

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 2022**

**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**

**Directors**

Deirdre Lowry  
Ian McArdle (Appointed 24 May 2022)  
Champika Wanniarachchi (Appointed 24 May 2022)  
Michael O'Sullivan  
Anastasia Crickley  
Patrick Raleigh (Resigned 24 May 2022)  
John Gilmore  
Lucy Peprah  
Raluca Anucuta  
Francis Njógúna  
Angelisa Maria Zerpa Andara

**Company Secretary**

Michael O'Sullivan

**Charity Number**

CHY17071

**Charities Regulatory Authority Number**

20062873

**Company Number**

370816

**Registered Office and Principal Address**

13 Dorset Street Lower  
Dublin 1

**Auditors**

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

**Bankers**

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 2022

On the 31st of January 2022, Minister Helen McEntee opened the Regularisation Scheme for Long Term Undocumented. This scheme was life changing for thousands of people, delivering a positive impact in communities all across the country. The scheme was the result of eleven years of campaigning with Justice for Undocumented for a pathway to papers for migrants who have been living here long term. Huge time and energy were put into communicating the regularisation scheme, training community members on the scheme criteria and one to one casework to assist people to apply. We are very proud of this work.

As the world began to return to normal after the pandemic, the war in Ukraine suddenly erupted. With over 62,000 refugees arriving in Ireland throughout the year, the most pressing issue was accommodating such large numbers at speed. At the same time, a small number of far-right actors, began to spread hate in local communities. MRCI joined the Ukraine Civil Society Forum and grew our work through the Far-Right Observatory to respond.

By the end of 2022, over 40,000 new employment permits were issued, tripling the amount issued in 2021. In 2022 the government extended general employment permits to care and homecare workers, meat workers, construction workers, healthcare assistants, haulage drivers, dairy workers, and bus and coach drivers. This has had a big impact and our work in this area is therefore set to grow.

We had promising progress in relation to reform of employment permits and secured Ministerial Agreement in the Employment Permits Bill to make it easier for general employment permit holders to change employer.

After eight years calling for a new identification system for victims of trafficking, the government launched its Heads of Bill to give effect to a new system called the National Referral Mechanism. MRCI has worked hard to ensure that our priorities for victims of trafficking are included in this Bill.

We continued to deliver specialist information and supports through the Drop-in Centre. We are providing training, and mentoring supports to worker leaders in the meat sector and homecare sectors to develop their skills and capacity in organising.

We were deeply honoured to receive the John O'Connell award from NUIM Maynooth, for Outstanding Contribution to Social Justice and Equality as part of their 40 years of change celebrations. We were also delighted to hold another amazing Gala to celebrate with members of Justice for Undocumented.

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 gave so generously in 2022. So many people helped undocumented individuals and families to pay for the regularisation scheme and helped to raise over €57,000 for Mohammed Younis in his fight for justice. This has truly changed lives.

We look forward to 2023; to providing supports to people seeking assistance on employment permits; to advancing equality in the employment permit system; to securing rights for victims of trafficking for labour exploitation; and to empowering workers to organise in agri-food and homecare. We will meet the challenges of 2023 with determination, passion and creativity.

**Lucy Peprah**  
Chairperson

**Edel McGinley**  
Director

**Date: 15 March 2023**



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

for the financial year ended 31 December 2022

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 2022.

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 2022.

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 2022

### **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 2022, MRCI returned to the office, with a mixture of hybrid, remote and onsite working. The Board, Director, and Leadership Team in MRCI continued to ensure the 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 a team day to agree organisational priorities for 2022 and held four quarterly planning session with the team to deliver on these. MRCI held a review of 2022 and planning for 2023 with the team and board in December. We had a team building day in July and a Christmas party in December. We developed a new Equality and Anti-Racism statement for our website.

MRCI held a team training session in Child Protection and Welfare in December. We recruited and inducted one new staff member and said goodbye to two staff. We welcomed two staff back from maternity leave, and wished two staff well as they went on maternity leave.

