

Annual Report and
Financial Statement
2022





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WHO WE ARE

Age Action aims to achieve fundamental change in the lives of all older people by empowering them to live full lives as actively engaged citizens and to secure their rights to comprehensive high-quality services according to their changing needs.

Everything we do is based on a recognition of the diversity of identity and situation among older people and a concern for equality for all older people. In addressing ageing, our work includes a concern to influence perspectives on and responses to ageing.

Our work is driven by an organisation that is professional in its operations and lives out its values of dignity, participation, diversity, social justice, and professionalism.

Our work is multifaceted, encompassing advocacy, education, volunteering and services for older people. We actively campaign on issues that directly impact older people, such as income security, healthcare, and housing. Additionally, we provide practical supports, including computer training and home care and repair services, to facilitate a better quality of life for older individuals.

At Age Action, we envision a just, inclusive, and age-friendly society where older people can lead full, active, and healthy lives. We strive to make this vision a reality through our direct services, public advocacy, and education. We believe in the potential of every older person and work to ensure their rights are respected and their voices are heard.

WHERE ARE WE BASED?



We are a national service with offices in:

1. **Dublin** Office:
30-31 Lower Camden St,
Dublin 2, D02 EC96.
Phone: 01 4756989
2. **Cork** Office: Phone: 021 2067399
3. **Galway** Office: Phone: 091 527831

These offices serve as the main hubs for our operations, providing services and support to older people across the country.

OUR MISSION, VISION AND VALUES

MISSION

Age Action aims to achieve fundamental change in the lives of older people by empowering them to live full lives as actively engaged citizens and to secure their rights to comprehensive high-quality services according to their changing needs.

Everything we do is based on a recognition of the diversity of identity and situation among older people and a concern for equality for all older people. In addressing ageing, our work includes a concern to influence perspectives on and responses to ageing.

Our work is driven by an organisation that is professional in its operations and lives out its values of dignity, participation, diversity, social justice and professionalism.

VISION

For a society that enables all older people to participate and to live full, independent lives.

VALUES



* **Dignity**

Dignity is about respect, compassion, kindness and valuing of each individual. It involves independence and wellbeing as we age.



* **Participation**

Participation is about inclusion and meaningful collaboration. It involves being heard, and having voice and influence as we age.



* **Diversity**

Diversity is about recognising and valuing difference. It involves challenging discrimination, and acknowledging, and responding appropriately to different groups in society.



* **Social Justice**

Social justice is about equality of access, participation, and outcome, and a fair and equitable distribution of resources. It involves having real choices, control over our lives, and access to the economic, cultural and social life of the community.



* **Professionalism**

Professionalism is about working to the highest standards with integrity and transparency. It involves being committed, responsive, accountable and innovative.



“Ageism is now recognised as one of the most widespread prejudices around the world. That is why the WHO has launched a global campaign to combat ageism and a report on the issue. The 2021 Global Report on Ageism is a landmark publication that describes the widespread ageism in all societies”

O'Connor, N and Murphy, M A (2022)
The State of Ageing in Ireland 2022 –
Reframing Ageing. Dublin, Age Action Ireland

MESSAGE FROM THE CHAIR

I am delighted to present Age Action's Annual Report for 2022. After the challenges of the Covid-19 period and the enormous impact it had on older people, 2022 was an opportunity to reflect on Age Action's work and to re-focus our efforts to create a more equal Ireland for all of us as we age.

Governance

The board of Age Action endeavoured to support the executive by continuing to strengthen Age Action's governance and initiated several activities to further embed a culture of effectiveness and accountability. The board was encouraged by Age Action being shortlisted for a Good Governance Award 2022.

Impact of Advocacy Work

Age Action's advocacy work is respected across the political and policy-making system, and our efforts in this regard are reflected in the significant media coverage the organisation garners. The Board of Age Action is committed to further enhancing our advocacy work in the years ahead, with a particular focus on the insidious impact of ageism on the health and well-being of older people.

Strategy

Age Action's current strategy runs to the end of 2023. In planning for drafting a new strategy, the Board engaged in a number of strategic planning days as it seeks to ensure that Age Action is achieving its aims and having a real impact on the lives of older people. To support the executive in drafting a strategy, the Board set out a 'parameters statement' which requires that the strategy holds a long-term vision, builds on Age Action's advocacy role, shows leadership and sets measurable goals. In turn, the CEO engaged with management and staff with a view to further informing the strategic direction to be agreed upon by the Board and how that might be most effectively implemented. The Board also considered a theory of change to enable the organisation to narrow its choices to a select number of achievable objectives. I look forward to launching Age Action's 2024-2027 Strategic Plan in late 2023.

Care & Repair Development & HSE Support

In expanding our services, the board is delighted that Age Action has been able to expand our flagship Care & Repair service to several extra locations. Care & Repair is now operating in 23 counties of the Republic of Ireland.

We also secured a commitment from the HSE to establish a secure funding relationship for the service in 2023.

We greatly appreciate the HSE support for Care & Repair. It is a hugely valuable service that has the potential to operate in every community in Ireland and to provide a vital service that supports older people to age well at home by undertaking small maintenance and other tasks that might otherwise remain unaddressed and pose a safety risk.

Advocacy Work & the Challenge of Independent Funding

I would like to sincerely acknowledge the independent funding and support we continue to receive from our many loyal private, business and other donors and supporters. However, Age Action continues to face significant challenges in establishing a robust funding model for the organisation.

The board has set out a new income generation strategy and has prioritised recruiting a team that can deliver this strategy. We expect that by late 2024 this strategy will have begun to show a return on this investment. There are limited statutory funding opportunities for Age Action's advocacy work, and independent funding is vital to enable us to advocate and campaign for a society in which we will all be happy and proud to age.

Thank you

I would like to thank my board colleagues for their dedication and commitment to Age Action. I would also like to express the Board's appreciation to the CEO and all the staff and volunteers who deliver the organisation's work, day-in and day-out, with great energy and enthusiasm.

Yours

Michael Ahern, Chair of The Board

MESSAGE FROM THE CEO

Welcome to Age Action's Annual Report. I am delighted to highlight below just some of the achievements of 2022. Age Action, thanks to its dedicated staff and volunteers, continues to make a significant contribution in the lives of older people and on ageing in Ireland. Our mission is to achieve 'fundamental change in the lives of all older people by empowering them to live full lives as actively engaged citizens and to secure their rights to comprehensive high-quality services according to their changing needs'.

To fulfil our mission, we aim to mobilise and empower older people to be engaged in their communities and to advocate on their own behalf. The story of ageing in Ireland is diverse and varied. The best way to illustrate and to represent this diversity is through the voice and participation of older people themselves. Contrary to the widespread depiction in the media and elsewhere of older people as vulnerable and frail, the majority of older people report themselves to be in good health. In 2019 71% of people aged 65-74 and 60% of people aged 75+ reported their health as 'good' or 'very good'. This self-reported data indicates that older people generally live healthy, active lives.

Ageist narratives contribute to the barriers to greater participation of older people. Ageism refers to how we think (stereotypes), feel (prejudice) and act (discrimination) towards others or ourselves according to age. It affects us throughout life and exists in our institutions, our relationships and ourselves. Ageism intersects with and exacerbates other forms of disadvantage including those related to sex, race, and disability. Age Action believes that we should all avoid images and language that portray older people as vulnerable and frail, which further embed ageist stereotypes and influence attitudes to ageing and older people.

For our part, we rely on data, real evidence and the lived experience of older people themselves. In 2022 we published *Reframing Ageing – The State of Ageing in Ireland 2022*, which is the first comprehensive report on the situation of older people in Ireland since 1988 and the first time such a report was produced by a voluntary organisation. The report draws on national statistics and a wealth of Irish research on society and the lived experiences of older persons. The report provides Age Action with the evidence base as it advocates for age equality.

We also published *Are We Ageist?* Ireland's first representative public poll on ageist attitudes in decades, to support the case for a stronger societal response to ageism. The poll showed 1 in 4 people experience age discrimination in Ireland. Not only can ageist opinions shape how we think and feel about others we perceive as 'old' or 'young', they can also shape how we feel about our own ageing process. Self-directed ageism is where people internalise ageist opinions that they have been repeatedly exposed to over their lives. Age Action's poll shows that people aged 75+ are nearly three times as likely to hold ageist opinions than those aged 55-64, showing that they have internalised negative stereotypes about ageing.

On World Elder Abuse Awareness Day Age Action published a position paper *The Missing Piece – Commissioner for Ageing and Older Persons*. The paper supports our advocacy for the establishment of A Commissioner for Ageing and Older Persons, with a supporting legal framework. Both Wales and Northern Ireland have such an office, which monitors the impact of Government policy and legislation and acts as an independent advocate on ageing and older persons.

Through Care & Repair and our Digital Literacy Training Age Action continued support older people who may be at risk of isolation. With the support of the HSE Care & Repair is now available in Dublin, Cork, Galway, Limerick and Donegal. The Donegal service reaches people in rural areas where it might be difficult to get a service. As part of our digital literacy work we conducted and published a piece of research of the specific needs and experiences of older men living in rural Ireland.

As a national advocacy organisation Age Action endeavours to represent the lived experience of older people from all parts of the country and in all their richness and diversity.

I would like to thank our supporters, staff, board and volunteers for all their work and commitment to making Ireland a place in which we can all be proud to age.



Paddy Connolly, CEO

WHAT WE DO



ADVOCACY

As an advocacy organisation, Age Action's work starts from the needs, perspectives, interests, participation and involvement of older people. We are solution focused on presenting, building the demand for and securing a response to our vision of change. We seek change in policy thinking, policy making and policy implementation. In particular, we advocate for greater participation of older people in the policy decisions that impact on their lives.

We are committed to:

- Engaging with older people and mobilising their ongoing involvement in our work
- Innovating in providing services to address the needs of older people that prefigure and demonstrate the change we seek
- Research, knowledge development, and building the case for change
- Building relationships with and lobbying policy makers
- Communication and awareness raising
- Engaging with different sectors and organisations in building support and shared endeavour for advancing equality and human rights for older people.



CARE AND REPAIR

Age Action's Care and Repair programme is driven by the needs of older people. We focus on providing practical solutions that enable older people to live independently in their own homes for as long as possible.

