

National Association of Housing
for the Visually Impaired CLG

Annual Report and Accounts 2016



nahvi

National Association of
Housing for the Visually Impaired

(A company limited by guarantee and not having a share capital)

DIRECTORS AND OTHER INFORMATION

DIRECTORS	Margaret Doyle (Chair) Tony Doyle Ann Dowdall Patsy Dowdall Jean Mills Robert Mills Christina Walsh Anthony Walsh	
COMPANY NUMBER	317329	
CHARITY NUMBER	CHY 13759	
REGISTERED OFFICE	56 Hazelwood Beaverstown Road Donabate Co. Dublin K36 XR28	
AUDITOR	Sean Mc Kenny & Co Certified Accountants and Auditors Business Park Ardee Co. Louth	
PRINCIPAL ADDRESS	56 Hazelwood Beaverstown Road Donabate Co. Dublin K36 XR28	
BANKERS	AIB 140 Lower Drumcondra Road Drumcondra Dublin 9 D09 YY61	
SOLICITORS	Drumgoole Solicitors 102 Upper Drumcondra Road Drumcondra Dublin 9 D09 C9H9	
MANAGEMENT TEAM	Service Director Service Manager/Nominated Service Provider Deputy Manager/(PIC) Sub PIC Sub PIC	Mary Leonard Margaret McGovern Julie Ann Jones Stephanie Walsh Niamh Leonard
CHILD PROTECTION OFFICER	Mary Leonard	

Directors' Report

The directors present their report and the financial statements for the year ended 31 December 2016.

1. Organisation and Status

Legal status

The National Association of Housing for the Visually CLG (NAHVI) was incorporated as a company limited by guarantee on 13 October 1999. NAHVI provides supported living in a safe environment for Ireland's blind and partially sighted adults who also have an additional disability.

Through Individual Care Plans (ICP's), our highly trained and committed staff ensure that all residents are treated as individuals and supported so that they can be independent, happy and resourceful members of their communities.

The company number is 317329. NAHVI was granted charitable status by the Revenue Commissioners and the registered charity number is CHY 13759.

Governance

Company members, of which there are 8 are appointed in accordance with the company's articles of association. The members have the responsibility to appoint a Board of Directors. The members meet annually to receive the annual report and audited financial statements of NAHVI. Other meetings take place as required.

The Board of Directors is responsible for the affairs of NAHVI and reports to the members of the Company. The objective of the Board of Directors is to manage a process of decision-making, which allows NAHVI to serve the needs of residents who utilise our service. Board members undergo an induction programme to ensure that collectively they have the overview necessary for the proper governance of the organisation. Further training is arranged as and when a need is identified. Current membership of the board is set out on page 2.

NAHVI is very fortunate to have Directors who bring a variety of experience to the organisation.

Child Protection

NAHVI is committed to protecting the rights and dignity of blind and visually impaired adults, who also may have a cognitive impairment. The key principle is that the welfare of the person is paramount, meaning that a culture of listening to the residents and a culture of respect and vigilance are central to how we work. We

underpin this by ensuring that appropriate training policies and reporting procedures are in place to address complaints, concerns and allegations.

NAHVI has a comprehensive vulnerable adult protection policy. There is a designated liaison person and a designated deputy liaison person operating at management level to ensure compliance with the State's reporting requirements in respect of any concerns for the protection or welfare of a vulnerable adult. In addition, young people in NAHVI's service have access to an external monitor in case any issue or complaint arises that they do not wish to bring directly to the attention of NAHVI staff.

Overall accountability for ensuring that NAHVI is implementing appropriate safeguarding measures lies with the Board of Directors, who ensure that organisational policies and procedures are in place that are in line with national guidelines, policy, best practice and laws. NAHVI's senior staff are responsible for ensuring that the policies and procedures are promulgated and implemented in an open, accessible manner, and that they are regularly reviewed and updated as required.

Compliance Statement

The Board of NAHVI is fully committed to complying with the Code of Practice for Good Governance of Community, Voluntary & Charitable Organisations in Ireland and the Statement of Guiding Principles for Fundraising. The statement was developed by the Irish Charities Tax Research group. The core principles of the Code are to:

- * Demonstrate a high level of accountability and transparency by organisations fundraising from the public.
- * Provide clarity and assurances to donors and prospective donors about the organisations they support.

