

Company Number: 370816  
Charity Number: CHY17071  
Charities Regulatory Authority Number: 20062873

**Migrant Information Centre Company Limited by Guarantee**  
**Annual Report and Audited Financial Statements**  
**for the financial year ended 31 December 2021**

Whelan Dowling & Associates  
Chartered Accountants and Statutory Audit Firm  
Block 1, Unit 1 & 4,  
Northwood Court  
Santry  
Dublin 9

# Migrant Information Centre Company Limited by Guarantee

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**Migrant Information Centre Company Limited by Guarantee**  
**DIRECTORS' AND OTHER INFORMATION**

<b>Directors</b>	Deirdre Lowry (Appointed 21 July 2021) Michael O'Sullivan Anastasia Crickley Patrick Raleigh John Gilmore Lucy Peprah William Abom (Resigned 14 April 2021) Raluca Anucuta Francis Njúgúna Angelisa Maria Zerpa Andara
<b>Company Secretary</b>	Michael O'Sullivan
<b>Charity Number</b>	CHY17071
<b>Charities Regulatory Authority Number</b>	20062873
<b>Company Number</b>	370816
<b>Registered Office and Principal Address</b>	13 Dorset Street Lower Dublin 1
<b>Auditors</b>	Whelan Dowling & Associates Chartered Accountants and Statutory Audit Firm Block 1, Unit 1 & 4, Northwood Court Santry Dublin 9
<b>Bankers</b>	AIB 37 Upper O'Connell Street Dublin 1

# **Migrant Information Centre Company Limited by Guarantee**

## **MESSAGE FOR OUR CHAIRPERSON AND DIRECTOR**

for the financial year ended 31 December 2021

2021 was an amazing year for Justice for Undocumented. After 11 years of tireless campaigning, the Irish Government announced a scheme to regularise long-term undocumented people in Ireland. This achievement is a result of the resilience, determination and daily courage of undocumented people who have fought so long and hard to be regularised.

This scheme will allow thousands of people to live securely in their homes, where children can grow up safely, and people can stand up for their rights at work and finally visit family for the first time in many years. We give special thanks to all our supporters and allies who have stood with us over the years.

Our Drop-in Centre team and new triage system enabled us to provide 4,123 information and casework supports to migrant workers and their families. Queries and cases related to delays with immigration permissions and renewals, upcoming regularisation scheme, housing and homeless accommodation, employment rights and employment permits. We successfully closed ninety percent of our cases.

MRCI secured access to the Covid-19 vaccine for undocumented people retaining the "Firewall" between government departments. Together with other immigrant organisations, we secured several automatic temporary extensions of immigration permissions, benefiting thousands of non-EEA nationals. And we worked with the Citizens Information Board to develop a course on trafficking for labour exploitation to train Citizens Information Centre staff on the signs of Trafficking for Labour Exploitation.

In 2021, MRCI piloted an innovative project to empower groups of agri-food workers to improve living and working conditions. We provided targeted education, training and mentoring support to migrant workers and leaders in seventeen meat processing plants. We supported sixty leaders to develop groups in twelve locations to advocate for better terms and conditions and combat discrimination impacting approximately 1,100 meat workers.

MRCI continued to support My Fair Home to build their network of carers in private homes across Ireland and to access Covid-19 vaccines. As part of our ongoing commitment to rights for homecare workers, MRCI continued to provide organisational supports to the Great Care Co-op to deliver quality jobs and quality care. Twenty-eight participants graduated our first QQ1 course in Healthcare Supports, and twenty-five women started our second course in March, and completed it by October, graduating with the full award. Such an amazing achievement.

MRCI engaged with Government departments, TDs and the Oireachtas committee to propose alternatives for labour migration to Ireland. Our recommendation of labour market mobility for all employment permit holders after two years, like Critical Skills Permits, was included as a key recommendation in the cross-party Joint Oireachtas Committee pre-legislative report on upcoming employment permit legislation.

In April, MRCI teamed up with Leitrim GAA Hurling and Zak Moradi to say No to Racism on their new jersey for 2021's fixtures. Throughout the year we strengthened our digital engagement and organising model and grew our supporter network by over twenty-five percent. We invested in developing a series of user journeys and upgraded our IT systems. We continued to keep people up to date on changes through regular posts on our website and social media. It was also a busy year with submissions and participating in a range of national and EU networks.

These important achievements would not be possible without the amazing work of the staff, team, board, volunteers, community members, funders, donors, and supporters and we sincerely thank them all. We want to give special thanks to all who took part in MRCI's second Challenge for Change fundraiser in July to raise much needed funds for the organisation.

MRCI is committed to good governance, transparency, and accountability across all aspects of our work. The information in this audit provides an overview of the work we have done in 2021, the financial position of the organisation and details the governance mechanisms and process in place to run the organisation.

We look forward to 2022, to supporting as many people as possible to access the new regularisation scheme, to advance equality and empower workers to organise and respond to whatever new challenges the year brings.

**Lucy Peprah**  
Chairperson

**Edel McGinley**  
Director

**Date: 24 May 2022**

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2021.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Migrant Information Centre Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements, and finances for the financial year 2021.

The company is a charity and hence the report and results are presented in a form, which complies both with the requirements of the Companies Act 2014 and also the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) (Charities SORP (FRS102)).

The charity is limited by guarantee not having a share capital.

### Mission, Objectives and Strategy

#### Mission Statement

Migrant Rights Centre Ireland is a national Non-Governmental Organisation addressing the needs of migrant workers and their families. MRCI works at the intersection of immigration and employment policy and law with migrants predominantly in non-unionized low paid sectors of employment. MRCI has a specific focus on those most at risk of poverty, social exclusion, discrimination, and exploitation. MRCI was granted charitable status by the Revenue Commissioners under CHY 17071 in 2007.

