

COMMON PURPOSE IRELAND ANNUAL REPORT

2021-2023



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Chair's Report

The need for 'Common Purpose' is greater now than ever before.

This Annual Report provides commentary on the highlights, successes and financial performance of the company for the 24 months ended 31 July 2023.

The Report demonstrates how the company has fulfilled its 'Purpose' as defined herein and as set out in the relevant Legislative and Regulatory obligations. In addition, we have provided information as to how effectively the Common Purpose Ireland Team has managed the programmes and the resulting financial success.



The reason for the Report covering this extended period was due to delays beyond our control to finalise the audit for year ended 31 July 2022, which was duly completed, and the financial statements being filed by 30 April 2023 with both the Charities Regulator and Companies Registration Office. As a consequence of the delays with the next reporting period nearly concluded, it was decided by the Board, to prepare this annual report covering the two years ending 31 July 2023.

On Page 23 onwards we have provided the audited financial statements for year ended 31 July 2023, with comparatives from the audited financial statements for the prior year. These audited financial statements include the directors' report for year ended 31 July 2023, details of the company's financial performance in the years ended 31 July 2022 and 2023 and the balance sheet as of 31 July 2022 and 2023.

Why Common Purpose, Vision and Our Delivery

Why

Common Purpose was established to enable leaders to lead the charge on a journey of change. They need to demonstrate 'Responsible Leadership'. The key is the clarity of 'Purpose' and what that means for all stakeholders.

The role we play is recognised as providing a useful contribution to developing the skills and awareness to deal with the challenges society is facing. We live in times of Volatility, Uncertainty, Complexity, and Ambiguity (VUCA). Being a leader is extremely demanding with an increased focus on:

- Diversity, equality and inclusion
- Environment sustainability
- Economic uncertainty
- Supply chain crisis
- War, civil unrest, and geopolitics in Europe, the Middle East, and other parts of the world respectively, which impact directly or indirectly our daily lives.

All these are components of the Environmental, Social, and Governance (ESG) Agenda that we all need to be aware of and contribute to addressing in whatever way we can.

Managing change is a given skill for any leader. However, a leader needs to understand the need to



adapt rapidly to changing circumstances, make the right decisions in the moment, and predict and lean into future disruption. It is not just agility that future successful leaders need to have. All of this must be achieved through leading with purpose, authenticity, and empathy. Being an effective leader requires the use of Emotional Intelligence.

Vision

On Page 11, you can find details about Common Purpose's Global and Irish Vision, Purpose, and Mission. Common Purpose is well placed to support the development of individuals to enable a better society. Achievement of our Vision of "An Ireland where empowered leaders are working across boundaries to build a vibrant and connected society" is key.

Our Programme Delivery

To fulfill our Vision, we have and will continue to provide here in Ireland:

- Open Programmes, which bring together emerging and senior leaders from different sectors and backgrounds, so that they would learn about their community and work better together.
- Customised Programmes for clients such as TU Dublin, Examcraft, the Department of Foreign Affairs, the Environmental Protection Agency and many more.
- Global Leaders Experience brings together various third-level institutions across Ireland to enlighten young people about the power of authenticity.



- The Legacy Global campaign which equips and empowers young people from *all walks of life* between the ages of 18 and 25 with networks and cultural intelligence so they can become inclusive leaders who bring positive, game-changing impact. The young leaders were asked to address the important challenge: "How can we make Dublin a city for all?"

The curriculum for each of the Programmes is based on delivering transformative learning experiences for individuals and organisations who want to make a difference in their worlds, and the world around them.

Our programmes aim to cultivate Leaders to

- Deliver an organisation's Purpose with solutions
- Support the Communities in which they operate in dealing with the ESG challenges with insights using the environment we live in, and
- Work with and share others' experiences.

In addition, Society now needs more than ever cross-sector collaborations, local and global, by the way of stronger, multi-skilled, connected leaders. This is what Common Purpose delivers with the cross-sectorial participation in all our Programmes, where current Community, Corporate and Public Sector leaders share their learnings and experiences with the participants.

The Future

Demand for access to programmes such as we offer is greater than ever. In the CEO's report, he has provided details of the diverse and impactful programmes we are offering.

The Board and I believe that the organisation is fulfilling its purpose and the performance to the date of this report reflects this. We are exceeding expectations regarding participation in our Open Programmes, securing new Customised Work, and delivering the Legacy Programme. This is reflected in our financial performance, which is commented on in the CEO's Report and reflected in the 2023 Director's Report and Financial Statements on Page 23 onwards.

There is no doubt that this ongoing demand reflects the need for effective leadership training for all sectors of our community and that we can continue to develop the leadership behaviours that will make this world a better place, for people, organisations and society.

Nicholas Davies, Chair
Common Purpose Ireland

CEO's Report

I can safely say that these past 2 years have been among the most interesting, energising and challenging years of my tenure at Common Purpose Ireland. Yet, they have proven to be incredibly rewarding.