2. Objectives and Activities

The main object for which the Company was established is to provide adults who are visually impaired with an additional disability, comprehensive and high quality services within a Christian ethos.

NAHVI is a registered charity and operates as a not-for-profit organisation in partnership with the Health Service Executive. Total income in 2016 was €1,210,370 and the average staff complement was 22. This year, we raised €117,071 in donations and other fund raising activities to meet the shortfall in funding from Government. The services we provide for visually impaired people with additional disabilities include residential services and vocational training services.

The Vision

The organisation provides a framework within which services are provided that support a high quality of life for our residents. In respect of the young people, parents/guardians and staff, NAHVI is committed to human equality, dignity, diversity and mutual respect. Within a culture that places value on quality provision NAHVI encourages all staff to advance their professional development and critically reflect upon their practice. Decision making is accountable and transparent, based upon a belief that it is most effective when all relevant persons are consulted on issues that impact on the day to day running of our service. Planning and interactions with residents demonstrate sensitivity, integrity and concern for their personal safety and well-being, emphasising the unique attributes that each possess. Our service values the contribution that parents/guardians and external partners make to maintaining high quality services, staff work with compassion and sincerity to nurture and sustain these important relationships. Our values permeate all aspects of our work, seeking to build and sustain an enduring culture of friendliness, compassion, reflection and innovation.

The Mission

Our Vision is to continue to provide long term independent living accommodation for our residents. NAHVI provides supportive inclusive accommodation where disability does not create a barrier to the fulfilment of aspiration or ambition, where learning and care combine to meet each resident's unique needs

Objectives of the Organisation

Objective 1: Provision of supported living

Objective 2: Inculcation of vocational and life skills to meet the particular needs of young adults with a visual impairment

Objective 3: To address long term housing needs of young people with a visual impairment who also have an additional disability, e.g. learning, physical or hearing and have complex needs as a result of social cultural, economic or emotional factors.

Objective 4: Provision of residential services and facilitation of respite facilities

3. What We Do

Supported Living

NAHVI provides supported living for blind and visually impaired young people with a cognitive impairment who are 23 years or older, for life or until they decide

to leave the service. We also help the residents seek supported employment and support them in further training choices. Funding is for life and must be sought by the family / guardians and the young person through their local HSE office.

Our programme's aim is simple: to add value to our resident's lives by promoting independence, participation and inclusion. We do this by working closely with our residents in creative, innovative ways, which are tailored to each resident's strengths and needs.

NAHVI also enables our residents to explore various types of work and develop an awareness of work-related social skills. This helps each resident make suitable life choices appropriate to his/her skills and abilities.

Our four houses are situated in the vibrant and family friendly community of Donabate. Each Resident has his/her own bedroom unless they express a wish to share.

Individual Care Programmes

Each resident has an Individual Care Programme (ICP) devised at the start of his/her admission by care assistants and the residents themselves. This programme looks at goals identified by the residents and the steps necessary to help them achieve them. Each programme is unique to that particular resident but falls under the headings of Mobility & Orientation, Independence & Technical Skills, Personal Development and Work Experience.

The aim of these ICPs is reviewed each term with the resident and his/her assigned link person. ICP meetings comprising of the resident, their parents (if the resident so wishes), his/her link person, are scheduled once a year to discuss the residents progress and any other pertinent issues arising.

Work Placement and Pastimes

One of the integral parts of being a resident at NAHVI is finding a hobby or a passion that can be part of the resident's life. All residents follow programmes that expose them to a myriad of fun activities, for example, classes in local colleges in art, yoga and Zumba, swimming, pottery, horticulture, horse-riding; athletics, music and choral groups, PE in the local community centre. The residents have access to an allotment in which they can grow flowers and vegetables which they then sell at our fairs.

In addition to work placement the resident group enjoys a varied programme of cultural and community led activities.

Staffing

In 2016, NAHVI provided direct social care services to 18 residents in 4 houses, two of whom were part time. All staff work on a one to one basis and in groups. Staff numbers were 16 full-time and five part-time, one Service Manager, one Deputy Manager, and one Assistant Deputy Manager overseen by a Service Director. A relief panel was established to cover sick leave and annual leave. This comprised of 4 part-time staff already employed and 2 people available to work when required.