#### Our Vision

Our vision is for an open, equal, just, and diverse society where migrant workers and their families can move, work and live in dignity.

#### Our Mission

Grounded in social justice, antiracism and equality, our mission is to empower migrant workers in low paid and precarious work to secure and advance their rights through collective action.

#### Our Values

- People closest to the struggle are closest to the solution
- People acting collectively make change possible
- People lead when they have the tools to do so

#### How We Do our Work

From its inception, MRCI's emphasis on community work has been critical in bringing about the empowerment and participation of migrant workers on issues that concern them.

Community work is concerned with addressing the root causes of inequality through collective action for change. Core to our theory of change is supporting migrants in low wage work to organise, engage in and lead on issues that affect their lives. We operate a sophisticated structure that combines a front-line service, building the capacity of migrant workers by using a community work process, and engaging in strategic public awareness, policy, and advocacy.

#### Strategy

MRCI's Strategic Plan was finalised for 2021 to 2024 sets three Goals and eleven Strategic Objectives.

##### 1. Empower migrant workers to organise and take collective action to improve working conditions.

- Strengthen migrant leadership and innovative in the development of new models of organising
- Improve conditions with workers in low-paid and exploitative work environments, with a focus on meat workers and home care workers and emerging sectors of need
- Secure changes for employment permit holders to bring about mobility, equality and parity in the work permit system to combat exploitation
- Build capacity of the Great Care Co-Op to be operational and independent of MRCI

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

### **2. Advance rights with and for migrants** with precarious immigration status and those experiencing exploitation.

- Secure a broad and inclusive regularisation scheme, including families and children, and support the most vulnerable to apply
- Maximize the online capacity and power of the Drop-In Centre to increase accessibility, identify strategic cases, emerging areas of need and connect people into MRCI
- Increase identification of victims of trafficking and severe forms of labour exploitation to strengthen states response and prosecution in this area
- Address the vulnerability of migrant and their families as a result of Covid-19

### **3. Grow the organisations reach and impact** through supporter engagement and building team resilience

- Invest in a diverse team and high trust organisational structure that delivers impact and increases team and organisational resilience
- Strengthen the resilience and reputation of the organisation, with a focus on sustainability and governance
- Grow our supporters' network with members taking action and contributing to sustaining MRCI's work via digital fundraising

## **Structure, Governance and Management**

### **Structure**

In 2021, MRCI continued to respond to the Covid Pandemic in the delivery of its work. Building on work from 2020, we worked to better integrate our technology to maximise donations and streamline queries.

Work continued to be delivered mainly remotely and team cohesion and wellness continued to be a feature throughout 2021. The Board, Director, and Leadership Team in MRCI worked to ensure processes and systems were in place to deliver the work while responding to team needs.

### **Governance**

MRCI complies with the Charities Governance Code in Ireland and the Charities Regulator Voluntary Guidelines for Charitable Organisations on Fundraising from the Public. MRCI has a dedicated section about its governance and other company information on its website to ensure the full transparency of its operations. MRCI is fully compliant with the annual requirements of the Charities Regulatory Authority and the Companies Registration Office. And is compliant with the Government Circulars including Circular 44/2006 and Circular 13/2015. MRCI adopted a Child Safeguarding Statement in line with obligations under the Children First Act 2015.

### **Appointment of Directors**

The Board of Directors of Migrant Information Centre CLG elect a chairperson for their meetings following each annual general meeting. In accordance with the Articles of Association of the company, at every AGM, one third of the elected members of the Board shall retire from office but shall be eligible for re-elections. If the number on the board should be an uneven number, then the number of members which, with the addition of one would make one third of the Board shall retire. The board members to retire in every year shall be those who have been longest in office, but as persons who become members on the same day, those to retire (unless they otherwise agree amongst themselves) be determined by lot.

### **Members**

Members of the charitable company guarantee to contribute an amount not exceeding €1 to the assets of the charitable company in the event of winding up.

### **Management**

MRCI held one team day, an annual planning session and quarterly team planning sessions. Annual appraisals were carried out. MRCI held two team training sessions, recruited, and inducted four new staff members and said goodbye to four staff. We supported two community members to take up the Bobby Gilmore Fellowship Programme and hosted two student placements.

The COVID-19 and Return to Office Working Group continued to lead MRCI's overall approach to returning to the office.

MRCI worked to ensure compliance under General Data Protection Regulation (GDPR) and that all systems, policies, and protocols were in place to deliver work from home.

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

Review of Activities, Achievements and Performance

### SERVICES

#### Drop-In Centre

- Provided free and confidential information and casework supports on 4,123 cases to migrant workers and their families
- 90% of cases were successfully closed
- People accessing our services worked in essential job sectors, including care and domestic work, restaurants and catering, retail, fruit picking and meat processing
- Supported people from 131 nationalities, the top five being Brazilian, Filipino, Irish, Mauritian, and Pakistani
- Over 50% of cases were related to residency and citizenship. And our caseworkers supported people with issues relating to social welfare, employment, family reunification, housing, and employment permits
- We held 5 Migrant Forums, including 2 information sessions about the incoming regularisation scheme for undocumented people

#### Tackling Severe Exploitation and Trafficking for Labour Exploitation

- Assessed, screened, and supported 13 people where Trafficking for Labour Exploitation was suspected, and supported an additional 11 people from previous years.
- Worked with the Citizens Information Board to develop a course on trafficking for labour exploitation to train Citizens Information Centre staff on the signs of Trafficking for Labour Exploitation.
- Engaged with Anti-Human Trafficking Stakeholder Group to reform the National Referral Mechanism (focusing on victim identification) and newly convened subgroup on National Action Plan to Prevent and Combat Human Trafficking.