I am constantly reminded of the unique mission and vision this organisation embodies, facilitating direct and indirect positive societal change by fostering collaboration among leaders, both young and seasoned, to cross-pollinate their ideas, experiences, and inspirations. *One of the most remarkable aspects of Common Purpose is its commitment to inclusivity, which is enabled by the fact that approximately 40% of all programme fees are subsidised. This ensures access for individuals and organisations that might otherwise be unable to participate fully.*



41%

Is the average bursary percentage from Senior Leader Programmes from Autumn 2021 to Spring 2023

42%

Is the average bursary percentage from Emerging Leaders Programmes from Autumn 2021 to Spring 2023

This unique coming together of diverse leaders is, in my opinion, unparalleled in Irish society today. It is a privilege and honour to work for such a forward-thinking and impactful organisation. I must start by saying a huge thanks to the numerous staff members and associates including Kristina Moody, Niamh Conaty, Joan Ellison, John Bradish, Donna O'Connor, Hilary Kavanagh, and Liliana Fernandez, for their unwavering dedication, energy, and above all, patience with me! Of course, the support from the Board was beyond essential, as they have consistently provided encouragement, resources, and guidance precisely when needed. Our irrepressible Chair, Nicholas Davies, deserves special mention, I hold him in great esteem and respect for all the personal assistance he has provided me over the years.

Response to Challenges

This period I am reporting on was marked by momentous change, diversification, and consolidation. At the start of the period, Common Purpose, like every other individual and organisation, grappled with the repercussions of Covid-19 and the challenges of lockdown. While this brought massive obstacles, I am incredibly proud of how Common Purpose collectively confronted them. It united the global family like never before.

As previously reported, the company underwent a remarkable pivot to transition all its programmes online in the autumn of 2020. But in the spirit of embracing innovation, experimentation, and prioritising the satisfaction and well-being of our customers and program participants, we elevated our peer-to-peer experiential approach to a new level. For example, as video production was allowed, so rather than physically bringing participants to various locations as we had done in the past 25 years, we brought these spaces to them. We conducted live-streamed programmes from diverse locations such as Mountjoy Prison, Sport Ireland, The Abbey, The Order of Malta, and The Museum of Literature. Utilising drones, we captured footage of these spaces and zoomed it back to our participants.

Furthermore, we redesigned our programmes to address the substantial challenges leaders were facing at the time, introducing modules such as Personal Agility, Leading People, and Transforming Systems to assist them in navigating paths toward solutions to the unparalleled societal and organisation changes. Above all, we maintained their connectivity, established mentorship programmes, formed partnerships, and fostered collaborations to support them through such a challenging period in everyone's lives. The overwhelmingly positive feedback we received during this period always lifts me up and reaffirms the impact of the work we do. These innovations proved successful, bringing the company much closer to its colleagues and sister entities of Common Purpose around the world during the COVID period. Personally, this was a significant positive for me as it aligned with one of my goals upon joining this company. Today, we work hand-in-glove with all our colleagues worldwide, sharing insights, themes, social innovations, and most importantly, peer support.



Strategy, Plan and Process

One of the key strategic goals outlined in our 2019 to 2024 Strategic plan was to diversify our income streams, reducing reliance on our Senior and High Potential Open programmes, which brings leaders from various sectors together for a 3-month real-life learning journey. Intentionally, we sought to expand our customised work, a goal we have achieved successfully by collaborating with clients such as TU Dublin, the Department of Foreign Affairs, Examcraft, and the Environmental Protection Agency to name just a few. Additionally, we have also expanded our programmes to include working with young people, a venture that proved immensely successful with the Legacy Global Campaign for empowering young people, which debuted in Ireland in November 2022.

With the invaluable support of partners such as The Industrial Development Agency (IDA), Google, Citrix, Lewis Silkin, Bauer Media, The National Treasury Management Agency, and the Department of Rural Development, we brought together 100 young people between the ages of 18 and 25 to explore the creation of an "Inclusive City for All." This initiative continued into 2023, and we are now planning to expand it into an All-Island Legacy, merging participants from Belfast and Dublin to directly tackle one of our country's greatest challenges: creating a nation where everyone feels a sense of belonging and true representation. In





fact, we just had the honour in March 24 of completing a Charter of Inclusion for the Lord Mayor of Dublin, a testament to our commitment to curating important visions and blueprints for the city's future.

Inclusive Curation

The various infographics within this report demonstrate our ongoing efforts to bring together diverse sectors and individuals to drive positive change. We meticulously curate and design programmes to expose participants to environments and people they may have never encountered before, aiming to ignite their curiosity, broaden their perspectives, and ultimately foster a deeper understanding of how society and business come together.

Our overarching mission is to empower and inspire leaders to address the multitude of challenges facing both themselves, their organisations, and society at large. These challenges are constantly changing and moving, and Common Purpose is steadfast in its commitment to making meaningful contributions by harnessing the collective power of people and creating leaders who are equipped, adaptable, and prepared to confront these challenges head-on.

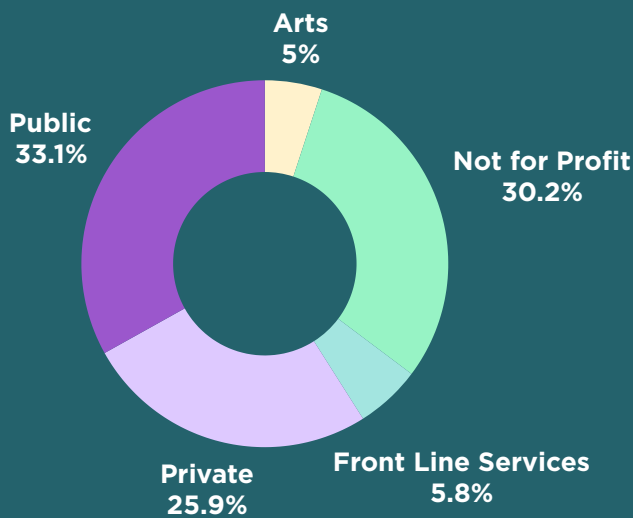
Conclusion

At the core of Common Purpose's work is the facilitation of peer-to-peer experiential learning, enabling individuals to learn from one another. We are constantly researching and reviewing our approaches, actioning feedback, and looking to improve our delivery; this will never stop. Through this approach, we cultivate mentors, forge partnerships, and foster collaborations that have the potential to positively impact society.