Staff Training, Development & Research

Continuous professional development (CPD) at NAHVI can be regarded under two headings:

- In-house staff development for staff across the professional disciplines
- Accredited and award bearing courses at FE/HE level

In-house staff training and development is based on bi-annual training needs analysis. This was undertaken in 2014 and the resulting report identified priorities for 2014 to 2016 underpin our staff development programmes.

Staff development addresses three key areas – Health and Safety, Practice Development (Working with residents) and Organisational Development (Strategic knowledge and skills for individuals and groups). Induction training is provided for all new staff and there is an expectation that staff regularly refresh their mandatory training by attending scheduled refreshers in first aid, safer manual and patient handling and fire safety as required.

In addition to mandatory training, NAHVI provided workshops/seminars on a number of work-related topics. These take place at times to facilitate maximum attendance.

4. Review of the Year

Financial Review

The service provided by charities such as NAHVI cannot be judged in financial terms alone. The true measure of such services can be gauged only in human terms – the extent to which they contribute to the wellbeing of those whom we serve. Human qualities such as happiness, contentment, security future prospects, enablement, respect and dignity are not reflected in financial reports and statements.

As a charity, NAHVI does not seek to make a profit but instead to provide the highest quality services possible. We use fundraising to enhance services

beyond the level made possible by Government financing, in order to add to the general well-being of those we serve.

Income

NAHVI's income comes from one principal source: the Health Service Authority (HSE). This amounts to €1,093,299 for 2016. In addition donations and fund-raising contributed €117,071 for the year.

The non-Government funding enables the organisation to provide enhanced services for the residents.

Expenditure

Total expenditure for 2016 amounted to €1,083,300. Wages and salaries accounted for 77% of this which reflects the labour-intensive nature of the service we provide.

The increased expenditure in 2016 is in line with the increase in the number of residents in our houses.

Surplus

Overall, we are happy to report a surplus of €127,070 for 2016 – though net cash flow for the year was lower at €71,478.

5. Risk Management

The directors have responsibility for, and are aware of, the risk associated with the operating activities of NAHVI. We are required to identify and review the strategic, operational, regulatory, people, political and environmental risks to which NAHVI is exposed and to assess the likelihood of such risks and possible level of impact they would have. The key mechanisms we rely on to assist us in fulfilling these responsibilities are properly functioning internal control systems that ensure efficient and effective use of NAHVI financial resources, safeguard its assets and maintain the integrity of the financial information produced.

Monitoring the management of risk is achieved through the use of a risk register that identifies risks to the organisation. The risk register is reviewed quarterly.

The key operation of risk management is via access by senior management in NAHVI to Board members, individually or collectively, to discuss matters of concern to the charity's efficient and effective operation.

The key risks associated in providing services at NAHVI are:

1. Reduction in funding either by Government or fundraising
2. Infrastructural defects of the building

6. Statement of Directors Responsibilities

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland. Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the Directors are required to:

- * select suitable accounting policies and then apply them consistently;
- * make judgements and estimates that are reasonable and prudent;
- * prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Directors confirm they comply with the above requirements.

The Directors are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and which enable them to ensure that the financial statements comply with the Companies Act, 2014. 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.

7. Taxation Status

NAHVI has been granted charitable exemption status under section 207 of the Taxes Consolidated Act 1997.

8. Events after the Year End

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

9. Political Donations

The company did not make any political donations.

10. Books of Account

To ensure that proper books and accounting records are kept in accordance with Companies' Act, 2014, the directors have engaged appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The

books of account are located at 56 Hazelwood, Donabate, Co. Dublin,

11. Plans for the future

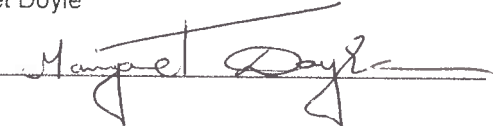
- * We will continue to work tirelessly to bring improvements in the quality and range of services offered and service delivery to our Residents.
- * We will continue to place the highest value on quality and output of our best resource, the staff of NAHVI, to enhance the lives of blind or partially sighted residents.

12. Auditors

Sean Mc Kenny is eligible and has expressed his willingness to continue in office in accordance with Section 383(2) of the Companies Act, 2014.