We are committed to:

- Providing practical assistance to older people in their homes. Our Care and Repair programme offers free DIY and household repair services, helping older people maintain their homes and their independence.
- Prioritising the needs of older people who are being discharged or have recently been discharged from hospital. We ensure their homes are safe and ready for their return in various ways; from removing trip hazards, installing handrails, replacing toilet seats or moving a bed downstairs.
- Collaborating with local tradespeople for jobs that are too big or specialised for our team. We can provide details of local tradespeople to ensure that all necessary work is completed to a high standard.
- Offering a service that covers multiple locations. Our Care and Repair programme operates nationally from offices in Dublin, Cork and Galway, delivered by our staff, volunteers, and community partners.
- Raising awareness about the importance of home safety and promoting independence for older people. We communicate the benefits of our Care and Repair programme to the public, policy makers, and other stakeholders.
- Encouraging community involvement. We welcome volunteers to join our Care and Repair programme and help us in our mission.



GETTING STARTED

The Getting Started programme, is designed to help older people improve their digital literacy skills, enabling them to stay connected, informed, and supported, especially in an age where more and more information and services are online.

We are committed to:

- Offering remote national learning initiatives: The Getting Started programme provides classes to anyone who feels they need support with using their smart devices. This includes topics like setting up an email, downloading an app or using video to connect with loved ones.
- Providing comprehensive learning materials: Alongside the tutoring, we provide a detailed learning booklet with instructions and images to aid the learning process.
- Encouraging volunteer participation: The Getting Started programme relies on the dedication of volunteer tutors who are matched with learners based on their needs and pace.
- Ensuring accessibility: The Getting Started programme is available to older people all over Ireland. We also provide translated guides in different languages to cater to a diverse range of learners.
- Collaborating with partners: We are grateful for the support of various organisations that help us in producing and distributing the Getting Started Kit.

Through the Getting Started programme, Age Action is empowering older people to navigate the digital world with confidence, promoting their independence and keeping them connected with their communities.



VOLUNTEERING

A significant part of our work is made possible by the dedication and passion of volunteers. Age Action's volunteering initiatives are designed to provide meaningful experiences for volunteers while making a significant impact on the lives of older people.

We are committed to:

- Providing quality volunteer experiences: Age Action is proud to have achieved the Investing in Volunteers (IiV) quality standard, a national benchmark for good practice in volunteer management in Ireland. We are dedicated to providing the best possible volunteering experience for our volunteers who make an incredible difference in the lives of older people.
- Offering diverse volunteering opportunities: Age Action offers two main volunteering opportunities - the Getting Started programme and the Care and Repair programme. The Getting Started programme focuses on digital literacy for older people, while the Care and Repair programme provides DIY and household repair services for older people.
- Supporting our volunteers: Age Action is committed to providing ongoing training, support, and skills development opportunities for our volunteers. We value the time and effort our volunteers give and aim to ensure they also benefit from the process.
- Advocacy: All our volunteers play a role in advocating against ageism and supporting Age Action's mission and goals. By volunteering with Age Action, volunteers can play a key part in promoting ageing in place, lifelong learning, and health and wellbeing for older people.
- Encouraging community involvement: We welcome volunteers from all walks of life and all parts of the country. Whether you're interested in teaching digital skills, doing small repair jobs, or advocating for the rights of older people, there's a place for you in our volunteer team.

Through our volunteering initiatives, Age Action is not only able to provide vital services to older people but also create a community of passionate individuals dedicated to promoting equality and human rights for older people. By volunteering with Age Action, people make a real difference in the lives of older people in Ireland.



INFORMATION SERVICE

Age Action operates a busy information service on older people’s issues and services throughout Ireland. Trained information officers provide information or referrals to the appropriate organisations.

Our information service provides information on a wide range of issues ranging from:

Entitlements

- Pensions
- Carer’s allowance

Accommodation issues

- Nursing homes
- Sheltered housing
- Living alone allowances

Safety and security issues

- Grants for personal alarms

Health concerns

- Accessing community services like home help or occupational therapy

Employment issues

- Age discrimination

Leisure

- Social activities
- Arts activities
- Sports activities
- Information on Travel Insurance and financial services

IMPACT REPORT

OUR WORK IN ACTION

PROGRAMMES AND VOLUNTEER TEAMS ACHIEVEMENTS IN 2022

	Total
Getting Started: Face to face digital literacy courses	668
Remote KIT (completing five hours of digital literacy training by phone)	65
Recipients of 40-page KIT booklet (supporting self-learning)	551
Care and Repair beneficiaries	1194
Care and Repair jobs	2037
Referrals to trusted tradespeople	2091
Number of volunteers engaged across all programmes	801

 **1,194**
Care & Repair
Beneficiaries

 **2,037**
Care & Repair Jobs

 **801**
Volunteers engaged
across all programmes

 **17**
Policy
Submissions

 **1185**
Media mentions

 **4**
Briefing Papers and
research reports published

PUBLIC AFFAIRS RESOURCES, SPOTLIGHTS, ENGAGEMENTS AND ACHIEVEMENT 2022

	Total
Created and published 'Reframing Ageing - the State of Ageing In Ireland', a report supporting Age Action's advocacy work	
Launched the position paper 'The Missing Piece - Commissioner for Ageing and Older Persons', a knowledge product for our advocacy work	
'Restore the Lost Spending Power of the State Pension' - advocating for an increase in the state pension for Budget 2023	
Light and Heat Older People's Homes - advocating for reform of the Fuel Allowance targeting over 70s including an energy guarantee	
Carried out the poll 'Are we Ageist?' to raise awareness of ageism in Ireland	
Policy Submissions	17
Media Mentions	1185
Briefing Papers and research reports published	4
Policy changes influenced by Age Action's Advocacy work:	
<ul style="list-style-type: none"> • Largest increase in State Pension awarded in a Budget • Changes to the Fuel Allowance increased eligibility for people over the age of 70 • Representatives from 7 political parties pledged support for the Commissioner for Ageing and Older Persons • Reform of the pension system largely reflected in the Report of the Pensions Commission 	

HIGHLIGHTS

POSITIVE AGEING WEEK

Positive Ageing Week (PAW) is an Age Action initiative that happens every October to mark the International Day for Older Persons on 1st October. Age Action created PAW to promote the agency of older people and to celebrate the contribution they make to our families, workplaces, communities and society as a whole. In 2022, building on the 20 years that individuals, community groups, local authorities and businesses have been organising events to mark PAW, we aimed to develop a coherent and consistent theme, addressing ageism, in our communications with all these stakeholders.

Reframing How We Think, Feel and Act towards ageing and older persons was the theme for PAW 2022 which sought to raise awareness of and challenge negative stereotypes about ageing and older people.

Activity organisers were encouraged to register their events on positiveageingweek.com which acts as a hub for PAW. To support people organising events Age Action produced communications assets (published on positiveageingweek.com and disseminated to over 100 stakeholder organisations) and collated resources, including providing access to positive ageing images, to support people to understand and challenge ageism.



Reframing Ageing

The State of Ageing in Ireland 2022



The United Nations General Assembly declared 2021 to 2030 the Decade of Healthy Ageing, led by the WHO, with the aim of fostering longer and healthier lives. Combined with the landmark WHO Global Report on Ageism published in 2021, and the fact that over one million people in Ireland are aged 60 or older, this gave Age Action the impetus to produce this report on 21st September 2022.

This is the first report into the state of ageing in Ireland and it provides a framework for understanding the extent to which older persons are empowered to participate in society and to overcome barriers to achieving wellbeing. The report dispels myths and stereotypes about older persons, raises issues for ageing policy and makes recommendations for achieving greater equality of outcome. It tells the story of ageing and older persons in Ireland today.

The lives of older persons in Ireland are in many ways far better now than they were 100 or 50 years ago. Most people are living longer, healthier lives and can look forward to many years of active older age. At the same time, ageist stereotypes persist in society and there remain profound inequalities. Not everyone has the same opportunity to age in comfort and security, and not every older person is empowered to participate and engage in society.

Reframing Ageing - The State of Ageing in Ireland 2022 presents Age Action's core research and analysis of the state of ageing in Ireland. Building on similar work from other countries, this report draws on national statistics and a wealth of Irish research on society and the lived experiences of older persons. If you would like to read this report in full it is easily downloadable on our website www.ageaction.ie.

The core asks of this report, which we would like to see in every political party's manifesto at the next general election, are a commitment to develop a comprehensive new national ageing strategy, to establish a Commissioner for Ageing and Older Persons, and to remove all upper age limits in law that permit age discrimination.

SOME KEY HIGHLIGHTS FROM 'REFRAMING AGEING: THE STATE OF AGEING IN IRELAND 2022'

Older Persons Are Not All The Same

The estimated population of Ireland in 2022 includes more than one million people (1.04 million) aged 60 or older. This represents over 1 million stories of growing older in Ireland. Understanding the lives of older persons now reveals some inequalities that need to be addressed. Growing older does not mean that we lose our diverse identities or aspirations. There are one million people aged 60 or older in Ireland, which means one million stories of growing older in Ireland. These reveal inequalities that must be addressed now.

People aged 60 or older represent one in four adults in Ireland. The different age groups of older adults include approximately 508,000 people in their 60s, 350,000 people in their 70s, 148,000 people in their 80s, and 36,500 people aged 90 or older. Older persons are highly diverse in their capacities and circumstances. Many national statistics only provide information on one age cohort (typically "65 or older"). This can reinforce stereotypical and ageist understandings of older persons. At a minimum, description of the population should provide information by decade to give a more accurate picture of the lives of people aged 60 and older.



The majority (87.2%) of people aged 60+ are married or were married



The majority of older persons in their 80s or older are single (mostly widowed)

In contrast to the stereotype that every older person has adult children, one in six women aged 65+ never had children, and among them, one in five of women aged 80+ did not have children. Moreover, many older persons do not wish to rely on their children or do not have adult children living nearby



A quarter of older person households (24.8%) involve one or two older persons living with children

LGBT+

Based on a conservative estimate of 2-3%, at least 20-30,000 older persons aged 60+ are likely to be lesbian, gay or bisexual, although not all may self-identify as such



Older people who are actively involved in society and connecting with others report higher levels of wellbeing



A third (32%) of older persons in Ireland speak Irish, lower than 38% across the general population

Among 50-64 year olds, approximately

49,000

people speak a language other than English or Irish at home

**SOME KEY HIGHLIGHTS FROM ‘REFRAMING AGEING:
THE STATE OF AGEING IN IRELAND 2022’**

Why Do We Experience Older Age Differently?

