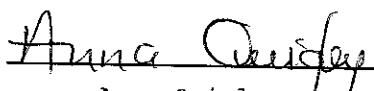
Belong To Youth Services

Cash Flow Statement for the year ended 31st December, 2011

	<u>Notes</u>	2011 Euro	2010 Euro
<u>NET CASH FLOWS FROM OPERATING ACTIVITIES</u>			
Net cash outflow from operating activities	12	(52,644)	134,373
<u>RETURN ON INVESTMENTS AND SERVICING OF FINANCE</u>			
Interest received		-	9
<u>Net Cash (outflow)/inflow from Invest' & Finance</u>		-	9
<u>CAPITAL EXPENDITURE</u>			
Payments to acquire Tangible Assets		(5,250)	(2,143)
<u>Net Cash outflow after Capital Expenditure</u>		(5,250)	(2,143)
<u>NET CASH OUTFLOW BEFORE FINANCING</u>		(57,894)	132,239
<u>DECREASE IN CASH</u>	13	(57,894)	132,239

THE NOTES ON PAGES 12 TO 15 FORM PART OF THESE FINANCIAL STATEMENTS

ON BEHALF OF THE BOARD


Anna Quigley

- DIRECTORS -


Susan Dolan

Belong To Youth Services

Notes to the Financial Statements for the year ended
31st December, 2011

	2011 Euro	2010 Euro
1. <u>DONATIONS AND GRANTS</u>		
DCYA	108,006	148,184
LTDF Emerging Needs Fund	50,370	50,221
The Ireland Funds	9,000	-
ERF Fund - Pobal	80,000	-
ERF Fund - HSE	40,000	-
NOSP	129,221	113,997
Dublin City Council	7,000	2,000
Equality Authority	-	10,000
Community Foundation of Ireland	2,500	4,000
The One Foundation	201,000	250,000
Dun Laoghaire Rathdown - Research Fund	-	2,380
ESB Electric AID	-	7,000
HSE Health Promotion	10,000	10,000
Donations	13,509	18,049
	<hr/>	<hr/>
	650,606	615,831
	<hr/>	<hr/>
	2011 Euro	2010 Euro
2. <u>INCOME FROM CHARITABLE ACTIVITIES</u>		
Fundraising	10,828	21,032
Campaign Income	232	696
Training	6,994	5,527
	<hr/>	<hr/>
	18,054	27,255
	<hr/>	<hr/>
3. <u>INVESTMENT INCOME</u>		
Bank Interest	-	9
	<hr/>	<hr/>
	2011 Euro	2010 Euro
4. <u>EXCESS OF EXPENDITURE OVER INCOME</u>		
This has been arrived at after charging:		
Auditors' Remuneration	(2,706)	(3,323)
Depreciation of Tangible Fixed Assets	(4,814)	(3,765)
and after crediting:		
Deferred Income	80,500	-
	<hr/>	<hr/>

Notes to the Financial Statements continued...

5. TAX ON PROFIT ON ORDINARY ACTIVITIES

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.

6. TANGIBLE ASSETS

	Opening Balance Euro	Additions Euro	Disposals Euro	Closing Balance Euro
<u>Cost</u>				
Equipment	14,189	4,454	-	18,643
Fixtures and Fittings	4,635	796	-	5,431
	<hr/>	<hr/>	<hr/>	<hr/>
	18,824	5,250	-	24,074
	<hr/>	<hr/>	<hr/>	<hr/>
	Opening Balance Euro	Charge for year Euro	Disposals Euro	Closing Balance Euro
<u>Accumulated Depreciation</u>				
Equipment	5,822	3,728	-	9,550
Fixtures and Fittings	1,854	1,086	-	2,940
	<hr/>	<hr/>	<hr/>	<hr/>
	7,676	4,814	-	12,490
	<hr/>	<hr/>	<hr/>	<hr/>
	Opening Balance Euro			Closing Balance Euro
<u>Net Book Value</u>	11,148			11,584
	<hr/>			<hr/>

7. DEBTORS AND PREPAYMENTS

All fall due within one year

	2011 Euro	2010 Euro
Trade Debtors	6,490	5,000
Prepayments	24,730	13,000
	<hr/>	<hr/>
	31,220	18,000
	<hr/>	<hr/>

8. CREDITORS - FALLING DUE WITHIN ONE YEAR

	2011 Euro	2010 Euro
Creditors	(55,010)	(25,554)
Paye and Prsi	(24,234)	(8,710)
Accrued Expenses	(3,571)	(3,314)
	<hr/>	<hr/>
	(82,815)	(37,578)
	<hr/>	<hr/>

Belong To Youth Services

Notes to the Financial Statements continued...