### COMMUNITY WORK

Our community work and outreach programmes developed new processes and ways of working to engage with and reach out to people at the hard edge of the global pandemic.

#### Justice for the Undocumented (JFU)

After 11 years of tireless campaigning for rights and recognition by brave undocumented people - The Irish Government announced on the 3rd of December a scheme to regularise long-term undocumented migrants.

- MRCI and JFU met the Minister for Justice to discuss the proposed regularisation scheme in advance of a public announcement and make recommendations.
- JFU and MRCI, and over 30 ally organisations, made submissions to the Department of Justice to set our clear collective priorities for the scheme.
- A national email action resulted in 900 people sending over 4,000 emails to local TDs. More than 30 TDs responded positively and committed to contacting Minister James Browne and call for a broad and inclusive scheme.
- Open letter sent to Minister Heather Humphreys signed by 25 allies across trade unions, business, NGOs, and civil society, calling for a broad and inclusive scheme.
- Throughout the year, we carried out important advocacy work with government officials to push for the best scheme possible; we met with civil society organisations to prepare for the scheme and coordinate pro-bono legal support for when the scheme opened.

#### Worker Empowerment in Agri-food

In 2021, MRCI piloted an innovative project to empower groups of workers to improve living and working conditions. The project provides targeted education, training and mentoring support to migrant workers and leaders. This empowerment approach teaches and supports people to develop a collective voice and address concerns, giving people the best chance of making sustainable and lasting changes.

- MRCI conducted pre-development and outreach with workers in 17 meat processing plants across 12 counties.
- We supported 60 leaders to develop groups in 12 locations.
- This resulted in significant improvements to pay, health and safety, anti-bullying, and discrimination measures, impacting approximately 1,100 meat workers.

#### Worker Empowerment in Homecare - My Fair Home

My Fair Home is a network of over 500 migrant carers working in private homes across Ireland. MRCI continued to support the development.

- Members of My Fair Home developed their Vision and Mission for the network, informing actions and activities into the future.
- Members core group established to lead actions, the direction of the network and build a more self-organising and self-sustaining model.
- The core group facilitated meetings to the wider network and agreed on a set of actions.
- Undocumented members were supported to access Covid-19 vaccines and informed about the upcoming regularisation scheme.

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

### **Making Employment Permits Fairer**

MRCI engaged with the political system to propose alternatives for labour migration to Ireland. Our recommendation of labour market mobility for all employment permit holders after two years, like Critical Skills Permits, was included as a key recommendation in the cross-party Joint Oireachtas Committee pre-legislative report on upcoming employment permit legislation.

### **PROGRAMMES**

#### **Leadership and Learning**

Build-Up Activist Academy began in 2020 and wrapped up in 2021. Participants on the course were members across campaign and action groups in MRCI: Justice for the Undocumented; My Fair Home; Young, Paperless and Powerful; Great Care Co-op. The course covered a wide variety of topics such as labour migration, the Irish political system, campaigning for change, power and values, community work, and so much more.

#### **The Great Care Co-op**

The Great Care Coop (GCC) is a social enterprise, supported by MRCI and led by migrant women to deliver a new model of local and community-based homecare. MRCI continued to provide organisational development and capacity building support to its board throughout 2021.

#### **Communications**

In 2021, we strengthened our supporter engagement and organising model to enable people to advance issues of equality for migrant workers. We invested in technology and new digital approaches to create opportunities for supporters to engage and to increase the financial sustainability of the organisation. We invested in developing a series of user journeys, email to target and upgraded our IT systems and processes. We continued to keep people up to date on changes and developments through our regular and accessible posts on our website and social media. In April, MRCI teamed up with Leitrim GAA Hurling and Zak Moradi to say No to Racism on their new jersey for 2021's fixtures.

#### **Policy Submissions**

- Submission on Pensions to the Pensions Commission
- Submission to the Third Cycle of the Human Rights Council Universal Periodic Review for Ireland
- Submission to Joint Committee on Justice on General Scheme of the Smuggling of Persons Bill 2020
- Submission regarding the Public Consultation on Review of Student Grant Scheme, SUSI (Student Universal Support Ireland)
- Submission to the Department of Justice on the proposed Regularisation Scheme for Undocumented People in Ireland
- Submission to the Anti-Racism Committee re National Action Plan Against Racism
- Submission to IHREC re Statement of Strategy 2022 - 2024
- Submission re Ireland's draft State report to the UN Committee on the Rights of the Child
- Submission via questionnaire re Strategy for the HSA (Health and Safety Authority)

#### **Networking**

MRCI supports and engages across a range of civil society spaces and participates in range of structures. MRCI is a member of Irish Network Against Racism, Community Platform, International Young People at Risk, National Youth Council of Ireland, Children's Rights Alliance, National Women's Council of Ireland, Irish National Organisation for the Unemployed, and the Platform for the International Cooperation of Undocumented Migrants.

#### **Financial Review**

MRCI managed the organisation prudently and efficiently ensuring a wide range of services and programme activity. Philanthropy and public funding were key sources of funding for MRCI in 2021. MRCI purchased a building in 2018 at 13 lower Dorset St Dublin 1, there remains a loan outstanding of €40,000.

The results for the financial year are set out on page 17 and additional notes are provided showing income and expenditure in greater detail.

#### **Income**

In line with best practice, the organisation has an apportionment policy which allows for clear allocation of income against activities, staffing and related expenditure.

#### **Financial Results**

At the end of the financial year the charity has assets of €1,291,590 (2020 - €1,357,838) and liabilities of €205,254 (2020 - €363,072). The net assets of the charity have increased by €91,570.



# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

### Reserves Position and Policy

The intent of sustaining operating reserves is to ensure that the strategic goals of the organisation continue to be met. MRCI sets the minimum operating reserve to be between 3 to 5 months of the annual expense budget. MRCI's operating reserves are contributed to on an annual basis from unrestricted net assets. This contribution is between 10% - 20% of unrestricted funds and it depends on the outcome of the Statement of Financial Activities for year. This is subject to annual review of the overall operating annual budget and projections for the year after.

In 2021 the board approved €10,000 to be moved to MRCI's operational reserves bringing this to €300,126. A draw down from the Operating Reserve Fund must be approved by a majority of the Board, either by a majority of the votes of a quorum present at a regular Board meeting, or by two thirds majority of the Board if such vote is conducted by other means.

### Principal Risks and Uncertainties

The board of MRCI carry out a risk assessment at the end of each year when budgeting for the next year is being agreed and maintains a risk register. The board reviewed risk at the beginning of 2021 and it is a standing item on the board meeting agenda. Risks include finance and sustainability, external factors, governance, data breaches, continuity of services and community work, staffing, and staff welfare.

A key risk to the organisation in the delivery of its mandate related to the Covid -19 Pandemic. In response to this a Response Plan was developed by the Director and leadership team to mitigate risk and was approved by the board. Ongoing adjustments to the delivery of the response plan were agreed with the team throughout the year. A return to office plan and protocols were developed by the Return to Office working group made up of MRCI staff and all proposals and plans reviewed by the Director and the board.

MRCI in 2020, had a focus on financial continuity planning for the organisation for 2021, in light of significant core funding ending in December 2020. MRCI was able to apply for additional Covid-19 related funds in 2020 to help deliver the work and reach out to the most vulnerable and mitigate financial risk in 2020 and into 2021.

### Strategic Plan 2021-2024

#### 1. Empower migrant workers to organise and take collective action to improve working conditions.

- Support workers to establish and develop autonomous, participative groups to organise collectively and advance worker rights
- Deliver training and capacity building - activist programme - to increase knowledge, skills and confidence of emerging leaders
- Deliver MRCI's Fellowship Programme as part of leadership development targeting people across MRCI supported groups
- Facilitate the establishment of Workers Groups in the meat sector, and empower groups to organise and lead
- Provide training and support to enable home care workers to enforce their rights and improve conditions
- Support My Fair Home network to build their capacity to engage in broader policy issues
- Advance equal rights for general employment permit holders to bring in labour market mobility and combat exploitation
- Close off input into Great Care Co-op as it becomes fully independent of MRCI

#### 2. Advance rights with and for migrants with precarious immigration status and those experiencing exploitation.

- Provide 1:1 support to assist the most vulnerable people to apply for the scheme through the DIC
- Ensure former undocumented people are integrated into MRCI's long-term supporter network to engage in digital actions
- Assess numbers of people who did not benefit from the scheme, and agree a set of next steps with undocumented workers whilst considering resource implications
- Provide free and confidential information and casework supports on over 4,000 cases to migrant workers and their families
- Deliver at least three migrant forums per year on key issues and new trends as they emerge
- Produce consistent and accessible information using innovative tools and technology (including social media)
- Identify and support strategic case work in areas of need for migrants to advance individual and collective rights
- Provide high-quality casework, advocacy, legal supports to people who need to exit trafficking and severe forms of labour exploitation and record incidents of forced labour to map and highlight new trends
- Secure, through the Irish legal system, individual payments for breaches of employment rights for victims of trafficking for forced labour and severe forms of labour exploitation
- Engage with the Department of Justice to implement a new identification model and monitor its progress
- Engage in the development of new/revised National Action Plan to Prevent and Combat Human Trafficking in Ireland

#### 3. Grow the organisations reach and impact through supporter engagement and building team resilience

- Ensure all new workers are successfully inducted and integrated into the team and organisation
- Invest in team building through team overnights, maintaining collective team spaces and collaborative ways

# Migrant Information Centre Company Limited by Guarantee

## DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

working

- Maintain a diverse team with a focus on recruitment, retention, wellbeing and supports
- Invest in staff competencies and skills through educational supports, supervision, coaching, and people management
- Review and update of MRCI's organisational and staffing policies with team and board input
- Strengthen MRCI board, through a skills audit and recruitment of new members, with active sub-groups
- Ensure ongoing compliance with all The Governance Code, The Charities Regulatory Authority and the Statement of Guiding Principles for Fundraising, Lobbying Act
- Invest in MRCI's Fundraising capacity meet annual fundraising targets
- Engage relevant government departments and new philanthropy to secure multi-annual funding for MRCI
- Continue integration and optimisation of the backend IT systems
- Develop engagement/outreach plan to grow MRCI's list of supporters

### Directors and Secretary

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

Deirdre Lowry (Appointed 21 July 2021)  
Michael O'Sullivan  
Anastasia Crickley  
Patrick Raleigh  
John Gilmore  
Lucy Peprah  
William Abom (Resigned 14 April 2021)  
Raluca Anucuta  
Francis Njũgũna  
Angelisa Maria Zerpa Andara

There was one resignation between 31 December 2021 and the date of signing the financial statements 21st July 2021. MRCI had 9 board members in 2021. The board met five times including the AGM 21st July 2021.

We extend a big thanks to Raluca Anucuta who stepped down as MRCI's chair this year. She was a driving force in the success of MRCI for the past six years, we are delighted that she remains on our board. We welcomed Lucy Peprah as MRCI's new Chair. We also welcomed Dee Lowry with HR and employment rights expertise onto the board and the Employment Sub-group.