Our bodies are all ageing, but many factors can influence how long and healthy our lives are, including education, income, diet, social participation, and lifestyle. Most Irish people will be healthy and active well into our seventies and eighties. However, many of us face unjust barriers and discrimination that can limit our ability to age healthily and independently.

Age Action’s vision is a society that enables all older people to participate and to live full, independent lives. This means removing ageism and other barriers that stop people participating or living to the full. It also means providing the necessary supports for people to achieve their potential. Everyone is entitled to have their basic human rights respected, protected and fulfilled, regardless of their age.

**SOME KEY HIGHLIGHTS FROM ‘REFRAMING AGEING:
THE STATE OF AGEING IN IRELAND 2022’**

Issue Spotlight - Income

The average income of older persons tends to decline over time, reflecting fewer people working or being otherwise economically active. As identified by NESC, “in old age, there is effectively nothing individuals can any longer do if their income from all sources is insufficient to keep them from poverty.

Compared to an EU average of 57%, Irish people aged 65-74 have the third lowest income replacement rate at 38% (2020), compared to incomes at age 50-59. Looking forward, at least 1.8 million employees are not making pension contributions and several hundred thousand are making relatively small contributions. One of the Government’s benchmarks for pension adequacy is 34% of median incomes. The maximum State Pension falls below this target, with the gap widening from €8.58 in 2017 to €43.84 in 2021. The report of the Pensions Commission also warns that the 34% benchmark may not be sufficient to prevent poverty in future.

In Ireland, one in eight (12.4%) older persons report being unable to afford a meal with meat, chicken or fish every second day. One in 14 (6.9%) are unable to afford a weekly roast. One in 20 (4.9%) are unable to afford to have family or friends to their home for a meal once a month.



More than half of older persons rely on the State Pension and other social protection payments for most of their income



More than half (51.3%) of all older persons have an income in the bottom 40% of society

3 in 5

Three in every five (59.9%) single persons aged 65+ have incomes in the bottom 30% of society



One in ten older persons smokes, while a further 35.7% are former smokers



Most adults aged 65+ (61.7%) drink alcohol at least once per week, including 6.7% who are considered to have alcohol use disorder



Older persons are the most likely age group to report recent use of prescription sedatives or tranquillisers at 8%. Women (11.5%) are more likely than men (4.1%) to report using them

Only two-thirds of State Pension recipients receive the maximum rate of payment, and women are less likely than men to receive a full Contributory State Pension



Ireland has the third lowest income replacement ratio among people aged 65-74 in the European Union. Ireland's rate is 38% compared to an EU average of 57%

With price inflation of 11.9% in the period January 2021 to July 2022, with much steeper increases in energy costs, many older persons are at risk of being unable to meet their basic needs as their spending power declines

Persons aged 65+ are more likely than those in other age groups to describe themselves as ex-drinkers (9.7% of older persons compared to 6.1% across all ages). Persons aged 65+ are also the age group most likely to drink 4 or more times per week (13.6% of older persons compared to 5.9% across all ages)

As of the end of March 2021, there were

25,831

people aged 65+ on a hospital waiting list. More than a quarter (26.7%) were waiting for 12 months or longer



In 2018, only one in five people aged 65+ (20.6%) died in their own home



“Older people can internalise ageism resulting in a diminished sense of their stake in society, their community, self-worth, and hope. A persons diminished status and standing limits their access to resources, power, influence and respect.”

MEETING OUR STRATEGIC OBJECTIVES

TOWARDS EQUALITY FOR ALL AS WE AGE

MEETING OUR STRATEGIC GOALS 2021-2023

Age Action successfully met all of its expected outcomes for the 2022 period, outlined in the Strategic Plan.

Set out overleaf are the key achievements under each strategic goal. A deeper understanding of our work can be gained by visiting our website www.ageaction.ie and reading our Strategic Plan, Towards Equality for All As We Age.

STRATEGIC GOAL 1

Engage stakeholders including Government, the wider community and older people themselves to challenge ageism in laws, policies, systems and communities to guarantee equality and rights for all of us as we age.

Highlights of What We Did

Commissioned and published Are We Ageist?

Ireland’s first representative public poll on ageist attitudes in decades to support the case for a stronger societal response to ageism.

Published Reframing Ageing

The State of Ageing in Ireland 2022 which is the first comprehensive report on the situation of older people in Ireland since 1988 and the first time such a report was produced by a charity. Building on similar work from other countries, this report draws on national statistics and a wealth of Irish research on society and the lived experiences of older persons to make a case for age equality.

Successfully convened Positive Ageing Week 2022

STRATEGIC GOAL 2

Inform and influence policies and practice to give income security and economic opportunities that upholds older people’s dignity and independence.

Highlights of What We Did

Produced analysis demonstrating hidden costs associated with ageing which supported Age Action’s successful advocacy to expand the Fuel Allowance eligibility criteria for people over the age of 70.

Successfully advocated to maintain the pension age at 66 and the largest increase in the State Pension in 15 years.

STRATEGIC GOAL 3

Inform and influence policies and practice that give people choice and control over their lives in later life.

Published A study of Older Men’s Experiences with Digital Technology in Rural Ireland to support Age Action’s work to ensure older people’s digital inclusion.

All of Age Action’s policy submissions refer to the need for public services to maintain adequate access to offline services to support Age Action’s key message ‘digital first should not mean digital only’. The National Digital Strategy reflects Age Action’s position that not all people will acquire the digital skills necessary to access public services online.

As an active member of the Home Care Coalition advocating for a statutory home care scheme, Age Action published five submissions to Government consultations and processes related to ageing in place policies. In addition to raising the need for the scheme and a long-term care strategy directly with public representatives on seven occasions, Age Action appeared before the Joint Committee on Health and three meetings of the Oireachtas Committee on Housing, Local Government and Heritage. The advocacy work was informed by the research Agency and Ageing in Place in Rural Ireland, published by UCC in association with Age Action, which documents the lived experience of older people in terms of the barriers they face to stay in the homes or communities in which they have built their lives.

STRATEGIC GOAL 4

Ensure Age Action operates to the highest standards in its functions of advocacy, service provision, employment, and governance, and in a manner that engages our values explicitly, consistently, and coherently.

Age Action has established a ‘values in action’ committee, which supports the organisation to embed our values in organisation processes and actions. In 2022 we undertook organisation-wide training and development in diversity, equity and inclusion. We annually monitor compliance with the Charity Regulator Governance Code . We also comply with ethical codes for fundraising and conduct regular ethical reviews of companies who wish to support our work.

In the volunteering area we have developed Investing in Volunteers, an international standard in volunteer management and support, for which we were assessed in early 2023. The assessment involved extensive interviews with over 40 volunteers, staff and the Chairperson and CEO. Age Action is delighted to have successfully passed the assessment and to have been awarded the Investing in Volunteers recognition.

Programmes and Services Highlights

Getting Started

Supporting older people to develop literacy skills: Age Action offers face-to-face courses of 10 hours per learner. The original target was 600 face-to-face students, Age Action exceeded this, supporting in total 668 students with their digital literacy. In addition to face-to-face courses, Age Action supported an additional 65 students with their digital literacy through five hours support each by phone.

Age Action

Keep In Touch Booklet (self-learner): Age Action’s 40 page self-learner toolkit targeted 500 learners in 2022, 551 booklets were distributed.

Care & Repair Service

Age Action’s Care & Repair service targeted 795 recipients in 2022. Age Action commenced a national expansion of Care and Repair during 2022, exceeding original targets and in total 1,194 clients were reached, with 2,037 maintenance jobs completed.

Referrals to trusted tradespeople

1,200 targeted, 2,091 trades referrals completed.

Volunteering

Age Action targeted development of 1,000 community and corporate volunteers for 2022, 801 volunteers worked with Age Action in 2022.

HOW WE RAISE OUR FUNDS

Age Action's vital work is supported entirely by grants and donations. Our fundraising activity endeavours to secure sufficient levels of unrestricted funds annually, to enable us to continue to deliver our advocacy, programmes, and services to older people across Ireland.

In line with Age Action's Strategic Plan, fundraising's key objectives in 2022 were to:

- Prioritise values-led and advocacy aligned ethical fundraising practices, adhering to the highest standards in raising funds from the public
- Achieve set targets by engaging stakeholders in our mission, including individual donors, corporates, trusts and foundations, community groups, and the Irish public
- Develop a diverse fundraising portfolio to minimise overdependence on any one funding stream.

Another cornerstone of our 2022 mission was to bolster and refine our engagement with corporate and philanthropic entities, ensuring a synergy with Age Action's foundational values and strategic goals. As the year concluded, we celebrated the support of esteemed corporates, trusts, and major benefactors, laying the groundwork for fostering new alliances in 2023. It's noteworthy that corporate and philanthropic contributions have consistently yielded the highest return on investment for Age Action. In 2022, this revenue channel was enriched with significant donations, both large and modest.

FUNDRAISING: A JOURNEY OF UNITY AND PURPOSE

2022 was a year of resilience, innovation, and community spirit for Age Action Ireland. Our fundraising journey was nothing short of remarkable, and it's a testament to the collective power of individuals and organisations coming together for a noble cause. Here are some of the events, campaigns and partnerships that aided our fundraising journey:

1. The BIG Corporate Challenge: Businesses big and small stepped up, embracing our Be Inter-Generational initiative. Their commitment not only raised funds but also spread awareness about ageism, fostering a culture of respect and understanding across generations.

2. Innocent Big Knit: A heartwarming blend of creativity and charity, the Big Knit saw 33 libraries across Ireland become hubs of activity. Thousands of volunteers knitted with passion, aiming to adorn innocent bottles with 100,000 tiny hats in 2022. Each stitch was a symbol of love, care, and support for our community.

3. Community Champions: From bake sales to coffee mornings, communities across Ireland organised events, big and small, to support our mission. Their energy and enthusiasm were infectious, inspiring others to join the cause.