The future sustainability of the organisation therefore looks very positive. The diversification of income streams, the strength of the brand, and the expansion of the breadth of our stakeholders bodes incredibly well for the future. The reputation of the impact of Common Purpose programmes now means that external bodies seek to be associated with our peer-to-peer experiential approach. This allows the organisation to continually accept opportunities for growth while ensuring the organisation is making a tangible positive change to society. It is truly a privilege to be part of the Common Purpose community.

Dara Connolly, CEO
Common Purpose Ireland

Senior Leaders

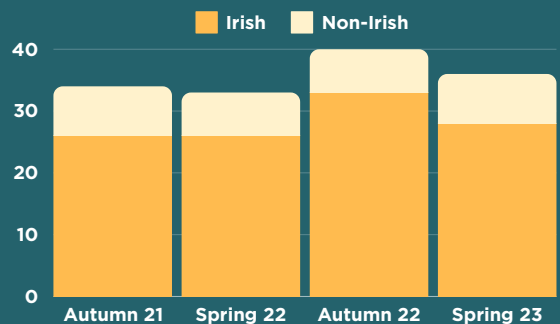


Sector Types

Between Autumn 2021 and Spring 2023, 158 senior leaders participated, including 7 from the Arts, 8 from frontline services, 42 from Not for Profit, 36 from the Private sector, and 46 from the Public sector.

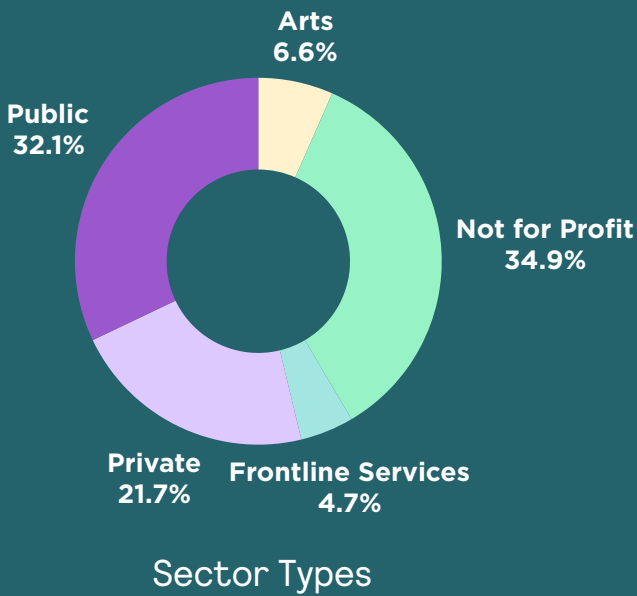
51%
Female

49%
Male



Irish & Non-Irish Nationals

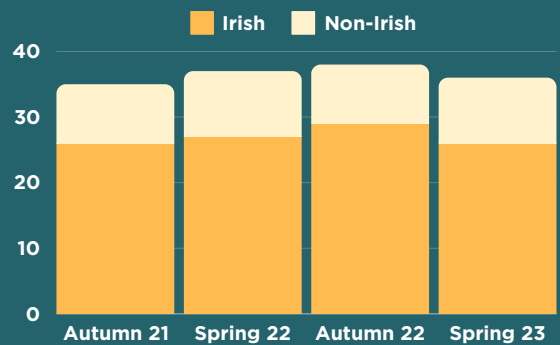
Emerging Leaders



Between Autumn 2021 and Spring 2023, 137 emerging leaders participated, including 7 from the Arts, 5 from frontline services, 37 from Not for Profit, 16 from the Private sector, and 34 from the Public sector.

55%
Female

45%
Male



Irish & Non-Irish Nationalities

Vision, Mission, and Purpose

Vision

We believe in a world where good leadership can positively impact society. Where there is more potential for **equity and inclusion**. Where people can navigate and challenge what can divide us, at work and in society. Where the power of diversity & difference **unlocks new thinking on common problems**. Where people are having **real, purpose-driven conversations**, the types of conversations we need to be having to bring about real change.

Mission

We are on a mission to develop people who can cross cultural, institutional, and social boundaries - at work and in wider society. We work passionately with people to help **push the boundaries** of what is possible with good leadership.

Purpose

Igniting unexpected connections to spark leadership that makes a difference.



Strategic Goals

To support our mission, Common Purpose Ireland is working towards three strategic goals:

Accessible and independent leadership development

Our alumni hail from all sectors and a diverse range of industries and backgrounds. We aim to ensure our sustainability to remain independent while removing fees as barrier to participation.

High quality programmes that support leaders in creating change

Our dynamic programmes provide meaningful context, experiential learning and the insight to innovate, reflect and solve complex problems.