The board is supported by a committee structure, which deal with specific aspects of the company's business.

1. Finance and Audit Sub-Group (FSG) members, Michael O'Sullivan, Francis Njuguna (FSG Chair), Cathal McAllister, Edel McGinley, Director and Hilary Royston, Finance Manager, attended these meetings. Throughout 2021 MRCI's Finance and Audit Sub-Group met five times.
2. Employment Sub-Group (ESG) members are Lucy Peprah, Angelisa Maria Zerpa Andara, Raluca Anucuta and Dee Lowry. The ESG met five times in 2021. As a result of Covid-19, the ESG developed a Dynamic Work Guide and put in place a new Flexible work policy to make new remote and hybrid working arrangements available to the team.

The secretary who served throughout the financial year was Michael O'Sullivan.

### Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Migrant Information Centre Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

### Auditors

The auditors, Whelan Dowling & Associates, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

### Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

# Migrant Information Centre Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

## Compliance Statement

The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:"

- appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations.
- a review of such arrangements and structures has taken place during the financial year

## 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 personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 13 Dorset Street Lower, Dublin 1.

Approved by the Board of Directors on 24 May 2022 and signed on its behalf by:

Michael O'Sullivan  
Director



John Gilmore  
Director



# Migrant Information Centre Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

The directors are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity 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 and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2019);
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, 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 charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

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

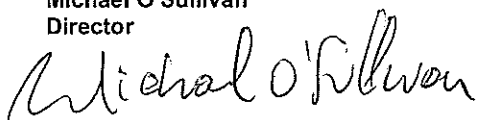
In so far as the directors are aware:

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

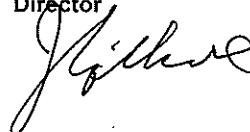
The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 24 May 2022 and signed on its behalf by:

Michael O'Sullivan  
Director



John Gilmore  
Director



# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Migrant Information Centre Company Limited by Guarantee**

### **Report on the audit of the financial statements**

#### **Opinion**

We have audited the charity financial statements of Migrant Information Centre Company Limited by Guarantee for the financial year ended 31 December 2021 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

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 2021 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

#### **Basis for opinion**

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

#### **Conclusions relating to going concern**

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

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

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

#### **Other Information**

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

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

#### **Opinions on other matters prescribed by the Companies Act 2014**

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

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- In our opinion the directors report has been prepared in accordance with the companies Act 2014.

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

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

# **INDEPENDENT AUDITOR'S REPORT**

## **to the Members of Migrant Information Centre Company Limited by Guarantee**

### **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 any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.

### **Respective responsibilities**

#### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement set out on page 11, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the 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 intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

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

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

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

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

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

## **INDEPENDENT AUDITOR'S REPORT**

### **to the Members of Migrant Information Centre Company Limited by Guarantee**

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

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

**Darren Carrick ACA**  
for and on behalf of  
**WHELAN DOWLING & ASSOCIATES**  
Chartered Accountants and Statutory Audit Firm  
Block 1, Unit 1 & 4,  
Northwood Court  
Santry  
Dublin 9

**24 May 2022**

**Migrant Information Centre Company Limited by Guarantee**  
**STATEMENT OF FINANCIAL ACTIVITIES**

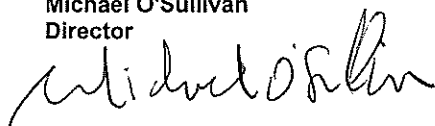
(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 December 2021

	Notes	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €	Unrestricted Funds 2020 €	Restricted Funds 2020 €	Total 2020 €
<b>Income</b>							
Donations and legacies	3.1	234,724	779,588	1,014,312	187,209	891,689	1,078,898
<b>Expenditure</b>							
Charitable activities	4.1	216,012	706,730	922,742	156,719	834,661	991,380
<b>Net income/(expenditure)</b>		<b>18,712</b>	<b>72,858</b>	<b>91,570</b>	<b>30,490</b>	<b>57,028</b>	<b>87,518</b>
Transfers between funds		-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		<b>18,712</b>	<b>72,858</b>	<b>91,570</b>	<b>30,490</b>	<b>57,028</b>	<b>87,518</b>
<b>Reconciliation of funds</b>							
Balances brought forward at 1 January 2021	14	342,226	652,540	994,766	311,736	595,512	907,248
<b>Balances carried forward at 31 December 2021</b>		<b>360,938</b>	<b>725,398</b>	<b>1,086,336</b>	<b>342,226</b>	<b>652,540</b>	<b>994,766</b>

The Statement of Financial Activities includes all gains and losses recognised in the financial year.  
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 24 May 2022 and signed on its behalf by:

Michael O'Sullivan  
Director



John Gilmore  
Director





# Migrant Information Centre Company Limited by Guarantee

## BALANCE SHEET

as at 31 December 2021

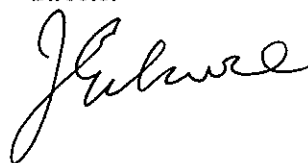
	Notes	2021 €	2020 €
<b>Fixed Assets</b>			
Tangible assets	10	<u>528,433</u>	<u>538,785</u>
<b>Current Assets</b>			
Debtors	11	82,463	307,355
Cash at bank and in hand		<u>680,694</u>	<u>511,698</u>
		<u>763,157</u>	<u>819,053</u>
<b>Creditors: Amounts falling due within one year</b>	12	<u>(205,254)</u>	<u>(363,072)</u>
<b>Net Current Assets</b>		<u>557,903</u>	<u>455,981</u>
<b>Total Assets less Current Liabilities</b>		<u>1,086,336</u>	<u>994,766</u>
<b>Funds</b>			
Restricted funds		725,398	652,540
Unrestricted designated funds		300,136	290,136
General fund (unrestricted)		<u>60,802</u>	<u>52,090</u>
<b>Total funds</b>	14	<u>1,086,336</u>	<u>994,766</u>