9. CREDITORS - SECURITY

The Banks hold no form of security
as at the Balance Sheet date.

	2011 Euro	2010 Euro
10. <u>DEFERRED INCOME</u>		
Balance at 31st December, 2010	(80,500)	-
Grants Received	-	(80,500)
	<hr/>	<hr/>
	(80,500)	(80,500)
Profit and Loss Account Transfers	80,500	-
	<hr/>	<hr/>
Balance at 31st December, 2011	-	(80,500)
	<hr/>	<hr/>

	2011 Euro	2010 Euro
11. <u>MEMBERS FUNDS</u>		
Members Funds at 31st December, 2010	124,149	119,920
(Deficit)/Surplus for the year	(8,977)	4,229
	<hr/>	<hr/>
Members Funds at 31st December, 2011	115,172	124,149
	<hr/>	<hr/>

	2011 Euro	2010 Euro
12. <u>RECONCILIATION OF OPERATING (DEFICIT)/SURPLUS TO NET CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Operating (Deficit)/Surplus	(8,976)	4,220
Depreciation	4,815	3,765
Loss on sale of Fixed Assets	-	6,446
Debtors and Prepayments	(13,221)	10,503
Deferred Income	(80,500)	80,500
Creditors & Accruals	45,239	28,939
	<hr/>	<hr/>
	(52,643)	134,373
	<hr/>	<hr/>

	2011 Euro	2010 Euro
13. <u>ANALYSIS OF CHANGES IN CASH DURING THE YEAR</u>		
Balance at 31st December, 2010	213,079	80,840
Net Cash (Outflow)/Inflow	(57,895)	132,239
	<hr/>	<hr/>
Balance at 31st December, 2011	155,184	213,079
	<hr/>	<hr/>

Notes to the Financial Statements continued...

	2011	2010
	Euro	Euro
14. <u>STAFF COSTS</u>		
Salaries and Wages	387,963	360,090
Social Insurance Costs	41,495	38,210
	<u>429,458</u>	<u>398,300</u>

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

Average Number Employed	11	9
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15. APB ETHICAL STANDARDS - PROVISIONS AVAILABLE TO SMALL ENTITIES

As a small entity under the provisions of the APB in relation to Ethical Standards we engage our auditor to provide basic tax compliance and bookkeeping and accounts preparation.

16. CAPITAL COMMITMENTS

There were no capital commitments as at 31st December, 2011.

17. SHARE CAPITAL AND MEMBERS LIABILITIES

The Company is limited by guarantee and does not have a share capital. Consequently the liability of 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 one Euro.

18. REPORTING FINANCIAL PERFORMANCE

The Financial Statements comply with FRS3 - "Reporting Financial Performance". The Income relates to continuing operations as no businesses were acquired or disposed of in 2011.

A separate Statement of Total Recognised Gains and Losses is not required, as there are none other than those reflected in the Income & Expenditure Account.

19. APPROVAL OF THE FINANCIAL STATEMENTS

The Directors approved the Financial Statements on 7th August, 2012

Belong To Youth Services

Supplementary Information for the year ended 31st December, 2011

	2011	2010
	Euro	Euro
<u>ADMINISTRATIVE EXPENSES & STAFF COSTS</u>		
Advertising	1,899	1,643
Audit & Accountancy	2,856	3,323
Bank Charges	827	990
Depreciation	4,815	3,765
Fund Raising Expenses	31,415	12,045
Hire of Equipment	1,989	-
Insurances	4,027	1,417
Light & Heat	2,769	2,607
Printing & Publications	5,801	2,766
Professional Fees	6,183	21,097
Rent and Rates	29,500	40,000
Repairs and Renewals	15,463	9,042
Staff Training & Recruitment	6,885	1,456
Sundry Expenses	229	165
Telephone & Fax	11,242	10,564
Trade Subscriptions	1,355	905
Travel Expenses	9,636	3,148
	<hr/>	<hr/>
	136,891	114,933
Staff Costs	429,458	398,300
	<hr/>	<hr/>
	566,349	513,233
	<hr/>	<hr/>

Income and Expenditure Account for the year ended 31st December, 2011

	2011	2010
	Euro	Euro
<u>INCOME</u>		
Donations and Grants	80,000	-
	<hr/>	<hr/>
<u>EXPENDITURE</u>		
Staff Costs	29,181	-
Programme Costs	8,831	-
Administration Costs	8,452	-
	<hr/>	<hr/>
	46,464	-
	<hr/>	<hr/>
<u>EXCESS OF EXPENDITURE OVER INCOME</u>	33,536	-
	<hr/>	<hr/>