A more connected and impactful society

To create broad scale change we must extend our reach to more leaders, from more diverse backgrounds, in more spaces so that meaningful connections can be made.



"Through Common Purpose I had the opportunity to reflect on my values and beliefs, and how they impact who I am as a leader. The training broadened my thinking by exposing me to people and organisations I would never have had access to otherwise. It connected me with a fantastic network of senior leaders who have inspired and challenged me and as a result, we are working on an initiative that could in fact, affect change."

Sharon Nannetti, Transformation Practice Leader, The Project Foundry



Global & Local Highlights

This section outlines some of the key highlights, locally and globally.

Global

- Delivered 3,646 programmes over 30+ years
- They join over 90,000+ alumni worldwide
- Those who participated came from 67 countries
- They represented over 1,000 organisations and universities

Ireland

- Delivered 8 open programmes for 295 senior and high-potential leaders
- Over 300 young people participants across Legacy and the Global Leaders Experience (GLE)
- Customised 6 programmes for 152 people

Public, Private, and Not-for-Profit organisations represented 2021-2023

2468 Group, Adam Mohamed, Afghan Journalists Safety Committee, Afro in Diaspora Centre, Airfield Estate, An Cosan, An Garda Síochána, AslAm.ie, Association of Ukrainians in Ireland (AURI), Asthma Society of Ireland, Axis Ballymun Arts Community Resource Centre, Ballyhaunis Inclusion Project, Bar Council in Ireland (Law Library), Black Square, Black Therapists Ireland, Boardmatch Ireland, Book Trust, Broadcasting Authority of Ireland, Business & Finance Media Group, CA Compliance, Cairde, Catalyst Media, Causeway Strategies, Charities Institute Ireland, Circle Voluntary Housing Association, Citywest Educate Together National School, Cluid Housing Association, CoisCeim Dance Theatre, Community First Yorkshire, Community Resources Network Ireland, Connections Arts Centre, Coolmine Therapeutic Community, Cork College of Commerce, Cumas Ceangal, Damson Cloud Ltd, Deaf Enterprises, DEI Sports Consultant, Department of Agriculture, Food and Marine, Department of Children, Equality, Disability, Integration and Youth, Department of Defence, Department of Rural and Community Development, Department of Social Protection, Dignity Partnership, Director of Public Prosecutions Office, Diversein, Dochas Centre (prison), Doras Luimni, Dublin City Council, Dublin City Council Culture Company, Dublin City University (DCU), Dublin Institute of Technology, Dublin Town, Eileen Blisshen Coaching, Emplryrefugees.com, Energia (Viridian Energy), Environmental Protection Agency (EPA) - Head Office, EPIC - The Irish Emigration Museum, Exchange House, Felicia speaks, Foras na Gaeilge, Foroige, Foróige, the National Youth Development Organisation, Freelance, Furthr, Garda Síochána - Headquarters Phoenix Park, Garda Síochána - Office of the Assistant Commissioner, Glencree Centre for Peace and Reconciliation, GOAL, Guinness Enterprise Centre, Hair Together, Health and Safety Executive for Northern Ireland, Health Service Executive (HSE) - Head Office, Ignite Hubs, Immigrant Advice Bureau, Immigrant Council of Ireland, Industry Research and Development Group, International Organisation for Migration (IOM) - United Nations Migration, Irish Defense Forces, Irish Emergency Alliance, Irish Landmark Trust, Irish Museum of Modern Art (IMMA), Irish Prison Service, Irish Rail, Irish Theatre Institute, Irish Writers' Centre, Islamic Cultural Centre of Ireland (ICCI), Life Counts Coaching, LinkedIn, Local Enterprise Office - Dun Laoghaire Rathdown Country, Love Your Work & Catalyst Coaching, Make a Place, Malone Group, Meath County Council, Medite Smartply, Merchant Quay Ireland, Mid-Countries Co-operative, Middletown Centre for Autism, Migraine Association of Ireland, Mill Theatre Dundrum, MOS Arts Management, Movement of Asylum Seekers in Ireland (MASI), Museum of Literature Ireland (MoLI), National College of Ireland, National Economic & Social Council (NESCI), NEIC, New Community Partnership, NFTE Ireland, North West Hospice, Northern Trust, Office of Government Procurement, One Future Campaign Ireland, Open Doors Initiative, Oportus, Orbital, Paul Roe Coaching, Pavee Point, Pobal, Primeline Group, Propels Consulting, Proudly made in Africa, Public Appointments Service, Public Service Executive Union, Quality and Qualifications Ireland, Recreate, Rediscovery Centre, Resilience Healthcare, Resolve Partners, Respond Housing Association, Rethink Ireland, Ronan Conway Consulting, Royal College of Surgeons in Ireland, Rugby Smarts, Salesforce.com, SBCI - Strategic Banking Corporation of Ireland, ShinAwil, Sickle Cell Society Ireland, Social Entrepreneurs, Speire Nua, Sport Ireland, St Patrick's Festival Ireland, T.J. O'Connor & Associates Consulting Engineers, Talegate Media & Publishing, Technological University for Dublin (TU Dublin), The Arts Council, The Big Idea, The Chq Building, The Honourable Society of King's Inns, The Insurance Institute of Ireland, The Teaching Council, Tiglin Challenge Limited, Translit, Trinity College Dublin (TCD), TTM Healthcare, Tusla - The Child and Family Agency, Twitter, UCD Students Union, UMAKOKO, United Drug Plc, UnPlug HQ Limited, Verdant Productions, Western Development Commission, Wheatfield Place of Detention (Irish Prison Service), Workday, Yorkshire Water, YourY Network