Approved by the Board of Directors on 24 May 2022 and signed on its behalf by:

Michael O'Sullivan  
Director



John Gilmore  
Director



**Migrant Information Centre Company Limited by Guarantee****STATEMENT OF CASH FLOWS**

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
<b>Cash flows from operating activities</b>			
Net movement in funds		91,570	87,518
Adjustments for:			
Depreciation		14,325	13,692
Interest payable and similar expenses		3,897	3,656
		<u>109,792</u>	<u>104,866</u>
Movements in working capital:			
Movement in debtors		224,892	(102,575)
Movement in creditors		(117,272)	(12,200)
		<u>217,412</u>	<u>(9,909)</u>
Cash generated from operations		217,412	(9,909)
Interest paid		(3,897)	(3,656)
		<u>213,515</u>	<u>(13,565)</u>
<b>Cash flows from investing activities</b>			
Payments to acquire tangible assets		(3,973)	(6,128)
		<u>(3,973)</u>	<u>(6,128)</u>
<b>Cash flows from financing activities</b>			
Repayment of short term loan		(40,546)	(12,971)
		<u>(40,546)</u>	<u>(12,971)</u>
<b>Net decrease in cash and cash equivalents</b>		<b>168,996</b>	<b>(32,664)</b>
<b>Cash and cash equivalents at 1 January 2021</b>		<b>511,698</b>	<b>544,362</b>
<b>Cash and cash equivalents at 31 December 2021</b>	<b>16</b>	<b><u>680,694</u></b>	<b><u>511,698</u></b>

# Migrant Information Centre Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

### 1. GENERAL INFORMATION

Migrant Information Centre Company Limited by Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is 13 Dorset Street Lower, Dublin 1 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

#### **Basis of preparation**

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102, effective 1 January 2019".

The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

The charity constitutes a public benefit entity as defined by FRS 102.

#### **Statement of compliance**

The financial statements of the charity for the financial year ended 31 December 2021 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

#### **Fund accounting**

The following are the categories of funds maintained:

#### **Restricted funds**

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

#### **Unrestricted funds**

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

# Migrant Information Centre Company Limited by Guarantee

## NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

### Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

### Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

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

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

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

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

### Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

### Tangible fixed assets and depreciation

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

Long leasehold property	-	2% Straight line
Fixtures, fittings and equipment	-	15% Straight line

### Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

### Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

### Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

**Migrant Information Centre Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2021

<b>3. INCOME</b>					
<b>3.1</b>	<b>DONATIONS AND LEGACIES</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2021</b>	<b>2020</b>
		<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
	Donations and legacies	52,938	-	52,938	50,442
	Columban Missionary Society	-	65,476	65,476	73,964
	Community Foundation for Ireland	-	37,500	37,500	-
	Department of Children, Equality, Disability, Integration and Youth- ESF	-	106,627	106,627	33,198
	Department of Children, Equality, Disability, Integration and Youth - National Integration Fund	-	49,125	49,125	-
	Department of Justice - Dormant Accounts	-	28,754	28,754	9,118
	Department Of Justice and Equality - AMIF	-	-	-	39,270
	Department of Justice- Anti Human Trafficking Unit owed from 2019	-	-	-	23,000
	Department of Justice- Civil Justice & Equality Service Delivery	-	83,550	83,550	83,500
	EPIM - European Programme for Integration and Migration	-	103,000	103,000	75,694
	Fórsa	-	-	-	500
	Helping Hands	-	3,991	3,991	-
	Irish Human Rights Equality Commission	-	-	-	11,952
	Justice at Last - La Strada International	-	-	-	10,831
	Lakeside Fund	-	-	-	1,000
	Medtronic Fund	-	-	-	22,869
	Open Society Initiative for Europe (OSIFE)	49,468	-	49,468	-
	Open Society Public Health Program (OSF)	82,318	-	82,318	89,767
	Peace IV Fund - Special EU Programmes Body	-	17,376	17,376	222,858
	Refunds	-	-	-	185
	Rethink Ireland- Equality Fund	-	55,000	55,000	-
	Rethink Ireland- Innovate Together	-	122,612	122,612	11,698
	Scheme to Support National Organisations (SSNO)	-	90,237	90,237	90,237
	The Order of Discalced Carmelites	50,000	-	50,000	50,000
	The Tomar Trust	-	-	-	150,000
	UN Anti-Slavery Fund	-	16,340	16,340	16,380
	Unbound Philanthropy	-	-	-	12,435
		<b>234,724</b>	<b>779,588</b>	<b>1,014,312</b>	<b>1,078,898</b>
<b>4. EXPENDITURE</b>					
<b>4.1</b>	<b>CHARITABLE ACTIVITIES</b>	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	
		<b>€</b>	<b>€</b>	<b>€</b>	
	Expenditure on charitable activities	-	-	341,151	311,822
	Community Work	208,831	-	-	193,914
	Services	169,168	-	-	184,714
	Programmes	203,592	-	-	300,930
		<b>581,591</b>	<b>-</b>	<b>341,151</b>	<b>991,380</b>
<b>4.2</b>	<b>SUPPORT COSTS</b>			<b>Charitable Activities</b>	
				<b>€</b>	
	Organisational Development			125,411	158,329
	Payroll Costs			215,740	179,490
				<b>341,151</b>	<b>337,819</b>

**Migrant Information Centre Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2021

**5. ANALYSIS OF SUPPORT COSTS**

	2021 €	2020 €
Organisational Development	125,411	158,329
Payroll Costs	215,740	179,490
	<u>341,151</u>	<u>337,819</u>