Chair

Margaret Doyle

Signed 

Director

Anthony Walsh

Signed 

Date: 20/3/17

Independent Auditor's Report to the Members of the National Association of Housing for the Visually Impaired for the year ended 31st December 2016

We have audited the financial statements of NAHVI (a company limited by guarantee not having a share capital) for the year ended 31st December 2016 which comprise the Statement of Financial activities (Income and Expenditure), Balance Sheet, Cash Flow Statement and related notes.

This 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 is undertaken so we might state on those matters we are required to state to members and for no other purpose. We do not accept or assume responsibility to anyone other than the company and its member as a body for this work, this report or for the opinions formed as permitted by law.

Respective responsibilities of Directors and Auditors

As explained more fully in the Statement of Directors' Responsibilities the company's directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish Law and International Standards on Auditing (UK and Ireland. These standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes the assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implication for our report.

Opinion on Financial Statements

In our opinion the financial statements:

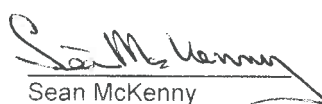
- give a true and fair view of the assets, liabilities and financial position of the company as at 31st December 2016 and of its profit for the year then ended; and
- have been properly prepared in accordance with the relevant reporting framework and, in particular, with the requirements of the Companies Act, 2014.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The company's financial statements are in agreement with the accounting records.
- In our opinion, the information given in the Directors' Report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.



Date 30/3/17
Sean McKenny
For and on behalf of:
Sean McKenny & Co
Chartered Certified Accountants & Registered Auditors
Business Park
Dawson's Demesne
Ardee
Co. Louth

Statement of Accounting Policies

The following accounting policies are applied consistently in dealing with material items in the financial statements:

Basis of Accounting

The financial statements have been prepared under the historic cost convention in accordance with acceptable accounting standards in Ireland in compliance with the Companies Act 2014 and in accordance with the recommendations of the revised Statement of Recommended Practice Accounting by Charities.

Restricted Funds

Restricted funds are those received which can only be used for particular purposes specified by the donors and binding on the company. Funds received from the HSE are restricted to services provided to residents in NAHVI houses in Donabate.

Unrestricted Funds

Unrestricted funds are those which are used at the discretion of the company in the furtherance of the objectives of the charity. NAHVI uses these funds in respect of developing and enhancing its services for the residents, including the servicing of its obligations at the respite centre in Roscommon.

Incoming Resources

All income is included in the Statement of Financial Activities and this can be measured accurately as and when received. Grant income from the Health Service Executive is credited when received and applied to the

costs associated with managing the houses, particularly wages and salaries of staff. Contributions and fund raising is credited as and when received by the company.

Resources Expended

Expenditure is recognised once the liability is incurred. Expenditure are costs incurred by the charity to deliver its services for the beneficiaries. All funds from the Health Services Executive are expended in the running of NAHVI while other funds are used to enhance these services.

Depreciation Policy

Fixed assets are stated at cost less accumulated depreciation with the exception of the respite centre in County Roscommon. This facility was taken into the accounts at valuation as at 8th October 2015.

Depreciation is provided on all assets based on their expected useful life as follows:

Buildings	2% Reducing Value
Furniture and Fixtures	20% Reducing Value
Sheds/Workshops	10% Reducing Value
Motor Vehicles	25% Reducing Value
Computer equipment	25% Reducing Value

Pensions

The company operates a defined contribution pension scheme. Employer contributions are charged to the statement of Financial Activities in the year where payable.

National Association of Housing for the Visually Impaired CLG.

Statement of Financial Activities

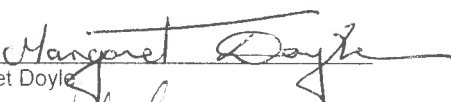
(Incorporating the Income and Expenditure account)


For the Year Ended 31 December 2016

	Notes	Unrestricted Funds €	Restricted Funds €	Total 2016 €	Total 2015 €
INCOME					
HSE			1,093,299	1,093,299	876,548
Contributions/others		117,071		117,071	111,364
TOTAL INCOME	1	117,071	1,093,299	1,210,370	987,912
EXPENDITURE					
Salaries	2		832,955	832,955	737,579
Administration	3	23,411	124,613	148,024	142,974
Training Expenses	4		16,115	16,115	25,885
Depreciation		20,400	65,806	86,206	50,975
TOTAL EXPENDITURE		43,811	1,039,489	1,083,300	957,413
NET MOVEMENT OF FUNDS (Surplus)		73,260	53,810	127,070	30,499
FUND BALANCE AT START OF YEAR		244,249	1,641,570	1,885,819	1,682,916
Consolidation Adjustment in 2015					172,404
FUND BALANCE AT YEAR END		317,509	1,695,380	2,012,889	1,885,819

All income and expenditure arises from continuing operations.