Testimonials

"After completing the Common Purpose Senior Leadership programme, it led to a completely new way of thinking for me, both personally and professionally. On a personal level, it connected me with a like-minded peer-to-peer community, and my mentor from the course continues to be a good friend to this day. However, on a professional level the impact has been more profound. The course made me think in a broader and more strategic manner, directly resulting in bringing in new business to our company (worth > €400K!) and increasing our headcount with an additional 2 team members. For a small company of 5 people, this was huge! And in the end, this all led to a promotion, into a position that I created for myself."

Darragh Gaffney, Director of Growth and Sustainability, Industry Research & Development Group (IRDG).

"The Common Purpose High Potential leadership programme confirmed what I always suspected...that I thrived in experiential learning. The diversity of individuals that were on the programme was inspiring. Your assumptions and bias are challenged, and your level of awareness and insight is raised. I've left the programme being a more courageous, flexible and intuitive leader."

Joanne O'Dwyer, Supervisor Psychotherapist/Counsellor, The Red Door Project



"Leadership Exploration = Common Purpose. When I first encountered Common Purpose, I was an emerging leader at the strategic level in Ireland. I had studied leadership most of my working life both in academia and in the organisation with which I worked. The missing piece was the ability to discuss the practical aspects of Strategic Leadership with like-minded individuals and organisations. Common Purpose provided this vehicle. It was enlightening, it was educational, it was challenging, and thought provoking. The emerging strategic leaders I met were fascinating, innovative, create and listeners. Through my interaction with these emerging strategic leaders truly began the journey to wisdom. My continuing interaction with Common Purpose keeps me aligned on that journey."

Brigadier General Peter O'Halloran, Irish Defence Forces





Dara and the team at Common Purpose delivered a fantastic bespoke leadership programme for senior leaders in The Office of Environmental Sustainability in the EPA. They carried out a pre-programme diagnostic, listened carefully to our needs and requirements and responded in real time to suggestions and feedback as the programme progressed. It really felt like the programme was uniquely designed to meet our challenges and objectives. Through a series of experiential off-site days, which exposed the team to different leadership styles and challenges, and one-to-one coaches with a highly experienced and professional team, huge value was derived, both for each individual as a leader and for the organisation as a whole. All those who participated felt like they had been part of something special and really helped us to develop an innovative and inclusive leadership and management culture as a means of enhancing organisational performance. I would have no hesitation in recommending Dara and his team

Sharon Finnegan, Director, Office of Environmental Sustainability (OES)



The Board, The Advisory Group and the Ireland Team

Our Governance Structures

Our Board is a diverse group of individuals passionate about change and leadership for societal benefits. We aim to have our Board reflect and represent the demographic of the country in which we work.

The Board and its Sub-Committees

The Board as of 31 July 2023

Nicholas Davies <i>Board Chair</i>	Business Consultant	Holistic Governance
Carol Conway <i>Board Secretary*</i>	Owner	Freelance Catalyst
Sarah Bean	Management Consultant	Sarah Bean Consulting
Tavengwa Tavengwa	Associate Partner	EU
Fiona Keane	Head of Human Resources Europe	Standard Life International
Joseph Ruane*	Health Manager	Health Service Executive
Jack Kavanagh	Director	Move the Needle
Orla Cunningham*	Chief Operations Officer	Trinity College Dublin
Salome Mabugua Henry	National Director	AkiDwA

*Members of the Governance Committee

Board Attendance

	2022	2023
Nicholas Davies <i>Board Chair</i>	5 out of 5	2 out of 3
Carol Conway <i>Board Secretary</i>	4 out of 5	3 out of 3
Sarah Bean	5 out of 5	3 out of 3
Jacquie Marsh	3 out of 5	Resigned in 2023
Tavengwa Tavengwa	4 out of 5	3 out of 3
Fiona Keane	4 out of 5	3 out of 3
Joseph Ruane	4 out of 5	3 out of 3
Jack Kavanagh	4 out of 5	2 out of 3
Orla Cunningham	3 out of 5	1 out of 3
Salome Mabugua Henry	5 out of 5	3 out of 3



Our Advisory Group

The Advisory Group is a cross-sector group of individuals who help Common Purpose keep up to date with developments in their sector and locality. The Advisory Group reflects the rich diversity of the country in which we operate and helps to ensure that our programmes are similarly diverse.

The Members as of 31 July 2023

Helen Burke <i>Group Chair</i>	Business Development Manager	IDA Ireland
Tom Foley	Founder	TKL Management Ltd.
Chrissy Hughes	Community Manager	Restored Hearing
Avril Kennan	CEO	Medical Research Charities Group
Sile Larkin	Head of Legal, Policy & Research	The Policing Authority
Adaku Ezeudo	Founder	PhoenixRize Consulting
Paula Hodson	Director of Development Services	Insurance Institute of Ireland
Peter Connolly	Founder	Lifestyle Awareness
Emma Connors	Chief Executive	Recreate
Gillian Maxwell	General Manager	Central Line Consulting
Lorraine Wheatley	Chief Superintendent	An Garda Siochana
Jannetje van Leeuwen	Entrepreneur	The Startup.com
Sinead Troy	General Manager	Irish Association of Songwriters, Composers & Authors
Peter O'Halloran	Retired Brigadier General Assistant Chief of Staff	Defence Forces

The Ireland Team

Our professional and highly skilled team is motivated to succeed, dedicated to our vision, and adaptive to new ways of thinking about leadership development.