**6. NET INCOME**

	2021 €	2020 €
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	14,325	13,692
	<u>14,325</u>	<u>13,692</u>

**7. INTEREST PAYABLE AND SIMILAR CHARGES**

	2021 €	2020 €
On bank loans and overdrafts	3,897	3,656
	<u>3,897</u>	<u>3,656</u>

**8. EMPLOYEES AND REMUNERATION**

**Number of employees**

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

	2021 Number	2020 Number
Management	2	2
Staff	18	16
	<u>20</u>	<u>18</u>

The staff costs comprise:

	2021 €	2020 €
Wages and salaries	654,834	662,566
Social security costs	70,791	72,832
Pension costs	17,587	23,136
	<u>743,212</u>	<u>758,534</u>

**9. EMPLOYEE BENEFITS**

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	Number of Employees	Number of Employees
€10,001 to €60,000	18	16
€60,001 to €70,000	2	1
	<u>20</u>	<u>17</u>

**Migrant Information Centre Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2021

**10. TANGIBLE FIXED ASSETS**

	Long leasehold property €	Fixtures, fittings and equipment €	Total €
<b>Cost</b>			
At 1 January 2021	548,160	85,291	633,451
Additions	-	3,973	3,973
At 31 December 2021	<u>548,160</u>	<u>89,264</u>	<u>637,424</u>
<b>Depreciation</b>			
At 1 January 2021	21,899	72,767	94,666
Charge for the financial year	10,936	3,389	14,325
At 31 December 2021	<u>32,835</u>	<u>76,156</u>	<u>108,991</u>
<b>Net book value</b>			
At 31 December 2021	<u><u>515,325</u></u>	<u><u>13,108</u></u>	<u><u>528,433</u></u>
At 31 December 2020	<u><u>526,261</u></u>	<u><u>12,524</u></u>	<u><u>538,785</u></u>

**11. DEBTORS**

	2021 €	2020 €
Accrued Income	<u>82,463</u>	<u>307,355</u>

**12. CREDITORS**

**Amounts falling due within one year**

	2021 €	2020 €
Amounts owed to credit institutions	40,000	80,546
Trade creditors	-	2,516
Taxation and social security costs	19,449	15,434
Other creditors	-	50,245
Accruals	4,305	4,305
Deferred Income	141,500	210,026
	<u>205,254</u>	<u>363,072</u>

**13. State Funding**

**13.1 Agency**

Government Department  
Grant Programme

Purpose of the Grant

Term

Received year end

Capital Grant

Restrictions on use

Tax Clearance

Total Grant

Total Received in 2021

Total project expenditure in 2021

Amount deferred at year end

Restrictions

**Pobal**

Department of Rural and Community Development  
Scheme to Support National Organisations in the Community &  
Voluntary sector (SSNO)

Pay and general administration

Expires 30 June 2022

December 2021

€Nil

Support for staff wages and administrative costs

Yes

€270,000

€90,237

€90,237

€Nil

Yes, restricted only for expenditure agreed in the grant agreement.

**Migrant Information Centre Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**

continued

for the financial year ended 31 December 2021

<p><b>13.2 Agency</b>            Government Department</p> <p>Grant Programme            Purpose of the Grant</p> <p>Term            Received year end            Capital Grant            Restrictions on use            Tax Clearance            Total Grant            Total Received in 2021            Total project expenditure in 2021            Amount deferred at year end            Restrictions</p>	<p><b>European Commission</b>            Department of Children, Equality, Disability, Integration and Youth            European Social Fund            Pay and general administration, Service provision/charitable activity, restricted programme costs            Expires September 2022            December 2021            €Nil            Support for staff wages and administrative costs            Yes            €391,869            €106,627            €108,693            €Nil            Yes, restricted only for expenditure agreed in the grant agreement.</p>
<p><b>13.3 Government Department</b>            Grant Programme            Purpose of the Grant            Term            Received year end            Capital Grant            Restrictions on use            Tax Clearance            Total Grant            Total Received in 2021            Total project expenditure in 2021            Amount deferred at year end            Restrictions</p>	<p><b>Department of Justice &amp; Equality</b>            Civil Justice &amp; Equality Service Delivery            Casework and policy expenditure            Expires December 2021            December 2021            €Ni            Casework and policy expenditure.            Yes            €83,550            €83,550            €83,550            €Nil            Yes, restricted only for expenditure agreed in the grant agreement.</p>
<p><b>13.4 Government Department</b>            Grant Programme            Purpose of the Grant            Term            Received year end            Capital Grant            Restrictions on use            Tax Clearance            Total Grant            Total Received in 2021            Total project expenditure in 2021            Amount deferred at year end            Restrictions</p>	<p><b>Department of Children, Equality, Disability, Integration and Youth</b>            National Integration Fund            Casework expenditure            Expires December 2023            December 2021            €Nil            Casework expenditure            Yes            €147,347            €Nil            €65,339            €Nil            Yes, restricted only for expenditure agreed in the grant agreement.</p>
<p><b>13.5 Government Department</b>            Grant Programme            Purpose of the Grant            Term            Received year end            Capital Grant            Restrictions on use            Tax Clearance            Total Grant            Total Received in 2021            Total project expenditure in 2021            Amount deferred at year end            Restrictions</p>	<p><b>Department of Justice &amp; Equality</b>            Dormant Accounts            Anti-trafficking training tools            Expires December 2021            December 2021            €Nil            Anti-trafficking training tools            Yes            €28,754            €28,754            €28,754            €Nil            Yes, restricted only for expenditure agreed in the grant agreement</p>