We supported two community members to finish their Bobby Gilmore Fellowship Programme and hosted two student placements.

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 2022

### **Review of Activities, Achievements and Performance SERVICES**

#### **Drop-In Centre**

- Provided free and confidential information and casework supports on 4,689 cases to migrant workers and their families.
- We provided 3,092 information and casework supports on the regularisation scheme to a total of 2,560 people. The top five nationalities Filipino 20%, Brazilian 11%, Pakistani 9%, Mauritian 5%, Nigerian 4% Chinese 4%.
- Our Caseworkers supported people from 119 nationalities.
- People supported were in essential job sectors, including homeworkers, mushroom workers, meat factory workers and dairy farm workers, restaurants, and retail workers.
- Top presenting issues were Regularisation 55%, General Immigration 21%, Work Permits 7%,
- 63% of cases were successfully closed.
- Conducted 2 separate Migrants Forums on Family Reunion in English and Chinese language.
- We held 19 Regularisation scheme clinics in Dublin, Cork and Galway
- Hardship Fund, paid for the applications of 56 individuals and 20 families to the regularisation scheme

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

- Assessed, screened, and supported 17 people who presented with signs of trafficking for labour exploitation.
- Provided support to 28 people who have experienced severe forms of labour exploitation and suspected trafficking for labour exploitation.
- Submitted comments to the Department of Justice first draft of National Action Plan on Combatting Human Trafficking
- Made submission on the Heads of Bill, General Scheme of the Criminal Justice (Sexual Offences and Human Trafficking) Bill 2022 to both the Department of Justice and the Committee on Justice to reform the National Referral Mechanism (NRM) for victims of human trafficking.
- In December, MRCI presented to the Committee on Justice on the above Heads of Bill.
- MRCI provided content for Citizens Information Centre e-training module on Trafficking for Labour exploitation.
- MRCI launched a funding raising appeal for Mohammed Younis. Nearly 1,600 people and Trade Unions, donated to a Crowdfunder raising over €57,000.

### **COMMUNITY WORK**

#### **Justice for the Undocumented (JFU)**

In 2022 Justice for Undocumented focussed on ensuring as many people as possible were informed about the life changing regularisation scheme and were supported to apply. The scheme allowed undocumented people who met the criteria (4 years undocumented or 3 years undocumented if you had children, or 2 years in the International Protection process) to get a residence permission (stamp 4) in Ireland.

- 11,404 people applied across the two strands of the scheme. By December 2022, over 6,500 people have received a Stamp 4 status.
- Our dedicated web page for the scheme had 37,266 Unique Page Views:
- Published 4 videos to build confidence in the regularisation scheme (English, Mongolian, Chinese and Portuguese)
- 21 undocumented volunteers were trained on the scheme and how to support their own community via in person training day
- 65 co-ordinators and 200 volunteers took part in Poster Day of Action for Poster Day to promote the regularisation scheme reached 900+ locations.
- Held 19 face-to-face clinics, in Galway, Cork and Dublin supporting 686 people with their applications.

#### **Worker Empowerment in Agri-food**

In 2022 MRCI grew and strengthened its work across the country with meat processing workers. The number of non-EU migrant workers with employment permits in the sector continues to grow and stands at approximately 3,500 workers up from 2,000 in 2021. The majority of permit holders in the sector are from Brazil (60%).

- Outreach and development work took place with workers in eighteen meat processing plants.
- Worker leaders and committees received education, training, and mentoring supports towards developing their skills and capacity in organising and raising critical issues with their employer.
- Ten groups have begun and continued ongoing direct engagement with their employer.
- Gains and improvements in conditions (overtime, pay rates, breaks, health and safety) have been made for hundreds of workers in at least ten of the facilities.