Dara Connolly	CEO
Kristina Moody	Senior Programme Director
Niamh Conaty	Programme Director
Meredith Salois	Programme Coordinator
Clodagh Swords	Business Development Executive
John Bradish	Programme Coordinator
Hiliary Kavanagh	Programme Director
Liliana Fernandez	Programme Coordinator





Governance Report

Financial Performance in the two years ending 31 July 2023

The last two years since the last Annual Report have been very successful overall. In year ended 31 July 2022, the result was impacted by below-expectation participation in our Open Programmes which was partially due to the fallout from Covid and the apprehension of people coming together again. However, in the year ended 31 July 2023, we exceeded the budget due to the participation rates in our Open Programmes, the securing of Customised Programmes and the launch of the Legacy Programme.

The Legacy Programme launched in November 2022 generated sponsorship from signature organisations such as the Industrial Development Agency (IDA), National Treasury Management Agency (NTMA), Department of Rural and Community Development, Citrix, Lewis Silkin and Google as venue sponsors to the value of €36k.

The CEO's report provides detailed commentary on the results for the financial years ended 31 July 2022 & 2023 and the future sustainability of the organisation.

Board and its Sub-Committees (including the Advisory Group)

The Board of Directors met eight times over the course of the 24-month period ended 31 July 2023.

We have been fortunate during these times, to have a stable, diverse and engaged Board. However, since 31 July 2023, Salome Mbugua Henry resigned in October 2023 and her support and engagement will be sorely missed. The Chair is actively working with the CEO and has identified additional appointments to ensure we have the appropriate Board diversity to support the delivery of our Vision and Mission. The potential new appointees were considered by the Remuneration and Nominations Committee. Since 31 July 2023, we welcome the appointment of Jane Trenaman and Toluwani Akaehomen as new Board members, and we expect additional appointees in the next few months.

As for our Advisory Group, there have been significant changes over the Period. However, the Group has provided valuable support to the development of the Programme Curricula and ensured the calibre and diversity of participants were appropriate.

The Board performed Board performance assessments in April 2022 and January 2024. The results were positive and there were no material issues that needed to be addressed.

The Governance Committee specifically performed the following reviews during the period:

- Core standards set out in the Charities Governance Code issued by the Charities Regulator and concluded that we were compliant with these standards and have submitted our Regulatory Returns for the year ended 31 July 2022 and 2023.
- Governance processes, policies, and procedures to consider whether they are fit for purpose. The Committee recommended minor changes, and these were formally adopted at the January 2023 Board meeting.

The Remuneration and Nominations Committee did not meet during the 24 months ended 31 July 2023. All remuneration matters were considered by the Board including review and approval of proposed pay arrangements. This Committee did engage in the review of potential new Board appointees.

Risk Management

The Board reviewed the Risk Register at its July 2022 Board Meeting and reconfirmed the Principal Risks, which are as follows:

- Risk 1: Achievement of the Strategic Objectives.
- Risk 2: Need to maintain and improve the brand reputation and awareness.
- Risk 3: Access to adequate resources
- Risk 4: Financial and operating processes including reporting are not effectively maintained or managed





The review concluded that:

- There are Key Risks where there have been significant increases in their risk rating; these are:
 - Loss of connection with Graduates resulting in a lack of participation as contributors to the programmes and as advocates of the benefits of CP programmes to potential new graduates,
 - Key person dependency, insufficient staff resources, and lack of expertise and training within and the objectives identified in the Strategic Plan impact the financial stability and sustainability
- The following were identified as new high-key risks:
 - Pursuit and delivery of Customised Programmes create resource challenges leading to sustainability and reputational issues,
 - Market competition and Organisations' Leadership Development Policies will result in challenges in securing participation in the Core Programmes which will impact financial sustainability.
- Appropriate controls and mitigations exist to manage all the Risks which include the following improvements:
 - From 1 August 2022, a new external financial accounting service has been contracted, with additional service elements included which provides additional financial control oversight

and the outsourcing of the production of the management information reporting for the Board. The new enhanced scope of contracted service in cost terms represents a reduction on our previous contracted amount.

Whilst there has been no formal review of the Risk Register during the year ended 31 July 2023, the Board has considered risks at its regular meetings during this period and whether there have been any changes including emerging risks in the risk environment. Nothing has been noted and the conclusions from the review in July 2022 are still relevant.

During the 24-month period up to 31 July 2023, there have been no material risk incidents. However, up to the date of approving the financial statements for the year ended 31 July 2023, there has been one material risk incident, which had two aspects. This incident consisted of:

- An oversight arising from the new Global Website introduction, which led to the Common Purpose Ireland Limited financial statements not being publicly available, and
- Incorrect submission to the Charities Regulator.

The issues identified have now been rectified and mitigating controls implemented to ensure such incidents do not happen in the future.