4. Digital Drives: In an age of technology, our online campaigns resonated with a global audience. From social media challenges to virtual events, the digital realm amplified our reach and impact.

5. Corporate Partnerships: Many companies chose Age Action as their Charity Partner, showcasing their dedication to the well-being of older individuals. Their generous donations, in-kind contributions, and skill-sharing initiatives played a pivotal role in our success.

6. Personal Stories and Support: We shared touching stories of those we've helped, and the response was overwhelming. Every donation, big or small, was driven by empathy and a desire to make a difference.

In reflection, 2022 was not just about funds raised but the stories behind each contribution. It was about the young student who volunteered with our Getting Started Programme, the corporate leader who championed our cause, and the retiree who knitted hats with ardent dedication. Together, we've woven a tapestry of hope, care, and positive change. To each and every supporter, Age Action says, "Thank you." Your belief in our mission fuels our passion and purpose.



TO ALL OF
OUR SUPPORTERS,
FUNDERS AND
DONORS
THANK YOU

OUR BOARD

Michael Ahern (Chair) is the CEO of Dubco Ireland Credit Union and a member of the Credit Union Advisory Committee that advises the Minister for Finance with respect to the Credit Union sector.

Tony Kehoe holds a M.Sc. Eng from Trinity College Dublin and an M.Sc. in Sustainable Energy from UCC. He is now retired but during his career he held many roles from Plant Manager through Operations Director to CEO. He is an active volunteer with Age Action's Care & Repair service.

Pat McCormack is the Head of Wealth Management with Barclays Ireland and a member of the Executive Committee of Barclays Bank Ireland PLC.

Ray McGrath is a former teacher and college principal and lecturer in Lifelong Learning at WIT. He is a member of Waterford Council for Older People and the Waterford PPN Environmental Linkage Group.

Susanne Moran has extensive risk management experience and works in the banking sector.

Tonya Myles is a General Manager of Cairde and holds a MA in Digital Media, a MA in Journalism and a Professional Diploma in Human Rights and Equality.

Robin Webster is an Adjunct Lecturer at the Irish Centre for Social Gerontology, NUIG. Previously he was one of the founders of Age Action and its first Chief Executive from 1992 to 2015.

Justin Moran is Head of Public Affairs with the Irish Wind Energy Association and former Head of Advocacy and Communications with Age Action.

Colm Nagle (Treasurer) is non-executive Chairman of a number of owner-managed businesses and is a Fellow of the Institute of Chartered Accountants in Ireland.

Ciara O'Donoghue (Company Secretary) is a Director with Legal Services, KPMG Ireland and a Fellow of the Chartered Governance Institute.

Dermot O'Riordan specialises in corporate governance, risk management, assurance and financial management in the public and not for profit sectors. Dermot is a member of Institute of Directors in Ireland and a Fellow of the Association of Chartered Certified Accountants.

Ailbhe Smyth is a long-time campaigner on feminist, LGBT and other social issues and was Co-Director of the Together for Yes campaign to repeal the 8th Amendment. Ailbhe is the former founding head of Women's Studies at UCD.

Eithne McCarthy is a solicitor and economist. She specialises in competition/antitrust law and has extensive experience in enforcement, regulatory and public law, human rights, and litigation at EU and national level. She is currently Lead Competition Counsel at the Financial Conduct Authority in London. She is also a visiting lecturer in competition law at the University of Limerick.

ATTENDANCE

AT BOARD MEETINGS

Board member	21 Jan	28 Jan	11 Mar	29 Apr	17 Jun	17 Sep	30 Sep	11 Nov	16 Dec	Attendance
Michael Ahern (Chair)	.	.	.	.	.	.	.	.	.	9 of 9
Ciara O'Donoghue* (Company Secretary)	.	.	X	.	X	.	.	X	.	6 of 9
Colm Nagle (Treasurer)	.	.	X	.	.	.	.	.	.	8 of 9
Justin Moran	X	X	X	X	X	-	-	-	-	0 of 4
Ray McGrath	.	.	X	.	X	.	.	X	.	6 of 9
Ailbhe Smyth	.	.	X	X	.	.	.	.	.	7 of 9
Tonya Myles	X	.	.	.	.	.	.	.	.	8 of 9
Tony Kehoe	.	.	.	X	.	X	.	.	.	7 of 9
Susanne Moran	.	.	.	.	.	X	.	X	.	7 of 9
Pat McCormack	.	.	.	.	.	-	-	-	-	4 of 4
Dermot O'Riordan	.	.	.	.	.	X	.	.	.	8 of 9
Eithne McCarthy	-	-	-	-	X	X	.	X	.	3 of 5

- Not appointed a Board member at the time of meeting

AT COMMITTEES

Governance & Risk Committee – Met 7 times

Susanne Moran (Chair)	Board Member
Ciara O'Donoghue	Company Secretary & Board Member
Dermot O'Riordan	Board Member
Niall Fitzgerald	Non-Board Member, Head of Ethics & Governance Accountancy Ireland
Edel Murphy	Non-Board Member, Risk and Compliance Manager, Vodafone
Fergus McDonald	Non-Board Member, retired Bank of Ireland
Attending	
Paddy Connolly	Chief Executive
Mary Hamoodi	Head of Finance
Jennifer Coen	Head of Admin & HR

Finance and Audit Committee – Met 7 times

Colm Nagle (Chair)	Board Member, Treasurer
Pat McCormack	Board member (retired in May)
Dermot O'Riordan	Board Member
David Frame	Non-Board member, Key Capital Private
Ailbhe Smyth	Board member
Attending	
Paddy Connolly	Chief Executive
Mary Hamoodi	Head of Finance

Nominations Committee – Met once

Tonya Myles	Chairperson
Michael Ahern	Board Chair
Colm Nagle	Board Treasurer
Susanne Moran	Gov & Risk Chairperson
Ciara O’Donoghue	Board member
Tony Kehoe	Board member
Attending	
Paddy Connolly	Chief Executive

REFERENCE AND ADMINISTRATION

Directors at 31 December 2022
Michael Ahern (Chair)
Tony Kehoe
Ray McGrath
Susanne Moran
Tonya Myles
Colm Nagle (Treasurer)
Ciara O’Donoghue (Company Secretary)
Dermot O’Riordan
Ailbhe Smyth
Eithne McCarthy
Auditors
Mazars Chartered Accountants & Statutory Audit Firm Harcourt Centre Block 3 Harcourt Road Dublin 2
Solicitors
Ken Kennedy Solicitors (incorporating P.J. Walsh & Co.)
Bankers
Permanent TSB 70 Grafton Street Dublin 2
Bank of Ireland 1 Rathfarnham Road Terenure, Dublin 6

DIRECTORS REPORT AND FINANCIAL INFORMATION

REGISTERED OFFICE

Age Action Ireland is a company limited by guarantee.
Registered in Dublin, Ireland, no 198571

Incorporated 2nd Feb 1993 Charity Registration No. 10583

Revenue Charitable Status Number 20027254

MISSION

Age Action aims to achieve fundamental change in the lives of all older people by empowering them to live full lives as actively engaged citizens and to secure their rights to comprehensive high-quality services according to their changing needs.

VISION

For a society that enables all older people to participate and to live full, independent lives.

VALUES-LED

Age Action's work is driven by an organisation that is professional in its operations and lives out its values of dignity, participation, diversity, social justice, and professionalism.

PRINCIPAL ACTIVITIES AND BUSINESS REVIEW

The principal activities of the organisation consist of working, together with a broad range of stakeholders, with ageing and older people, promoting better policies and services for older people, the carers of older people and providing services and supports which meet older person's needs.

The main areas of attention are the development of the company's existing activities, securing adequate financial and human resources to make these sustainable, and achieving the highest standards of corporate governance.

Report and Financial Statements

For the year ended 31 December 2022

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

REPORT AND FINANCIAL STATEMENTS 2022

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DIRECTORS AND OTHER INFORMATION

BOARD OF DIRECTORS

Ailbhe Smyth
Antonina Myles
Ciara O'Donoghue (*Company Secretary*)
Colm Nagle
Dermot O'Riordan
Justin Moran (*Resigned 3 June 2022*)
Michael Ahern
Patrick McCormack (*Resigned 3 June 2022*)
Ray McGrath
Robin Webster (*Resigned 3 June 2022*)
Susanne Moran
Tony Kehoe
Eithne McCarthy (*Appointed 11 May 2022*)

REGISTERED OFFICE AND BUSINESS PLACE

30 -31 Camden St Lower, Dublin 2

CHARITY NUMBER

CHY 10583
CRA 20027254

COMPANY NUMBER

198571

AUDITORS

Mazars
Chartered Accountants & Statutory Audit
Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

SOLICITORS

Ken Kennedy Solicitors
(incorporating P.J. Walsh & Co.)
31 Heytesbury Lane, Dublin 4.

BANKERS

Permanent TSB
70 Grafton Street, Dublin 2.

Bank of Ireland
1 Rathfarnham Road, Terenure, Dublin 6.

DIRECTORS' REPORT

The directors submit their report together with the audited financial statements for the year ended 31 December 2022.

OBJECTIVES AND ACTIVITIES

We aim to achieve fundamental change in the lives of all older people by empowering them to live full lives as actively engaged citizens and to secure their rights to comprehensive high-quality services according to their changing needs.

The principal activities of the organisation consist of working, together with a broad range of stakeholders, regarding ageing and older people, promoting better policies and services for older people, the carers of older people and providing services and supports which meet older person's needs.

The main areas of attention are the development of the company's existing activities, securing adequate financial and human resources to make these sustainable, and achieving the highest standards of corporate governance.

Age Action's strategy 2020-2023 identifies four key priority areas for that period.

- Equality & Human Rights
- Health & Wellbeing
- Lifelong Learning
- Professional Organisation

2. FINANCIAL REVIEW, ACHIEVEMENTS AND PERFORMANCE

The financial results for the year are set out in the Statement of Financial Activities on pages 18-19 of the financial statements.