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

for the financial year ended 31 December 2022

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

My Fair Home (MFH) is the only space in Ireland for migrant homecare workers to connect and organise. Many MFH members were undocumented and applied to the regularisation scheme. Active members were deeply involved in supporting others to apply to the scheme. By November 2022, many carers in MFH had gotten their papers, and were moving to change employers into more formal contract arrangements.

- Training held with 77 attendees on Know Your Rights for carers including negotiation skills.
- Facilitated the Great Care Co-op to come and talk to 35 newly regularised workers.
- MFH core group met 12 times and had 4 network meetings in 2022.
- Reflection and planning day held in October.

### **Making Employment Permits Fairer**

In 2022 MRCI continued its work to gain parity of rights for all people who come to work in Ireland on employment permits. We continued to focus these efforts on securing a change employer as a protection from poor conditions and exploitation. It also included advocating against the introduction of seasonal permits and pushing for strong protections for workers. We continued to seek the right to work for spouses and dependents of general employment permit and to seek better family reunion rights.

## **PROGRAMMES**

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

The Great Care Co-op (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 provided organisational development supports to its board. A huge success is the fact that the organisation became fully independent of MRCI in September 2022.

### **Rise-Up Project**

The Rise-Up (Rights, Innovation, Solutions and Evidence Based Policy for Undocumented People) project, was wrapping up in 2022. This two-year project funded by the European Programme for Integration and Migration (EPIM) shared good practice on advocacy and campaigning to improve the capacity of organisations to advance regularisation campaigns across Europe.

### **Communications**

In 2022, we strengthened our supporter engagement and continued to keep people up to date on changes and developments through regular and accessible posts on our website and social media. MRCI made headlines in the national press on pressing issues around the regularisation scheme, trafficking for labour exploitation and an unequal employment permit system.

- Over 560 undocumented people joined our Justice for the Undocumented Campaign in 2022
- Our supporter network grew by over 22% over the year.
- Our supporters helped us raised €8,000 to pay for the application fees of families and individuals who qualified for the Undocumented Scheme
- We published five blogs by migrant workers, using digital tools to amplify their voices.
- Developed and launched a new webpage with clear information on supports for people fleeing Ukraine.

### **Justice Gala**

MRCI Gala was held on 7th October in the Convention Centre Dublin, with 455 attendees. This was a celebration of a victorious year for Justice for Undocumented and there was great splendour on the night. It was a wonderful night full of dancing, great food, with an amazing band - Back to Basics.

Senator Eileen Flynn was the guest speaker on the night and the MCs were Imelda Morano and Tjanasi Potso. Jayson Montenegro and Champa Wanniarachchi, as founder members of JFU gave a beautiful speech outlining the 11 years campaigning for a regularisation scheme and what the scheme means to them and all the people who were regularised.

### **Policy Submissions**

- Contributed to the Children's Rights Alliance Report Card
- Committee on Justice on the Heads of Bill, General Scheme of the Criminal Justice (Sexual Offences and Human Trafficking) Bill 2022
- Department of Justice and the Oireachtas Committee on Justice on the Bill to reform the National Referral Mechanism (NRM) for victims of human trafficking.
- Housing Commission on a Referendum on Housing in Ireland
- Consultation on the National Minimum Wage
- Consultation on Regulations for Providers of Home Support Services
- Cross-Departmental Review Group of the Atypical Working Scheme for non-EEA Crew in the Irish Fishing Fleet



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

for the financial year ended 31 December 2022

### **Networking**

MRCI supports and engages across a range of progressive civil society spaces. MRCI is a member of the Children's Rights Alliance, Community Work Ireland, Community Platform, Far Right Observatory, Irish Network Against Racism, Irish National Organisation for the Unemployed, National Youth Council of Ireland, National Women's Council, Ukraine Civil Society Forum and the Platform for the International Cooperation of Undocumented Migrants.

MRCI joined the May Day Rally with organisers from My Fair Home, Justice for the Undocumented and agri-food. We marched for housing rights and in support of Trans rights.