The financial statements were approved by and authorised by the Directors and signed on its behalf by:


Margaret Doyle


Anthony Walsh

Date: 30/3/17

National Association of Housing for the Visually Impaired CLG.

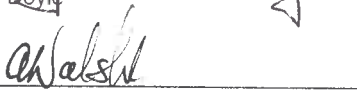
Balance Sheet

As at 31 December 2016

	Notes	2016 €	2015 €
FIXED ASSETS			
Tangible assets	5	2,894,202	2,913,457
CURRENT ASSETS			
Debtors	6	45,687	0
Bank/Cash		239,258	267,513
Total Current Assets		284,945	267,513
TOTAL ASSETS			
CREDITORS (amounts falling due within 1 year)	7	(157,720)	(186,880)
NET CURRENT ASSETS			
		127,225	80,633
CREDITORS (amounts falling due after 1 year)	8	(1,008,538)	(1,108,271)
TOTAL NET ASSETS			
		2,012,889	1,885,819
FUNDS OF THE CHARITY			
Restricted Funds		1,695,380	1,641,570
Unrestricted Funds		317,509	244,249
TOTAL FUNDS			
		2,012,889	1,885,819

The financial statements were approved and authorised for issue by the board of directors and signed on its behalf by:


Margaret Doyle


Anthony Walsh

Date: 30/3/17

National Association of Housing for the Visually Impaired CLG.

Cashflow Statement

As at 31 December 2016

	<i>Notes</i>	2016 €	2015 €
Net Cash Flow from Activities	9	137,479	44,111
Capital Expenditure		(83,245)	(1,051,316)
Proceeds from Trade in of Assets		17,244	0
<hr/>			
Net Cash Flow		71,478	(1,007,205)
<hr/>			
Net Cash (Borrowings) at Start of Period	10	(948,278)	58,927
Net Cash (Borrowings) at End of Period	10	(876,800)	(948,278)
<hr/>			
(DECREASE)/INCREASE IN CASH FOR YEAR		71,478	(1,007,205)
<hr/>			

National Association of Housing for the Visually Impaired CLG.

Notes To The Financial Statements

For The Year Ended 31 December 2016

1. Income	Unrestricted Funds 2016 €	Restricted Funds 2016 €	Total 2016 €	Total 2015 €
HSE		1,093,299	1,093,299	876,548
Donations	117,071		117,071	111,364
Total	117,071	1,093,299	1,210,370	987,912

NAHVI is financed by the HSE to provide its services. The company actively explores donations and contributions avenues on an ongoing basis.

Breakdown of HSE funding is as follows:

	2016 €	2015 €
Northern Area	860,288	626,449
South West	85,600	59,000
West	41,724	41,724
South	60,000	60,000
Cavan/Monaghan	21,250	0
Kildare	24,437	0
North West	0	89,375
Total	1,093,299	876,548

2. Salaries	2016	2015
Equivalent Number of Full Time Employees	22	20
	2016	2015
	€	€
Wages and Salaries	698,849	582,863
Social welfare Costs	74,799	59,925
Relief Cover	8,898	72,391
Pension	50,409	22,400
<u>Total</u>	832,955	737,579

No employee earned a salary in excess of €70,000 in 2016 or 2015.

3. Administration Expenses

	2016	2015
	€	€
Motor/Travel	19,900	11,726
Household Expenses	35,642	28,003
Light/Heat/Phones	27,271	24,587
Repairs/Renewals	20,870	12,928
Insurance	16,370	19,767
Security/IT	3,907	3,351
Professional Costs	5,368	8,760
Accountancy/Legal	3,112	6,384
Bank Interest	10,499	13,214
Profit on Disposal of Assets	(950)	0
Intervention	0	3249
Stationery, Printing and Office Costs	4077	3,453
Others	1,958	7,552
Total	148,024	142,974

4. Training Expenses

	2016	2015
	€	€
Training of Residents	12,653	17,203
Staff Training	3,462	8,682
Total	16,115	25,885

Training of Residents includes mobility, horticulture, music, advocacy, arts and crafts.
Staff Training includes HIQA upskilling, professional development.