Age Action have had operating deficits, which the company have been progressively addressing. Surpluses achieved in 2020 and 2021 were followed by a deficit of €96,860 in 2022. This was mainly due to a review and restructuring of our fundraising activity. In 2021 and early 2022 a number of fundraising staff departed, which meant we effectively had no staff or income generation activities for most of 2022. While we saw a deficit in 2022, strong performance in 2020 and 2021 ensured we had sufficient reserves and discretionary funds to maintain the organisation's activities. The departure of fundraising staff has enabled the board to devise a new income generation strategy and to build a new team to implement that strategy. As part of board oversight in this regard, the fundraising committee was amalgamated with the Finance & Audit Committee to ensure the board is actively engaged in monitoring fundraising activities.

In 2020 the board identified achieving increased funding for Age Action's Care & Repair Service from the Health Services Executive (HSE) as an important objective. This was achieved for 2021, 2022, and, after an evaluation of the service, for 2023. There remains a deficit in Age Action's core overhead funding needs. The HSE has informed Age Action that it has secured no additional funding from the exchequer to meet this need.

2. FINANCIAL REVIEW, ACHIEVEMENTS AND PERFORMANCE (Continued)

The board continues to prioritise Age Action's long-term financial stability. After significant financial and organisation restructuring in the previous three years, 2022 was identified as a year for organisation stability and an opportunity to explore new opportunities. Discussions with other organisations in the sector regarding potential merger or closer collaboration did not bear fruit, although Age Action remains committed to achieving synergies, where possible, and in a situation where our advocacy agenda would be strengthened.

Age Action's current strategic plan runs to the end of 2023. In 2022 the board commenced an extensive process of strategic review and evaluation. This included a number of staff days to review the organisation's strengths, weaknesses, opportunities and threats. An external consultation with a variety of stakeholders was also undertaken. The board held a number of strategic planning days to review and discuss the outcome of these activities. The board process culminated in the production of a Strategy Parameters Statement to guide the drafting of the strategy.

The statement identified that the next Age Action strategy should:

- Be equality and human rights based
- Recognise change happens over the longer term
- Show leadership in the ageing sector
- Be ambitious

The Strategic Plan 2024-2027 will be considered by the board in September 2023 and launched in November 2023. There will then be analysis of Age Action's resource gaps which might impinge on delivery of the plan, and an associated action plan to address these gaps.

Detailed information on all of Age Action's activities in 2022 are set out in the Annual Report 2022.

Below is a brief summary of 2022 activities and achievements, outlined under Age Action's Strategic Goals.

Strategic Goal 1

1. Engage stakeholders including Government, the wider community, and older people themselves to challenge ageism in laws, policies, systems and communities to guarantee equality and rights for all of us as we age.

Outcome

- 1.1 Commissioned and published Are We Ageist? Ireland's first representative public poll on ageist attitudes in decades to support the case for a stronger societal response to ageism.
- 1.3 Published Reframing Ageing – The State of Ageing in Ireland 2022 which is the first comprehensive report on the situation of older people in Ireland since 1988 and the first time such a report was produced by a charity. Building on similar work from other countries, this report draws on national statistics and a wealth of Irish research on society and the lived experiences of older persons to make a case for age equality.

Strategic Goal 2

2. Inform and influence policies and practice to give income security and economic opportunities that uphold older people's dignity and independence.

Outcome

- 2.1 Produced analysis demonstrating hidden costs associated with ageing which supported Age Action's successful advocacy to expand the Fuel Allowance eligibility criteria for people over the age of 70.
- 2.2 Successfully advocated to maintain the pension age at 66 and the largest increase in the State Pension in 15 years.

Strategic Goal 3

3. Inform and influence policies and practice that give people choice and control over their lives in later life.

Outcome

- 3.1 Published A study of Older Men's Experiences with Digital Technology in Rural Ireland to support Age Action's work to ensure older people's digital inclusion.
- 3.2. All of Age Action's policy submissions refer to the need for public services to maintain adequate access to offline services to support Age Action's key message 'digital first should not mean digital only'. The National Digital Strategy reflects Age Action's position that not all people will acquire the digital skills necessary to access public services online.
- 3.3 An active member of the Home Care Coalition advocating for a statutory home care scheme, Age Action published five submissions to Government consultations and processes related to ageing in place policies. In addition to raising the need for the scheme and a long-term care strategy directly with public representatives on seven occasions, Age Action appeared before the Joint Committee on Health and three meetings of the Oireachtas Committee on Housing, Local Government and Heritage. The advocacy work was informed by the research Agency and Ageing in Place in Rural Ireland, published by UCC in association with Age Action, which documents the lived experience of older people in terms of the barriers they face to stay in the homes or communities in which they have built their lives.

Strategic Goal 4

4. Ensure Age Action operates to the highest standards in its functions of advocacy, service provision, employment, and governance, and in a manner that engages our values explicitly, consistently, and coherently

- 4.1 Age Action has established a 'values in action' committee, which supports the organisation to embed our values in organisation processes and actions. In 2022 we undertook organisation-wide training and development in diversity, equity and inclusion. We annually monitor compliance with the Charity Regulator Governance Code . We also comply with ethical codes for fundraising and conduct regular ethical reviews of companies who wish to support our work.

In the volunteering area we have developed Investing in Volunteers, an international standard in volunteer management and support, for which we were assessed in early 2023. The assessment involved extensive interviews with over 40 volunteers, staff and the Chairperson and CEO. Age Action is delighted to have successfully passed the assessment and to have been awarded the Investing in Volunteers recognition.

4.2 Programmes and Services Highlights

Getting Started – supporting older people to develop literacy skills: Age Action offers face-to-face courses of 10 hours per learner. The original target was 600 face-to-face students, Age Action exceeded this, supporting in total 668 students with their digital literacy. In addition to face-to-face courses, Age Action supported an additional 65 students with their digital literacy through five hours support each by phone.

Age Action – Keep In Touch Booklet (self-learner): Age Action's 40 page self-learner toolkit targeted 500 learners in 2022, 551 booklets were distributed.

Care & Repair Service - Age Action's Care & Repair service targeted 795 recipients in 2022. Age Action commenced a national expansion of Care and Repair during 2022, exceeding original targets and in total 1,194 clients were reached, with 2,037 maintenance jobs completed.

Referrals to trusted tradespeople: 1,200 targeted, 2,091 trades referrals completed.

Volunteering; Age Action targeted development of 1,000 community and corporate volunteers for 2022, 801 volunteers worked with Age Action in 2022.

3. STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a company limited by guarantee and does not have any share capital. All directors serve in a voluntary capacity.

The Board met 7 times during the year. It continued to give priority to achieving the highest standards of corporate governance, including strategic planning, financial management and fundraising. Below is a summary of activities.

Finance & Audit Oversight

The Finance Committee comprises the company Treasurer, who chairs the meeting, two other Board members nominated by the Board, and an independent member from outside the organisation. The CEO and Head of Finance are invited to attend. The committee meets in advance of every board meeting to review management accounts and monitor the yearly budget. It then reports to and advises the Board on the financial health of the organisation.

Members: Mr Colm Nagle (Chairperson); David Frame (Independent member); Dermot O’Riordan (Board member); Ailbhe Smyth (Board member). Attending: Paddy Connolly (CEO); Mary Hamoodi (Head of Finance).

The committee is responsible for the annual audit and meets with the auditor in advance of the audit and after the audit is complete. During the year, they meet regularly to oversee the financial management of the organisation and to monitor its progress through detailed quarterly reports. It also met as the Audit Committee with the auditors, Mazars, without staff present, to consider the audit report.

In 2022 the committee commissioned an independent internal review of financial management controls. The review was designed to audit and then strengthen Age Action’s financial controls. While there were no significant adverse findings, the review supported the organisation to develop a ‘playbook’ of financial controls which can be monitored and sporadically tested over time.

Under the organisation’s induction and training policy for directors, an induction meeting is held with new directors and new directors are invited to attend a Boardmatch directors’ workshop.

In 2022, in addition to a monthly review of the management accounts and monitoring of the organisation’s budget, the committee supported a review of income generation, which resulted in the fundraising committee being amalgamated with the Finance & Audit Committee.

Board Governance

The Governance and Risk Committee is satisfied that Age Action is compliant with the Governance Code, as required by the CRA.

The Committee is also satisfied that Age Action monitors its fundraising activities for compliance with best practice in this area, including the conducting of ethical reviews when engaging with corporate funding opportunities.

The committee met 7 times in 2022 and is comprised of three board members, three independent members, with governance & risk expertise, and is attended by three senior staff members. The committee members are, Susanne Moran (Chairperson), Dermot O’Riordan (board member), Ciara O’Donoghue (board member & company secretary), Fergus McDonald (independent member), Niall Fitzgerald (independent member), Edel Murphy (independent member). Staff members invited to attend are Paddy Connolly (CEO), Mary Hamoodi (Head of Finance) and Jenny Coen (Head of Administration & HR).

Throughout 2022, the Governance & Risk Committee reviewed Age Action’s risk register and presented its findings to the Board. Principal risks for 2022 include financial stability and an over-reliance on once-off bequests and Age Action’s limited success in non-statutory income generation.

The Board has engaged proactively with these risks in 2022 and commissioned a review of Age Action’s fundraising programme. This led to significant restructuring and the development of a new fundraising strategy.

The Governance & Risk Committee supported the Finance & Audit Committee in commissioning an internal review of financial controls.

Other activities of the Governance & Risk Committee in 2022 included.

- A review of Age Action’s constitution to explore options for tightening the criteria enabling the board to remove a board member for misconduct and to include a provision barring former senior CEOs from joining the Board
- Discussion on the benefits of Age Action merging with other organisations, and the associated risks
- A review and development of a plan to expand the diversity of Age Action’s board
- A review of the terms of reference of Age Action board committees
- A review of Age Action’s data protection systems and the commissioning of an external penetration test
- Consideration of a review of board effectiveness

The Governance and Risk Committee supported the CEO to identify how to report on risks which may not be captured in the standard risk register. There has been significant change in Age Action and the committee identified some ‘transition’ risks which would be useful to bring to the board’s attention.

Where an issue considered by the committee e.g. board evaluation and board diversity, were the remit of another committee, these were brought to the board for consideration.

Nominations Committee

The Nominations Committee oversees Board recruitment. One new board member was appointed in 2022. A schedule of Board member’s expected resignations is maintained.