In 2022, MRCI prioritised involvement in writing and publishing, the Community Platform's, Towards Collaborate Governance Discussion Document, supported the strategic direction and governance of the Far Right Observatory, and of the Ukraine Civil Society Forum. We participated in the policy group of the Community Work Ireland. We continue to provide payroll supports to Amal's Women's Association.

### **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 with a loan at 13 lower Dorset St Dublin 1, and in 2022 MRCI paid off the balance of this loan.

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 €1,160,109 (2021 - €1,291,590) and liabilities of €174,350 (2021 - €205,254). The net assets of the charity have decreased by €(100,577).

### **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 2022 the board approved €20,000 to be moved to MRCI's operational reserves bringing this to €320,126. 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 an annual risk register. The board reviewed the risk register at the beginning of 2022 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.

As we moved out of the Covid -19 Pandemic, we stood down the Return to Office Working Group and returned to the office. Ongoing adjustments to the delivery of services were necessary with the team throughout the year.

MRCI in 2022, had a focus on financial continuity planning for the organisation for 2023.

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

for the financial year ended 31 December 2022

### **PLANS FOR THE FUTURE**

#### **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
- Advance equal rights for general employment permit holders to bring in labour market mobility and combat exploitation

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

- 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 area of need, including employment permits 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 for victims of trafficking and monitor its progress

#### **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 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 MRCI's staffing policies with team and board input
- Strengthen MRCI board, through a skills audit and training and with active sub-groups
- Ensure ongoing compliance with The Governance Code, The Charities Regulatory Authority, The Statement of Guiding Principles for Fundraising, and The Lobbying Act
- Invest in MRCI's Fundraising capacity, to 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

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

for the financial year ended 31 December 2022

### **Directors and Secretary**

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

Deirdre Lowry  
Ian McArdle (Appointed 24 May 2022)  
Champika Wanniarachchi (Appointed 24 May 2022)  
Michael O'Sullivan  
Anastasia Crickley  
Patrick Raleigh (Resigned 24 May 2022)  
John Gilmore  
Lucy Peprah  
Raluca Anucuta  
Francis Njuguna  
Angelisa Maria Zerpa Andara

MRCI had 11 board members in 2022. The board met five times including the AGM 14th May 2022.

We extend a big thanks to Patrick Raleigh, a founder member of MRCI who stepped down 24th May 2022. We thank him greatly for his years of support and for helping to make MRCI sustainable.

We also welcomed Champa Wanniarachchi, a founder member of Justice for undocumented and Ian McArdle who had a wealth of trade union and employment rights expertise onto the board.

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

1. Finance Committee members, Michael O'Sullivan, Francis Njuguna (FSG Chair), Cathal McAllister, Edel McGinley, Director and Hilary Royston, Finance and Operations Manager, attended these meetings. Throughout 2022 MRCI's Finance Committee met five times.
2. Audit Committee members, Michael O'Sullivan, Francis Njuguna (FSG Chair), Cathal McAllister, Edel McGinley, Director and Hilary Royston, Finance and Operations Manager, attended these meetings. Throughout 2022 MRCI's Audit Committee met two times.
3. Employment Sub-Group (ESG) members are Lucy Peprah, Angelisa Zerpa Andara, Raluca Anucuta and Deirdre Lowry. The ESG met five times in 2022. 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.

### **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



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

for the financial year ended 31 December 2022

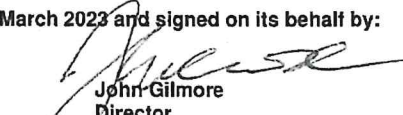
**Accounting Records**

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 28th March 2023 and signed on its behalf by:



Francis Níugúna  
Director



John Gilmore  
Director



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

for the financial year ended 31 December 2022

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;
- 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.