**Migrant Information Centre Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2021

continued

**14. FUNDS**

<b>14.1 RECONCILIATION OF MOVEMENT IN FUNDS</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	€	€	€
At 1 January 2020	311,736	595,512	907,248
Movement during the financial year	30,490	57,028	87,518
At 31 December 2020	342,226	652,540	994,766
Movement during the financial year	18,712	72,858	91,570
At 31 December 2021	<u>360,938</u>	<u>725,398</u>	<u>1,086,336</u>

**14.2 ANALYSIS OF MOVEMENTS ON FUNDS**

	<b>Balance 1 January 2021</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers between funds</b>	<b>Balance 31 December 2021</b>
	€	€	€	€	€
<b>Restricted funds</b>					
Restricted	652,540	779,588	706,730	-	725,398
<b>Unrestricted funds</b>					
Operational reserve	290,136	-	-	10,000	300,136
Unrestricted General	52,090	234,724	216,012	(10,000)	60,802
	<u>342,226</u>	<u>234,724</u>	<u>(216,012)</u>	<u>-</u>	<u>360,938</u>
<b>Total funds</b>	<u>994,766</u>	<u>1,014,312</u>	<u>922,742</u>	<u>-</u>	<u>1,086,336</u>

**14.3 ANALYSIS OF NET ASSETS BY FUND**

	<b>Fixed assets - charity use</b>	<b>Current assets</b>	<b>Current liabilities</b>	<b>Total</b>
	€	€	€	€
Restricted funds	528,433	402,219	(205,254)	725,398
Unrestricted general funds	-	360,938	-	360,938
	<u>528,433</u>	<u>763,157</u>	<u>(205,254)</u>	<u>1,086,336</u>

**15. STATUS**

The charity is limited by guarantee not having a share capital.

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 financial 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.

**16. CASH AND CASH EQUIVALENTS**

	<b>2021</b>	<b>2020</b>
	€	€
Cash and bank balances	<u>680,694</u>	<u>511,698</u>

**Migrant Information Centre Company Limited by Guarantee**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the financial year ended 31 December 2021

continued

**17 RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT**

	Opening balance	Cash flows	Closing balance
	€	€	€
Short-term borrowings	(80,546)	40,546	(40,000)
<b>Total liabilities from financing activities</b>	<u>(80,546)</u>	<u>40,546</u>	<u>(40,000)</u>
<b>Total Cash at bank and in hand (Note 16)</b>			680,694
<b>Total net debt</b>			<u>640,694</u>

**18. POST-BALANCE SHEET EVENTS**

The Board of Migrant Information Centre CLG have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the Covid-19 pandemic which it considered to be a non-adjusting event. The Board state that following their review, Migrant Information Centre CLG have no current going concern issues and expect the Charity to remain viable and solvent for the foreseeable future

**19. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved and authorised for issue by the Board of Directors on 24 May 2022.

**MIGRANT INFORMATION CENTRE COMPANY LIMITED BY GUARANTEE**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021**

**NOT COVERED BY THE REPORT OF THE AUDITORS**

**Migrant Information Centre Company Limited by Guarantee**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**OPERATING STATEMENT**  
for the financial year ended 31 December 2021

	Schedule	2021 €	2020 €
Income			
- Donations		52,938	50,442
- Income		961,374	1,028,456
		<u>1,014,312</u>	<u>1,078,898</u>
Charitable activities and other expenses	1	(922,742)	(991,380)
<b>Net surplus</b>		<u><u>91,570</u></u>	<u><u>87,518</u></u>

**Migrant Information Centre Company Limited by Guarantee**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**SCHEDULE 1 : CHARITABLE ACTIVITIES AND OTHER EXPENSES**  
for the financial year ended 31 December 2021

	2021	2020
	€	€
<b>Expenses</b>		
Wages and salaries	654,834	662,566
Social security costs	70,791	72,832
Staff defined contribution pension costs	17,587	23,136
Staff training	2,039	1,547
Board of Directors expenses	137	-
Office Covid Compliance	961	8,152
Community Work Expenses	839	2,487
Migrant women and social entrepreneurship project	40,326	32,622
Drop in Centre	2,920	1,316
Agri-food Workplace Rights	4,572	2,173
Young, Powerful, Paperless - YPP	124	-
Support of Great Care Co-Op	-	12,016
Helping Hands	2,600	1,000
Advancing rights and building capacity of low paid workers	-	10,027
Labour Market Access Project	-	7,117
Trafficking for Labour Exploitation	1,120	2,541
Max Project	-	929
MRCI Gala Event 2019	-	(293)
Bobby Gilmore Fellowship	2,880	10,900
Justice for Undocumented	1,756	2,570
Crossing borders, breaking boundaries	-	10,378
EPIM Project Costs	23,000	32,500
Rates	168	371
Insurance	7,245	7,207
Computer software & maintenance costs	8,749	7,938
Light and heat	3,449	4,130
Repairs, maintenance and cleaning	1,610	8,420
Fire alarm & safety costs	2,798	2,092
Printing, postage and stationery	2,112	4,272
Intern/Volunteer workers expenses	60	187
IT upgrades and communications	31,832	22,699
Fundraising costs	1,200	-
Legal and professional	5,507	4,293
Staff Recruitment	911	892
Auditor's/Independent Examiner's remuneration	4,305	4,305
Bank charges	1,113	848
Team organisational costs	3,492	7,912
Subscriptions	3,483	1,950
Depreciation	14,325	13,692
	<u>918,845</u>	<u>987,724</u>
<b>Finance</b>		
Bank interest paid	3,897	3,656
	<u>922,742</u>	<u>991,380</u>
<b>Total Overheads</b>		