The committee met once in 2022, it is comprised of six board members. The CEO is invited to attend. The members are Tonya Myles (Chairperson), Michael Ahern (Board Chair), Colm Nagle (Board Treasurer), Susanne Moran (Governance & Risk Chairperson), Ciara O’Donoghue (Board Secretary) and Tony Kehoe (Board member).

In 2022 the committee reviewed its terms of reference. It also reviewed the diversity of the board and tasked the CEO to bring proposals in this regard. The committee is also responsible for board self-evaluation, and this commenced in early 2023, overseen by the committee chairperson and the board chair.

In early 2023 Age Action’s board and finance committee were expanded to include a more diverse profile of board and committee members. The Nominations Committee developed a process of preparing for board succession through appointing committee members who might later join the full board.

Pay & Remuneration

The Board of Age Action maintains an organisation pay policy and remuneration statement to ensure transparency across the organisation in terms of staff remuneration. The salary of the CEO is set by the Board and aligned with the civil service grade Higher Assistant Principal. All other salaries in the organisation are aligned with HSE grades. Salaries are negotiated based on experience and qualifications whilst remaining within the bandwidth of appropriate HSE grades. In late 2023 this process was change to align salaries solely to the voluntary and community sector, using the Wheel’s salary survey.

3. STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

Implementation of Fundraising Restructure

In 2022 the board commenced a comprehensive restructuring of Age Action’s income generation programme. This includes recruitment of key staff and the development of a new Case for Support. Our new Head of Fundraising & Communications commenced employment in early March 2023, they will be supported by a staff team of 4-6 people.

A Case for Support will be signed off by the board in late 2023. The board is optimistic that early recruitment in 2023 and a strong case for support will enable the organisation to have a successful end of year period in terms of raising independent funds.

Senior Management Team

- Paddy Connolly — **CEO**
- Celine Clarke — **Head of Advocacy & Public Affairs**
- Jenny Coen — **Head of Administration & HR**
- Mary Hamoodi — **Head of Finance**
- Vicky Harris — **Head of Programmes**
- Carrie Benn — **Head of Fundraising & Communications**

4. EVENTS SUBSEQUENT TO THE YEAR END

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

5. DIRECTORS AND SECRETARY

The names of the individuals who were directors at any time during the year ended 31 December 2022 are set out below. All directors served for the entire year unless otherwise stated.

- Ailbhe Smyth
- Antonina Myles
- Ciara O’Donoghue
- Colm Nagle
- Dermot O’Riordan
- Justin Moran (Resigned 3 June 2022)
- Michael Ahern
- Patrick McCormack (Resigned 3 June 2022)
- Ray McGrath
- Robin Webster (Resigned 3 June 2022)
- Susanne Moran
- Tony Kehoe
- Eithne McCarthy (Appointed 11 May 2022)

5. DIRECTORS AND SECRETARY (Continued)

Company Secretary

Ciara O'Donoghue

6. FUTURE DEVELOPMENTS

Throughout 2022 Age Action has put considerable work into strategic planning for the period 2024 onwards. The development of a parameters statement by the board, to support the staff to draft a strategy, has opened up a number of strategic options for the organisation. A reenergised fundraising team and strategy and a detailed Case for Support should enable the organisation to generate the independent income it requires, to complement existing statutory income, and to deliver on an ambitious strategy for the years ahead.

In early 2023, as part of the strategic planning process, the Board considered a Theory of Change. This informed the development of the strategy and enabled the organisation to reflect on the how it might be most effective in the context of all the potential issues an organisation like Age Action might seek to address. It enabled the organisation to narrow its ambition to a set of achievable goals. It also supported the organisation to identify the societal, political and public services change Age Action wants to see over the next decade. While the upcoming strategic plan will have a 3 year timeframe, the organisation will set out a ten-year ambition. This ambition will be beyond Age Action's capability to deliver alone. There are Government actions and other changes that require wider alliances and collaboration.. That said, it will set out Age Action's vision for a better and more equal Ireland for us all as we age. Specific advocacy goals will be identified, addressing areas such as health, adequate income and tackling ageism. Goals we will strive to see delivered over the next 3 years. Goals we can measure and against which we can quantify our success.

Our negotiations with the HSE for secure, long-term funding for Care and Repair bore some fruit in late 2022. An evaluation of the service was submitted and the HSE committed to mainstreaming the service in 2023. We believe Care & Repair, as our core service, is a not just a vital service for older people, it also supports a number of key Government strategies. We hope to persuade the HSE to support us the further expand the service in 2023.

In the absence of sufficient statutory funding for the service we believe the service is also an attractive offering for potential corporate funding.

7. ACCOUNTING RECORDS

The measures that the directors have taken to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of the accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at 30-31 Camden Street Lower, Dublin 2.

8. STATEMENT ON RELEVANT AUDIT INFORMATION

In the case of each of the persons who are directors at the time this report is approved, in accordance with Section 332 of the Companies Act 2014:

- a. so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- b. each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

9. AUDITORS

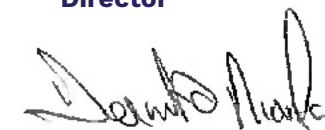
Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to be re-appointed in accordance with Section 383(2) of the Companies Act 2014.

On behalf of the Board

Colm Nagle
Director



Dermot O'Riordan
Director



Date: 24 March 2023

DIRECTORS' RESPONSIBILITIES STATEMENT

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under the law, the directors must not approve the financial statements unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end and of the results of the company 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 then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reason for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

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

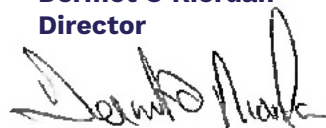
On behalf of the Board

Colm Nagle
Director



Date: 24 March 2023

Dermot O'Riordan
Director



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Age Action Ireland Company Limited by Guarantee ("the company") for the year ended 31 December 2022, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in note 3. 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* issued in the United Kingdom by the Financial Reporting Council (FRS 102).

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; 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 further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the Company in accordance with the 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 Company'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' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements;
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited; and
- the financial statements are in agreement with the accounting records.

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.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of Sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions 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 14, 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 management determines 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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

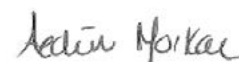
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

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

Our report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters 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 responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Aedín Morkan
For and on behalf of Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2



Date: 10 May 2023

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (incorporating an Income and Expenditure Account)

Notes	Restricted Funds 2022	Unrestricted Funds 2022	Year ended 31 December 2022	Restricted Funds 2021	Unrestricted Funds 2021	Year ended 31 December 2021
	€	€	€	€	€	€
Income from						
Charitable activities						
Grants	933,223	411,807	1,345,030	800,231	411,807	1,212,038
Community employment programme	195,662	-	195,662	269,654	-	269,654
Donations and legacies						
Donations and gifts	-	246,221	246,221	175	647,315	647,490
Fundraising events	-	8,832	8,832	-	56,404	56,404
Legacies	-	38,647	38,647	-	161,819	161,819
Membership subscriptions	-	17,408	17,408	-	17,467	17,467
Other trading activities						
Retail income	6	-	-	-	1,783	1,783
Sale of retail business and assets	6	-	-	-	295,000	295,000
Other income						
Other income	5	-	71,696	-	99,203	99,203
Interest income		-	65	-	52	52
Total income	17	1,128,885	794,676	1,923,561	1,070,060	2,760,910

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure Account) (continued)

Notes	Restricted Funds 2022	Unrestricted Funds 2022	Year ended 31 December 2022	Restricted Funds 2021	Unrestricted Funds 2021	Year ended 31 December 2021
	€	€	€	€	€	€
Expenditure on:						
Charitable activities						
Project expenses	6	1,072,573	663,471	1,736,044	1,124,611	634,224
Community employment programme	6	195,662	-	195,662	269,654	-
Raising funds						
Expenditure on raising funds	6	-	88,715	88,715	-	299,552
Retail expenditure	6	-	-	-	-	104,318
Total expenditure		<u>1,268,235</u>	<u>752,186</u>	<u>2,020,421</u>	<u>1,394,265</u>	<u>2,432,359</u>
Net (expenditure) / income	16	(139,350)	42,490	(96,860)	(324,205)	652,756
Total funds brought forward		22,373	1,687,898	1,710,271	45,036	1,336,684
Transfer of funds	16	<u>123,097</u>	<u>(123,097)</u>	-	<u>301,542</u>	<u>(301,542)</u>
Total funds carried forward	16	6,120	1,607,291	1,613,411	22,373	1,687,898

The notes on pages 22-37 form part of these financial statements.

There were no gains or losses other than those included above.

All income and expenditure are in respect of continuing activities.

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

BALANCE SHEET

	Notes	31 December 2022 €	31 December 2021 €
FIXED ASSETS			
Tangible assets	12	<u>46,872</u>	<u>22,078</u>
CURRENT ASSETS			
Debtors	13	104,101	171,240
Cash at bank and in hand		<u>1,572,783</u>	<u>1,821,858</u>
		1,676,884	1,993,098
Creditors			
Amounts falling due within one year	14	(110,345)	(304,905)
NET CURRENT ASSETS		1,566,539	1,688,193
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,613,411</u>	<u>1,710,271</u>
FUNDS OF THE CHARITY			
Unrestricted funds	16	1,607,291	1,687,898
Restricted funds	16	<u>6,120</u>	<u>22,373</u>
TOTAL CHARITY FUNDS	17	<u>1,613,411</u>	<u>1,710,271</u>

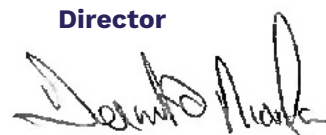
The notes on pages 22-37 forms part of these financial statements.