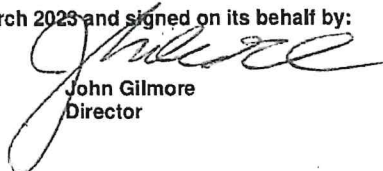
In so far as the directors are aware:

- 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 28th March 2023 and signed on its behalf by:

  
Francis Njuguna  
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 2022 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 2022 and of its deficit 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

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 12, 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,*

**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

*15/03/2023*

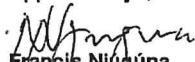
**Migrant Information Centre Company Limited by Guarantee**  
**STATEMENT OF FINANCIAL ACTIVITIES**

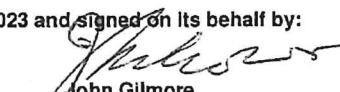
(Incorporating an Income and Expenditure Account)  
for the financial year ended 31 December 2022

	Notes	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Total 2022 €	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €
<b>Income</b>							
Donations and legacies	3.1	223,765	825,703	1,049,468	234,724	779,588	1,014,312
<b>Expenditure</b>							
Charitable activities	4.1	303,817	846,228	1,150,045	216,012	706,730	922,742
<b>Net income/(expenditure)</b>		(80,052)	(20,525)	(100,577)	18,712	72,858	91,570
Transfers between funds		-	-	-	-	-	-
<b>Net movement in funds for the financial year</b>		(80,052)	(20,525)	(100,577)	18,712	72,858	91,570
<b>Reconciliation of funds</b>							
Balances brought forward at 1 January 2022	14	360,938	725,398	1,086,336	342,226	652,540	994,766
<b>Balances carried forward at 31 December 2022</b>		<b>280,886</b>	<b>704,873</b>	<b>985,759</b>	<b>360,938</b>	<b>725,398</b>	<b>1,086,336</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 28th March 2023 and signed on its behalf by:

  
Francis Njuguna  
Director

  
John Gilmore  
Director

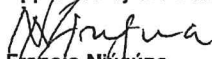
# Migrant Information Centre Company Limited by Guarantee

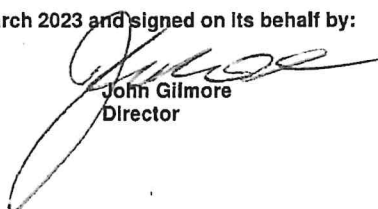
## BALANCE SHEET

as at 31 December 2022

	Notes	2022 €	2021 €
<b>Fixed Assets</b>			
Tangible assets	10	518,710	528,433
<b>Current Assets</b>			
Debtors	11	35,542	82,463
Cash at bank and in hand		605,857	680,694
		641,399	763,157
<b>Creditors: Amounts falling due within one year</b>	12	(174,350)	(205,254)
<b>Net Current Assets</b>		467,049	557,903
<b>Total Assets less Current Liabilities</b>		985,759	1,086,336
<b>Funds</b>			
Restricted funds		704,873	725,398
Unrestricted designated funds		320,136	300,136
General fund (unrestricted)		(39,250)	60,802
<b>Total funds</b>	14	985,759	1,086,336

Approved by the Board of Directors on 28th March 2023 and signed on its behalf by:

  
Francis Njuguna  
Director

  
John Gilmore  
Director

**Migrant Information Centre Company Limited by Guarantee**

**STATEMENT OF CASH FLOWS**

for the financial year ended 31 December 2022

	Notes	2022 €	2021 €
<b>Cash flows from operating activities</b>			
Net movement in funds		(100,577)	91,570
Adjustments for:			
Depreciation		15,859	14,325
Interest payable and similar expenses		907	3,897
		<u>(83,811)</u>	<u>109,792</u>
Movements in working capital:			
Movement in debtors		46,921	224,892
Movement in creditors		9,096	(117,272)
		<u>(27,794)</u>	<u>217,412</u>
Cash generated from operations		(907)	(3,897)
Cash generated from operations		<u>(28,701)</u>	<u>213,515</u>
<b>Cash flows from investing activities</b>			
Payments to acquire tangible assets		(6,136)	(3,973)
<b>Cash flows from financing activities</b>			
Repayment of short term loan		(40,000)	(40,546)
Net decrease in cash and cash equivalents		(74,837)	168,996
Cash and cash equivalents at 1 January 2022		680,694	511,698
Cash and cash equivalents at 31 December 2022	16	<u>605,857</u>	<u>680,694</u>



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

for the financial year ended 31 December 2022

### **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".

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.