5. Tangible Fixed Assets

	Buildings €	Work Shops €	Fixtures Fittings €	Computer Equipment €	Motor Vehicles €	Total €
COST/VALUATION						
At 1 January 2016						
Opening Balance	2,998,398	27,368	107,697	15,628	56,376	3,205,467
Additions	0	0	0	0	83,246	83,246
Disposals	0	0	0	0	(32,374)	(32,374)
At 31 December 2016	2,998,398	27,368	107,697	15,628	107,248	3,256,339
DEPRECIATION						
At 1 January 2016	137,706	16,765	85,864	13,925	37,750	292,010
Disposals	0	0	0	0	(16,079)	(16,079)
Charge for the Year	57,213	1,060	4,367	426	23,140	86,206
At 31 December 2016	194,919	17,825	90,231	14,351	44,811	362,137
NET BOOK VALUE						
At 31 December 2015	2,860,692	10,603	21,833	1,703	18,626	2,913,457
At 31 December 2016	2,803,479	9,543	17,466	1,277	62,437	2,894,202

6. Debtors	2016 €	2015 €
HSE	45,687	0
Other Debtors	0	0
Total	<u>45,687</u>	<u>0</u>

7. Creditors: Amounts falling due within one year

	2016	2015
	€	€
Creditors and Accruals	17,879	25,117
Pension Liability	12,000	11,792
PAYE/PRSI	20,321	42,451
Mortgage due in 2017	107,520	107,520
Total	157,720	186,880

8. Creditors: Amounts falling due after more than one year

	2016	2015
	€	€
Obligation under Mortgage loan after 1 year	1,008,538	1,108,271

9. Borrowings	Within	Between	Between	After	Total
	1 year	2-3 years	3-5 years	5 years	
	€	€	€	€	€
Repayable other than by Instalments:					
Bank Overdraft	0	0	0	0	0
Repayable by Instalments:					
Mortgage	107,520	215,040	322,560	461,978	1,107,098
Total	107,520	215,040	322,560	461,978	1,107,098

The mortgage is secured on the Respite Centre in Co. Roscommon.

10. Reconciliation of Net Movement of Funds to Net Cash Flow from Activities

	2016	2015
	€	€
Net Movement of Funds	127,070	30,499
Depreciation	86,206	50,975
Movement in Debtors	(45,687)	794
Movement in Liabilities	(29,160)	(210,561)
Net Adjustment on Consolidation of Fundraising Accounts	0	172,404
Profit on Disposal Of Assets	(950)	0
Net Cash Flow from Activities	137,479	44,111

11. Reconciliation of Net Cash Flow to Movement in Debt

	2016	2015
	€	€
Movement of cash in year	(28,255)	208,586
Cash Outflow from Decrease in Debt	99,733	0
Cash Inflow from Increase in Debt	0	(1,215,791)
Movement in Net Debt in Year	71,478	(1,007,205)
 Net Cash (Debt) at Start of Year	 (948,728)	 58,927
 Net Cash (Debt) at End of Year	 (876,800)	 (948,728)

12. Analysis of Cash and Cash Equivalent and Net Debt

	At 31 st Dec 2015	Cash Flow	At 31 st Dec 2016
	€	€	€
Cash in Hand	267,513	(28,255)	239,258
Bank Overdraft	0	0	0
	267,513	(28,255)	239,258
 Short Term Deposits	 0	 0	 0
Finance Leases	0	0	0
Loans due within one year	(107,520)	0	(107,520)
Loans due after one year	(1,108,271)	99,733	(1,008,538)
	(1,215,791)	99,733	(1,116,058)
	(948,278)	71,478	(876,800)

13. Pensions Costs

Qualifying employees, who opt in, are members of the NAHVI pension scheme, which is a defined contribution scheme, operated by the company. Employer contributions of 7% of wages are made to all members of the scheme. The assets of the pension scheme are held separately from those of the company in independently administered funds.

14. Taxation

No charge to taxation arises as the company has been granted charitable exemption status by the Revenue Commissioners.

15. Related Party Taxation

NAHVI had no related party transactions in 2015 or 2016.

16. Company Limited by Guarantee

The Company is limited by guarantee not having share capital. The liability of each member, in the event of the company being wound up, is €1.27.