On behalf of the Board

Colm Nagle
Director



Dermot O'Riordan
Director



Date: 24 March 2023

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

	Notes	Year ended 31 December 2022 €	Year ended 31 December 2021 €
Cashflows from operating activities			
Net (expenditure) / income for the year		(96,860)	328,551
Adjustments for:			
Depreciation	12	<u>9,597</u>	<u>41,709</u>
Operating income before working capital changes		(87,263)	370,260
Decrease/ (increase) in debtors		67,139	(59,372)
Decrease in creditors		<u>(194,560)</u>	<u>(155,505)</u>
Net cash (used in) / provided by operating activities		<u>(214,684)</u>	<u>155,383</u>
Cashflows from investing activities			
Acquisition of tangible fixed assets	12	<u>(34,391)</u>	<u>(23,059)</u>
Cash used in investing activities		<u>(34,391)</u>	<u>(23,059)</u>
Net (decrease) / increase in cash at bank and in hand		(249,075)	132,324
Cash at bank and in hand at beginning of year		<u>1,821,858</u>	<u>1,689,534</u>
Cash at bank and in hand at end of year		<u>1,572,783</u>	<u>1,821,858</u>

The notes on pages 22-37 forms part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2022

1. GENERAL INFORMATION

Age Action Ireland Company Limited by Guarantee (the “company”) is a company limited by guarantee and has no share capital. The company is a public benefit entity. The registered office and principal place of business is 30/31 Camden Street Lower, Dublin 2, Ireland. The nature of the company’s operations and its principal activities are set out in the directors’ report.

2. STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with Financial Reporting Standard 102 “The Financial Reporting Standard Applicable in the UK and Republic of Ireland” (“FRS 102”) and the Companies Act 2014.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

a) Basis of preparation

The financial statements have been prepared in accordance with Financial Reporting Standard 102 “The Financial Reporting Standard Applicable in the UK and Republic of Ireland” (“FRS 102”) and the Companies Act 2014. The financial statements have also been prepared in accordance with Statement of Recommended Practice (SORP) “Accounting and Reporting by Charities” as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charities Regulator, who are recognised by the UK Financial Reporting Council (FRC) as the appropriate bodies to issue SORPs for the charity sector in the UK. Financial reporting in line with SORP is considered best practice for charities in Ireland. The directors consider that the adoption of the SORP requirements is the most appropriate accounting to properly reflect and disclose the activities of the organisation. The financial statements have been prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

b) Functional currency and presentation currency

The financial statements are measured and presented in the currency of the primary economic environment in which the entity operates (its functional currency). The financial statements are presented in Euro (“€”) which is also the functional currency of the company.

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

c) Income

All income is recognised in the Statement of Financial Activities (“SOFA”) when the company is entitled to the income, any performance related conditions have been met, receipt is probable, and the amount can be quantified with reasonable accuracy. Income comprises grants for charitable activities, donations and legacies, and other trading activities.

Charitable activities

Grants are recognised when there is evidence of entitlement and their receipt is probable. Grants received towards capital expenditure are credited to the SOFA when received or receivable whichever is earlier. Grant income is deferred where the charity is restricted by specific performance related conditions that are evident in the grant agreement, where there is a specification of a time period that limits the charity’s ability to spend the grant until it has performed that activity related to the specified time period and when there are specific terms or conditions within the agreement that have not been met and are not within the control of the charity. Grants for Community employment programme are credited to the SOFA in the year to which they relate.

Donations and legacies

Voluntary income including donations, gifts and legacies are recognised where there is entitlement, receipt is probable, and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies that the grant or donation must only be used in future accounting periods or the donors have imposed conditions which must be met before the charity has unconditional entitlement. Membership income is credited to the SOFA in the year to which it relates.

Other trading activities

Fundraising income and income from charity stores are credited to the SOFA when received or receivable whichever is earlier.

Employment wage subsidy scheme funds are credited to the SOFA in the year to which they relate.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity.

Income is analysed as restricted or unrestricted. Restricted funds represent income recognised in the financial statements, which is subject to specific conditions imposed by the donors or grant making institutions. Unrestricted funds represent amounts which are expendable at the discretion of the company, in furtherance of the objectives of the charity. Such funds may be held in order to finance working capital or capital investment.

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

a) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related thereto. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of the resources.

Support costs are incurred on those functions that assist the work of the Company but do not directly undertake charitable activities. Salaries and associated costs which can be attributed to specific projects are charged accordingly.

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

b) Employee benefits

The charity provides a range of benefits to employees, including paid holiday pay arrangements and defined contribution pension plans.

Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received. A provision is made for the estimated liability for annual leave as a result of services rendered by employees up to the end of the financial year.

Pensions

The charity operates a defined contribution pension scheme. This scheme is administered by independent investment managers. Pension costs are expensed to the SOFA as incurred.

c) Operating leases

Operating lease payments are charged to the SOFA in the period to which they relate.

d) Tangible fixed assets

Tangible fixed assets are initially recognised at cost and are subsequently stated at cost less accumulated depreciation.

Depreciation is provided at rates to write off the cost of each asset over its expected useful life as follows:

Office Equipment	–	2 - 7 years
Leasehold Premises & Fittings	–	2 - 23 years
IT Hardware/ Software	–	2-3 years
Motor Vehicles	–	4 years

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

e) Financial instruments

Financial assets

Basic financial assets, including trade and other debtors, and cash at bank and in hand are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. The impairment loss is recognised in the SOFA.

Financial assets are derecognised when the contractual rights to the cash flows from the asset expire or are settled; or substantially all the risks and rewards of the ownership of the asset are transferred to another party; or control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions on transfer.

Financial liabilities

Basic financial liabilities, including trade and other payables are initially recognised at transaction price.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Offsetting

Financial assets and liabilities are offset, and the net amounts presented in the financial statements when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

a) Provisions and contingencies

Provisions

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Contingencies

Contingent liabilities, arising as a result of past events, are recognised when it is probable that there will be an outflow of resources and the amount can be reliably measured at the reporting date. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

1. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

The company makes judgements, estimates and assumptions about the carrying amounts of assets and liabilities that were not readily apparent from other sources in the application of the company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors that are considered to be reasonable under the circumstances. Actual results may differ from the estimates.

a) Critical judgements made in applying the company's accounting policies

The critical judgement (other than those involving estimates) that has a significant effect in the financial statements is discussed below:

Going concern

Age Action is funded on an annualised basis by a number of statutory agencies and its own independent fundraising efforts. Grant aid from the Health Service Executive (HSE) represents the bulk of statutory income that Age Action receives. Core funding of circa €411,000 has remained unchanged for a number of years and will continue in 2023.

In 2021 and 2022 the HSE gradually increased and funding for the provision of Age Action's Care & Repair service. This amounted to €548,000 in 2022, and, the HSE has confirmed, will continue in 2023. In addition to the above, other statutory grants amount to circa €289,000.

During 2021 and 2022 Age Action commissioned an independent review of its capacity to raise independent funds, through corporate gifts, community fundraising activities and individual donations. The review highlighted a number of weaknesses in Age Action's approach and recommended a number of new measures the organisation should take. The Board of Age Action has accepted the recommendations of the review and has commenced implementation of a new fundraising strategy. A key element of this new approach is the development of a 'case for support' – a statement of Age Action's ambition and aims, to support fundraising activities. The case for support will be complete in the first quarter of 2023. Internal restructuring to support an organisation-wide fundraising culture is complete and a new Head of Fundraising and Communications has been appointed. Age Action is confident that the organisation's capacity to raise independent funds will start to show dividends in late 2023 and beyond.

Age Action's current strategic plan expires in 2023. The Board and organisation commenced an internal review and external consultation to support the drafting of a new strategy. The Board has set the parameters of the new strategy for the executive. A new strategy will be complete during 2023.

The directors will continue to monitor costs and compliance with the agreed budget and spending parameters throughout 2023. The directors are confident that the company will be able to continue in operation for the foreseeable future. The directors have prepared budgets, projections and cash flow forecasts for a period of 12 months from the date of approval of these financial statements. These budgets, projections and forecasts involve a level of judgement about continuity of public funding and about the likely impact on the cost base of the organisation. Given the unprecedented nature of current circumstances, exacerbated by the continuing impact of Covid and the conflict in Ukraine, there is an element of uncertainty regarding Ireland's economic outlook. This may impact on public expenditure and/or fundraised income. Actual results may therefore differ from current budgetary expectations and forecasts.

Based on these budgets, projections and cash flow forecasts, on committed grant income over the next 12 months and cash at bank, the directors are satisfied that the company has adequate resources to continue for at least 12 months from the date of approval of these financial statements and it is appropriate to adopt the going concern basis in the preparation of the financial statements.

b) Key sources of estimation uncertainty

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Estimated Useful Lives of Tangible Fixed Assets

Tangible fixed assets comprise office equipment, leasehold premises & fittings, IT hardware/ software and motor vehicles. The annual depreciation charge depends primarily on the estimated lives of each type of asset. The directors regularly review these useful lives and change them if necessary, to reflect current conditions. In determining these useful lives management consider technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial year. There were no changes in the estimated useful lives of tangible fixed assets in 2022.

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

5. INCOME

All income derives from activities in the Republic of Ireland. Income comprises grants, donations and legacies and other trading activities. A breakdown of grants is included in note 17.

Other income consists of the following:

	2022 €	2021 €
Rental income	60,000	86,945
Job plus grant	11,669	6,250
Other	—	<u>6,008</u>
	71,696	99,203

6. EXPENDITURE

	Restricted Funds 2022 €	Unrestricted Funds 2022 €	Total 2022 €	Restricted Funds 2021 €	Unrestricted Funds 2021 €	Total 2021 €
Charitable activities						
Project expenses	1,072,573	663,471	1,736,044	1,124,611	634,224	1,758,835
Community employment programme	195,662	—	195,662	269,654	—	269,654
Raising funds						
Expenditure on raising funds	—	88,715	88,715	—	299,552	299,552
Retail expenditure	—	—	—	—	<u>104,318</u>	<u>104,318</u>
Total expenditure	1,268,235	752,186	2,020,421	1,394,265	1,038,094	2,432,359

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

6. EXPENDITURE

Included within the expenditure are support costs as follows:

	2022 €	2021 €
Wages and salaries	333,116	373,322
Audit	12,000	11,000
Rent and utilities	121,050	144,655
Other costs	55,379	54,260
Governance	<u>33,110</u>	<u>26,617</u>
	554,655	609,854

Income earned and expenditure incurred by charity stores in the prior year were as follow:

	2022 €	2021 €
Unrestricted funds		
Charity store income	—	1,783
Sale of retail business and assets	—	295,000
Unrestricted expenditure		
Store expenditure	—	<u>(104,318)</u>
Net income	—	192,465

The retail business and related assets were sold in 2021.