#### **Statement of compliance**

The financial statements of the charity for the financial year ended 31 December 2022 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**

for the financial year ended 31 December 2022

continued

**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**

for the financial year ended 31 December 2022

continued

<b>3.</b>	<b>INCOME</b>				
<b>3.1</b>	<b>DONATIONS AND LEGACIES</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2022</b>	<b>2021</b>
		<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
	Donations and legacies	52,660	57,546	110,206	52,938
	Columban Missionary Society	-	55,915	55,915	65,476
	Scheme to Support National Organisations (SSNO)	-	88,312	88,312	90,237
	Department of Justice- Civil Justice & Equality Service Delivery	-	114,962	114,962	83,550
	Peace IV Fund - Special EU Programmes Body	-	(1,546)	(1,546)	17,376
	Department of Children, Equality, Disability, Integration and Youth- ESF	-	142,169	142,169	106,627
	Department of Justice - Dormant Accounts	-	-	-	28,754
	The Order of Discalced Carmelites	50,000	-	50,000	50,000
	Gala Fundraising	3,655	36,823	40,478	-
	One Foundation	-	80,000	80,000	-
	EPIM - European Programme for Integration and Migration	-	-	-	103,000
	Fórsa	-	500	500	-
	Rethink Ireland- Innovate Together	-	-	-	122,612
	Department of Children, Equality, Disability, Integration and Youth - National Integration-Fund	-	44,212	44,212	49,125
	UN Anti-Slavery Fund	-	-	-	16,340
	Community Foundation for Ireland	-	30,000	30,000	37,500
	Lakeside Fund	-	11,810	11,810	3,991
	Rethink Ireland- Equality Fund	-	55,000	55,000	55,000
	Open Society Public Health Program (OSF)	117,450	-	117,450	82,318
	Open Society Initiative for Europe (OSIFE)	-	-	-	49,468
	Cavan County Council	-	10,000	10,000	-
	Rowan Trust	-	100,000	100,000	-
		<u>223,765</u>	<u>825,703</u>	<u>1,049,468</u>	<u>1,014,312</u>
<b>4.</b>	<b>EXPENDITURE</b>				
<b>4.1</b>	<b>CHARITABLE ACTIVITIES</b>	<b>Direct Costs</b>	<b>Other Costs</b>	<b>Support Costs</b>	<b>2022</b>
		<b>€</b>	<b>€</b>	<b>€</b>	<b>2021</b>
					<b>€</b>
	Expenditure on charitable activities	-	-	157,522	341,151
	Community Work	320,151	-	-	208,831
	Services	297,062	-	-	169,168
	Programmes	375,311	-	-	203,592
		<u>992,523</u>	<u>-</u>	<u>157,22</u>	<u>922,742</u>
<b>4.2</b>	<b>SUPPORT COSTS</b>			<b>Charitable Activities</b>	<b>2022</b>
				<b>€</b>	<b>2021</b>
				<b>€</b>	<b>€</b>
	Organisational Costs			94,092	125,411
	Payroll Costs			63,430	215,740
				<u>157,522</u>	<u>341,151</u>

**Migrant Information Centre Company Limited by Guarantee**

**NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2022

continued

**5. ANALYSIS OF SUPPORT COSTS**

	2022 €	2021 €
Organisational Costs	94,092	125,411
Payroll Costs	63,430	215,740
	<u>157,522</u>	<u>341,151</u>

**6. NET INCOME**

	2022 €	2021 €
<b>Net Income is stated after charging/(crediting):</b>		
Depreciation of tangible assets	15,859	14,325
Auditor's remuneration: - audit services	<u>5,316</u>	<u>4,305</u>