Common Purpose (Ireland) Company Limited by Guarantee

Directors' Report and Financial Statements for the financial year ended 31 July 2023

KSi Faulkner Orr Limited
Statutory Auditors
Behan House
10 Lower Mount Street
Dublin 2
Dublin
D02 HT71

Company Number: 245649



Common Purpose (Ireland) Company Limited by Guarantee

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Common Purpose (Ireland) Company Limited by Guarantee DIRECTORS AND OTHER INFORMATION

Directors	Carol Conway Simon Davies Sarah Suzanne Bean Salome Mbugua Henry Tavengwa Tavengwa Orla Cunningham Joseph Ruane Jack Kavanagh Fiona Keane
Company Secretary	Carol Conway
Company Number	245649
Registered Office	Riverside One, Sir John Rogerson's Quay Dublin 2 Co Dublin Ireland
Business Address	Suite 32 Guinness Enterprise Centre Dublin 8 Co Dublin Dublin D08 V564
Auditors	KSi Faulkner Orr Limited Behan House 10 Lower Mount Street Dublin 2 Dublin D02 HT71
Bankers	Allied Irish Bank Dublin 1 Co Dublin
Solicitors	McCann FitzGerald Riverside One Sir John Rogerson's Quay Dublin 2 Co Dublin

Common Purpose (Ireland) Company Limited by Guarantee

DIRECTORS' REPORT

for the financial year ended 31 July 2023

The directors present their report and the audited financial statements for the financial year ended 31 July 2023.

Principal Activity and Review of the Business

The principal activity of the Company is the advancement of education for the public benefit and to educate men and women from a broad range of cultural, institutional, social, and economic backgrounds in constitutional, civic, economic and social studies with special emphasis on civil and social awareness and responsibility in Ireland.

Common Purpose offers a range of programmes in accordance with a license agreement with Common Purpose Trust Limited (CPCT) residing in the UK. These programmes are for leaders of all ages, backgrounds, and sectors. Through the programmes, participants gain a wider perspective which improves their vision. As their vision improves, their decision-making gets better. They forge networks that can have a major impact on their organisation and the community (networks which no other experience can provide). This can have far-reaching consequences and can unlock leadership potential in a genuinely different way.

Common Purpose aims to increase the number of informed people actively involved in shaping the future of their organisation and society.

The Company's business model is to deliver experiential leadership development programmes, exploring diversity and innovation which result in significant positive impacts on many levels to individuals, organisations, and society. The Company recruits individuals from the Private, Public and Not for Profit sectors to participate in its open programmes but also develops customised programmes for various organisations. For these programmes we levy fees that cover the direct and indirect costs and a contribution to maintain an appropriate level of reserves.

There have been no changes in nature and rating of the principal risks during the period facing the Company as set out below, together with the mitigations adopted to manage these risks.

- Achievement of the Strategic Objectives,
- Maintain and improve the CP brand reputation and awareness,
- Access to adequate resources (people and funds), and
- Financial and operating processes including reporting are not effectively maintained or managed.

The primary mitigation of the risks outlined above is the Board performs a quarterly review of operational and financial performance including budget to actual, rolling 12 months cash flow forecasts and Strategic and Operational KPIs.

- The sustainability of Common Purpose Charitable Trust (CPCT) as the licensor and resource provider

The Chair and CEO maintain regular contact with CPCT to ascertain the sustainability status. The Board has also considered the ability to operate and deliver programmes which fulfil the Company's strategic objectives and are satisfied that there would be a sustainable business model for the foreseeable future.

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

There has been no significant change in these activities during the financial year ended 31 July 2023.

Financial Results

The surplus/(deficit) for the financial year amounted to €18,486 (2022 - €28,610)).

At the end of the financial year, the company has assets of €138,799 (2022 - €155,969) and liabilities of €43,486 (2022 - €79,142). The net assets of the company have increased by €18,486.

Directors and Secretary

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

Carol Conway
Simon Davies
Sarah Suzanne Bean
Salome Mbugua Henry
Tavengwa Tavengwa
Orla Cunningham
Joseph Ruane
Jack Kavanagh
Fiona Keane

The secretary who served throughout the financial year was Carol Conway.

Common Purpose (Ireland) Company Limited by Guarantee

DIRECTORS' REPORT

for the financial year ended 31 July 2023

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

Post Balance Sheet Events

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

Auditors

KSi Faulkner Orr Limited, were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Results for the year and current performance

The results of the Company for the year are set out in the Income Statement on page 9 and the related notes to the financial statements.

In the financial year ended 31 July 2023, the Company exceeded the budget. This was due to the success of the Open Programmes, the launch of the Legacy Programme in November aimed at challenging young people to explore the legacy they can leave on the world, and delivery of customised programmes for various individual clients.

In the Table below, is the breakdown of the Attendance Numbers and the Sectorial and Diversity profiles for the Open Programmes held during the financial year ended 31 July 2023.