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

1. NET INCOME

	2022 €	2021 €
Net income is stated after charging:		
Depreciation of tangible assets	9,597	41,709
Auditors' remuneration:		
- In respect of audit services	12,000	11,000
- In respect of audit of CE scheme	738	738
Operating leases – premises	128,134	157,300

2. STAFF COSTS

	2022 €	2021 €
Wages and salaries	1,299,445	1,517,118
Social welfare costs	126,324	99,169
Pension costs	<u>47,679</u>	<u>47,473</u>
	1,473,448	1,663,760

Number of employees

The average monthly number of employees during the year was as follows:

	2022 No.	2021 No.
Administration	<u>4</u>	4
Development projects and services	<u>36</u>	<u>43</u>
	<u>40</u>	<u>47</u>

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

8. STAFF COSTS (CONTINUED)

The number of employees whose employee benefits for the year (excluding employer pension costs) fall within the following bands are as follows:

	2022 No.	2021 No.
€60,000 – €70,000	1	3
€70,000 – €80,000	2	1
€80,000 – €90,000	1	1
€90,000 – €100,000	-	-
€100,000 – €110,000	-	-
€110,000 – €120,000	1	1
€120,000 – €130,000	—	—
	5	6

Age Action’s Chief Executive is the highest paid employee with employee benefits of €120,989 (Salary €99,212, PRSI €11,856, Pension €9,921) in 2022 (2021: €133,045).

Contributions between 5% to 10% of salary were made by the company to the defined contribution pension scheme for four of the senior management team members who fall within the bands above.

3. PENSION

The company operates a defined contribution pension scheme and the assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to this scheme and amounts to €47,679 (2021: €47,473). An amount due of €Nil (2021: €9,625) is included in creditors at year end date.

4. DIRECTORS’ EMOLUMENTS

No director received travel related expenses in 2022 (2021: Nil).

None of the directors received remuneration or benefits for their services during 2022 and 2021.

5. TAXATION

The company is a registered charity and accordingly the company avails of the charities’ exemption from corporation tax.

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

1. TANGIBLE FIXED ASSETS

	Office Equipment	Leasehold Premises & Fittings	IT Hardware/ Software	Motor Vehicles	Total
	€	€	€	€	€
Cost					
At 31 December 2021	137,158	309,404	113,169	14,500	574,231
Additions	=	=	<u>2,411</u>	<u>31,980</u>	<u>34,391</u>
At 31 December 2022	<u>137,158</u>	<u>309,404</u>	<u>115,580</u>	<u>46,480</u>	<u>608,622</u>
Depreciation					
At 31 December 2021	137,158	307,232	105,649	2,114	552,153
Charge for the year	=	<u>624</u>	<u>3,399</u>	<u>5,574</u>	<u>9,597</u>
At 31 December 2022	<u>137,158</u>	<u>307,856</u>	<u>109,048</u>	<u>7,688</u>	<u>561,750</u>
Net Book Amount					
At 31 December 2021	=	<u>2,172</u>	<u>7,520</u>	<u>12,386</u>	<u>22,078</u>
At 31 December 2022	=	<u>1,548</u>	<u>6,532</u>	<u>38,792</u>	<u>46,872</u>

2. DEBTORS

	2022	2021
Amounts falling due within one year	€	€
Trade debtors	26,551	13,296
Prepayments and accrued income	65,346	155,409
Other debtors	<u>12,204</u>	<u>2,535</u>
	<u>104,101</u>	<u>171,240</u>

All debtors are due within one year.

3. CREDITORS

	2022	2021
Amounts falling due within one year	€	€
Trade creditors	11,876	75,797
Other creditors	20,498	34,560
PAYE/PRSI	13,447	40,529
Accruals	35,659	47,011
Deferred income (Note 15)	<u>28,865</u>	<u>107,008</u>
	<u>110,345</u>	<u>304,905</u>

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

14. CREDITORS (CONTINUED)

Trade and other creditors

The repayment terms of trade and other creditors vary between on demand and 30 days. No interest is payable on trade creditors.

Taxes and social security costs

Taxes and social security costs are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date.

Accruals

Accruals are expected to be settled within the next 12 months.

15. DEFERRED INCOME

	Opening Deferred Income 1 January 2022 €	Amounts received during the year €	Amounts released during the 2022 €	Closing deferred income 31 December 2022 €
Dept. of Communications Digital Skills	65,995	-	(65,995)	-
CE advance payment	41,013	32,865	(45,013)	28,865
	107,008	32,865	(111,008)	28,865

Deferred income comprises of grants received in advance in which terms and conditions have not yet been met.

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

16. MOVEMENT OF FUNDS

Current Year

	Restricted funds €	Unrestricted funds €	Total 2022 €
Opening balance	22,373	1,687,898	1,710,271
Net (expenditure) /income	(139,350)	42,490	(96,860)
Transfer of funds	123,097	(123,097)	-
Closing balance	6,120	1,607,291	1,613,411

Represented by:

Fixed assets	-	46,872	46,872
Current assets	-	1,676,884	1,676,884
Current liabilities	-	(110,345)	(110,345)
Closing balance	-	1,613,411	1,613,411

Prior year

	Restricted funds €	Unrestricted funds €	Total 2021 €
Opening balance	45,036	1,336,684	1,381,720
Net income (expenditures)	(324,205)	652,756	328,551
Transfer of funds	301,542	(301,542)	-
Closing balance	22,373	1,687,878	1,710,271

Represented by:

Fixed assets	-	22,076	22,076
Current assets	151,754	1,841,346	1,993,100
Current liabilities	(129,381)	(175,524)	(304,905)
	22,373	1,687,898	1,710,271

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

17. STATEMENT OF FUNDS

	Opening balance 1 January 2022 €	Income €	Expenditure €	Cross subsidisation (to) / from unrestricted funds €	Closing balance 31 December 2022 €
Restricted funds					
1 Help Age International	22,373	-	(22,373)	-	-
2 HSE Care & Repair Age Action South	-	10,000	(12,440)	2,440	-
3 HSE Care & Repair	-	548,000	(575,231)	27,231	-
5 Department of Communications	-	65,995	(98,112)	32,117	-
6 Solas	-	131,730	(131,730)	-	-
7 Cork City Council	-	18,200	(18,200)	-	-
8 Pobal	-	91,181	(152,490)	61,309	-
9 Department of Rural and Community development	-	30,144	(30,144)	-	-
10 Dublin City Council	-	31,250	(31,250)	-	-
11 IHREC	-	6,120	-	-	6,120
12 DEASP Community Employment Programme	-	195,662	(195,662)	-	-
13 University of Galway	-	603	(603)	-	-
Total restricted funds	22,373	1,128,885	(1,268,235)	123,097	6,120
14 HSE Older Persons	-	411,807	(411,807)	-	-
Unrestricted funds	1,687,898	382,869	(340,379)	(123,097)	1,607,291
Total funds	1,710,271	1,923,561	(2,020,421)	-	1,613,411

*The cross-subsidisation amounts funded by the Department of Social Protection relate to staff participating in the Community Employment Scheme. There were no cross subsidy amounts from DSP received for the Care & Repair Programme 2022 and Getting Started Programme 2022.

The above projects were chiefly funded by the following donors:

1. Ageing & Development - Help Age International
2. Care & Repair - HSE & Cork City Council
3. Getting Started - The Department of Communications, Climate & Environment & Dublin City Council Community Grant
4. Lifelong Learning U3A and Digital Literacy Programme - Solas
5. Social Partnership / Policy - The Department of Rural & Community Development, Pobal & IHREC
6. Age Action South - HSE Cork

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

17. STATEMENT OF FUNDS (CONTINUED)

The Company is compliant with Circular 44/2006 “Tax Clearance Procedures Grants, Subsidies and Similar Type Payments”.

18. FINANCIAL INSTRUMENTS

The analysis of the carrying amounts of the financial instruments of the charity required under Section 11 of FRS 102 is as follows:

	2022 €	2021 €
Financial assets at amortised cost		
Trade debtors	26,551	13,296
Other debtors	12,204	147,249
Cash and cash equivalents	<u>1,572,783</u>	<u>1,821,858</u>
	<u>1,611,538</u>	<u>1,982,403</u>
Financial liabilities at amortised cost		
Trade creditors	11,876	75,797
Accruals	35,659	47,011
Other creditors	<u>20,498</u>	<u>78,920</u>
	<u>68,033</u>	<u>201,728</u>

19. FINANCIAL COMMITMENTS

The company has entered into a non-cancellable operating lease for its office space. Operating lease expense in 2022 amounted to €128,134 (2021: €157,300).

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 €	2021 €
Due within one year	118,200	128,134
Due between two and five years	440,002	440,002
After five years	<u>110,000</u>	<u>215,908</u>
	<u>668,202</u>	<u>784,044</u>

The company entered into a sub-lease agreement for a space at 30-31 Camden Street Lower. Rental income during the year amounted to €60,000 (2021: €86,945).

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

20. RELATED PARTY TRANSACTIONS

Key management personnel

Total remuneration including employer’s social insurance in respect of senior employees who have authority and responsibility for planning, directing and controlling the activities of the charity amounted to €390,379 (2021: €502,882).

Directors received no expenses/reimbursements during the year

Donations and membership fees received from directors amounted to €360 (2021: €220).

22. EVENTS SUBSEQUENT TO THE YEAR END

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

23. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the directors on

AGE ACTION IRELAND COMPANY LIMITED BY GUARANTEE

Appendix 1

Income & Expenditure Account – Pobal (Unaudited)

	SSNO 2019-2022 31.Dec.22 €	SSNO 2019-2022 31.Dec.21 €
Grant received	91,181	89,916
Grant used in 2022	91,181	89,916
Salaries & wages	87,990	84,060
Training and development	-	-
Staff recruitment	-	-
Admin Costs	3,191	3,450
Total costs	91,181	87,510

Grant carried forward to 2023	-	2,406
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Name of Programme	Scheme to Support National Organisations (SSNO) 2019 – 2022
Purpose of Grant	To fund a Social Policy Officer and a Health Policy Officer
Name of Grantor	POBAL
Capital Grant disclosure	No Capital Grant received
Restrictions Disclosure	Restricted to the purpose for which the Grant was awarded
Tax Clearance Disclosure	Age Action Ireland CLG (Tax No: 6606029F) is tax compliant





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