**7. INTEREST PAYABLE AND SIMILAR CHARGES**

	2022 €	2021 €
On bank loans and overdrafts	<u>907</u>	<u>3,897</u>

**8. EMPLOYEES AND REMUNERATION**

**Number of employees**

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

	2022 Number	2021 Number
Management	2	2
Staff	16	18
	<u>18</u>	<u>20</u>

The staff costs comprise:

	2022 €	2021 €
Wages and salaries	653,906	654,834
Social security costs	71,819	70,791
Pension costs	20,279	17,587
	<u>746,004</u>	<u>743,212</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	16	18
€60,001 to €70,000	<u>2</u>	<u>2</u>

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

for the financial year ended 31 December 2022

continued

**10. TANGIBLE FIXED ASSETS**

	Long leasehold property €	Fixtures, fittings and equipment €	Total €
<b>Cost</b>			
At 1 January 2022	548,160	89,264	637,424
Additions	-	6,136	6,136
At 31 December 2022	548,160	95,400	643,560
<b>Depreciation</b>			
At 1 January 2022	32,835	76,156	108,991
Charge for the financial year	10,936	4,923	15,859
At 31 December 2022	43,771	81,079	124,850
<b>Net book value</b>			
At 31 December 2022	504,389	14,321	518,710
At 31 December 2021	515,325	13,108	528,433

**11. DEBTORS**

	2022 €	2021 €
Accrued Income	35,542	82,463

**12. CREDITORS**

Amounts falling due within one year	2022 €	2021 €
Amounts owed to credit institutions	-	40,000
Taxation and social security costs	17,589	19,449
Pension accrual	2,125	-
Accruals	5,254	4,305
Deferred Income	149,382	141,500
	174,350	205,254

**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  
2022  
€Nil  
Support for staff wages and administrative costs  
Yes  
€270,000  
€44,781  
€44,781  
€Nil  
Yes, restricted only for expenditure agreed in the grant  
agreement.



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

for the financial year ended 31 December 2022

continued

**13.2 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

**European Commission**  
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 2022  
€Nil  
Support for staff wages and administrative costs  
Yes  
€391,869  
€106,627  
€156,181  
€Nil  
Yes, restricted only for expenditure agreed in the grant agreement.

**13.3 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

**Department of Justice & Equality**  
Civil Justice & Equality Service Delivery  
Casework and policy expenditure  
Expires December 2022  
December 2022  
€Nil  
Casework and policy expenditure.  
Yes  
€114,962  
€114,962  
€114,962  
€Nil  
Yes, restricted only for expenditure agreed in the grant agreement.

**13.4 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

**Department of Children, Equality, Disability, Integration and Youth**  
National Integration Fund  
Casework expenditure  
Expires December 2023  
December 2022  
€Nil  
Casework expenditure  
Yes  
€147,347  
€44,212  
€44,317  
€Nil  
Yes, restricted only for expenditure agreed in the grant agreement.

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

for the financial year ended 31 December 2022

continued

**13.5 Grant Programme**  
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 2025  
2022

€Nil  
Support for staff wages and administrative costs  
€273,000  
€43,531  
€43,531  
€Nil  
Yes, restricted only for expenditure agreed in the grant  
agreement

**14. FUNDS**

**14.1 RECONCILIATION OF MOVEMENT IN FUNDS**

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2021	342,226	652,540	994,766
Movement during the financial year	18,712	72,858	91,570
At 31 December 2021	360,938	725,398	1,086,336
Movement during the financial year	(80,052)	(20,525)	(100,577)
At 31 December 2022	<u>280,886</u>	<u>704,873</u>	<u>985,759</u>

**14.2 ANALYSIS OF MOVEMENTS ON FUNDS**

	Balance 1 January 2022 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2022 €
<b>Restricted funds</b>					
Restricted	725,398	825,703	846,228	-	704,873
<b>Unrestricted funds</b>					
Operational reserve	300,136	-	-	20,000	320,136
Unrestricted General	60,802	223,765	303,817	(20,000)	(39,250)
	<u>360,938</u>	<u>223,765</u>	<u>(303,817)</u>	<u>-</u>	<u>280,886</u>
<b>Total funds</b>	<u>1,086,336</u>	<u>1,049,468</u>	<u>1,150,045</u>	<u>-</u>	<u>985,759</u>

**14.3 ANALYSIS OF NET ASSETS BY FUND**

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted funds	<u>528,433</u>	<u>355,298</u>	<u>(214,085)</u>	<u>669,646</u>
Unrestricted general funds	<u>(9,723)</u>	<u>286,101</u>	<u>39,735</u>	<u>316,113</u>
	<u>518,710</u>	<u>641,399</u>	<u>(174,350)</u>	<u>985,759</u>

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

for the financial year ended 31 December 2022

continued

**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**

	2022 €	2021 €
Cash and bank balances	<u>605,857</u>	<u>680,694</u>

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

	Opening balance €	Cash flows €	Closing balance €
Short-term borrowings	(40,000)	40,000	-
<b>Total liabilities from financing activities</b>	<u>(40,000)</u>	<u>40,000</u>	-
<b>Total Cash at bank and in hand (Note 16)</b>			<u>605,857</u>
<b>Total net debt</b>			<u>605,857</u>

**18. APPROVAL OF FINANCIAL STATEMENTS**

The financial statements were approved and authorised for issue by the Board of Directors on 28<sup>th</sup> March 2023.

**MIGRANT INFORMATION CENTRE COMPANY LIMITED BY GUARANTEE**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

**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 2022

	Schedule	2022 €	2021 €
Income			
- Donations		56,315	52,938
- Mohammad Younis Appeal		57,546	-
- Income		935,607	961,374
		<u>1,049,468</u>	<u>1,014,312</u>
Charitable activities and other expenses	1	(1,150,045)	(922,742)
<b>Net (deficit)/surplus</b>		<u><u>(100,577)</u></u>	<u><u>91,570</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 2022

	2022 €	2021 €
<b>Expenses</b>		
Wages and salaries	653,906	654,834
Social security costs	71,819	70,791
Staff defined contribution pension costs	20,279	17,587
Staff training	3,763	2,039
Board of Directors expenses	93	137
Office Covid Compliance	-	961
Community Work Expenses	70	839
Migrant women and social entrepreneurship project	113,264	40,326
Drop in Centre Casework Supports	5,436	2,920
Support for Regularisation Scheme application fees	47,000	-
Agri-food Workplace Rights	9,113	4,572
Young, Powerful, Paperless - YPP	-	124
Trafficking for Labour Exploitation	4,465	1,120
2022 Gala	37,695	-
My Fair Home	1,219	-
Bobby Gilmore Fellowship	6,300	2,880
Justice for Undocumented	14,891	4,356
EPIM Project Costs	12,043	23,000
Mohammad Younis Appeal	57,546	-
Rates	182	168
Insurance	7,059	7,245
Computer software & maintenance costs	9,872	8,749
Light and heat	4,638	3,449
Repairs, maintenance and cleaning	6,246	1,610
Fire alarm & safety costs	3,062	2,798
Printing, postage and stationery	5,071	2,112
Intern/Volunteer workers expenses	-	60
IT upgrades and communications	20,270	31,832
Fundraising costs	1,205	1,200
Legal and professional	3,399	5,507
Staff Recruitment	1,044	911
Auditor's/Independent Examiner's remuneration	5,316	4,305
Bank charges	783	1,113
Team organisational costs	3,862	3,492
Subscriptions	2,368	3,483
Depreciation	15,859	14,325
	<b>1,149,138</b>	<b>918,845</b>
<b>Finance</b>		
Bank interest paid	907	3,897
<b>Total Overheads</b>	<b>1,150,045</b>	<b>922,742</b>