Open Programmes	Attendance Numbers	Sectors	Diversity	
		Not For Profit/Private/Public	Gender	Nationality
Senior Leaders Programme Autumn 2022	39	30%/23%/46%	33% males 67% females	10% non-Irish
Emerging Leaders Programme Autumn 2022	37	45%/11%/43%	33% males 67% females	8% non-Irish
Senior Leaders Programme Spring 2023	36	27%/22%/50%	31% males 69% females	11% non-Irish
High Potential Leaders Programme Spring 2023	38	34%/21%/45%	48% males 52% females	23% non-Irish

The financial results and relevant disclosures reported in the financial statements do not reflect key aspects of the business model and financial performance, which is managed by the Company. These aspects and their financial impact in the financial year ended 31 July 2023 are set out below:

- Every programme requires diversity and sectorial balance. To achieve this, the Company provides a 'bursary' based on an assessment of the ability to pay by the participant or the organisation, who has nominated the participant. This bursary comes in the form of a discounted fee. The value of bursaries granted was circa €180k (2022 - €117k). This represents a discount of 42% (2022 - 36%) on the potential normal fees for the programmes held in the financial year.

- To deliver the activities of the Company, we rely on contractors and internships to provide additional resources. The type of resources provided, and the financial impact set out below:

- Contractors supplied business development and accounting services and cost a total of circa €49Kk (2022 - €32k)

- The Internships of which there were 3 (2022 - 3) during the year, were the equivalent of one fulltime staff. They provided support to our marketing and sales activities at no cost. It is estimated the benefits accruing to the company was circa €25k (2021/ 22- €25k)

- Since the financial year end, KPMG, who previously provided their services at no cost, were replaced by KSi Faulkner Orr Limited as our statutory auditor for the audit of the financial statements for year ended 31 July 2023.

Common Purpose (Ireland) Company Limited by Guarantee DIRECTORS' REPORT

for the financial year ended 31 July 2023

At the Board Meeting on 17 July 2023, the budget for 2023/4 was approved, which was based on:

- maintaining the level of Core programmes,
- running Legacy as an annual initiative,
- continue to seek out new opportunities to deliver customised programme, and

The results to date are in line with expectations.

Additionally, the Board has not changed its objective to have a level of reserves equivalent to 6 months' future operating costs and administration expenses. At 31 July 2023, the financial outturn exceeded the budget as advised. The level of reserves as a consequence increased. However, it is still the Board's objective to rebuild our reserves over the medium term to the equivalent of six months' operating costs of circa €160k. The results to date and forecast for the next 12 months indicate that we are on target to achieve this objective.

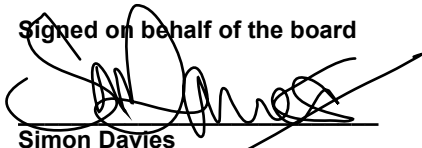
Statement on Relevant Audit Information

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

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Riverside One, Sir John Rogerson's Quay, Dublin 2, Co Dublin.

Signed on behalf of the board



Simon Davies

Director



Carol Conway

Director

Date:

15 April 2024

Common Purpose (Ireland) Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 July 2023

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

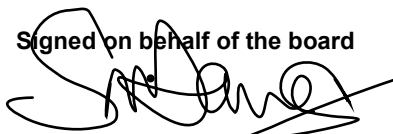
Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit 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 for the company financial statements 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 reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 surplus or deficit 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 readily and properly 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.

Signed on behalf of the board



Simon Davies
Director



Carol Conway
Director

Date: 15 April 2024

INDEPENDENT AUDITOR'S REPORT

to the Members of Common Purpose (Ireland) Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Common Purpose (Ireland) Company Limited by Guarantee ('the company') for the financial year ended 31 July 2023 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Balance Sheet, the Reconciliation of Members' Funds, the Statement of Cash Flows and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

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 July 2023 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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; and
- the Directors' Report have been prepared in accordance with applicable legal requirements.

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

In our opinion the accounting records of the 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.

INDEPENDENT AUDITOR'S REPORT

to the Members of Common Purpose (Ireland) Company Limited by Guarantee

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 7, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

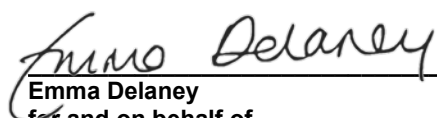
Auditor's responsibilities for the audit of the financial statements

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 contained in the appendix to this report, located at page 10, which is to be read as an integral part of our 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 any 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.



Emma Delaney

for and on behalf of

KSI FAULKNER ORR LIMITED

Statutory Auditors

Behan House

10 Lower Mount Street

Dublin 2

Dublin

D02 HT71

Date: 22/04/2024

Common Purpose (Ireland) Company Limited by Guarantee

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

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

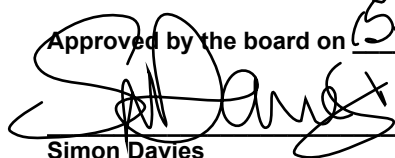
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Common Purpose (Ireland) Company Limited by Guarantee
INCOME AND EXPENDITURE ACCOUNT

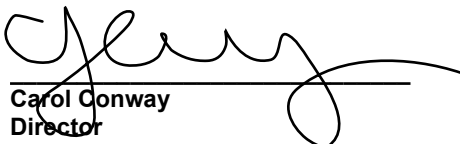
for the financial year ended 31 July 2023

	Notes	2023 €	2022 €
Income		342,108	274,082
Expenditure		(323,505)	(302,692)
Surplus/(deficit) before interest		18,603	(28,610)
Interest payable and similar expenses	3	(117)	-
Surplus/(deficit) for the financial year		18,486	(28,610)
Total comprehensive income		18,486	(28,610)

Approved by the board on 5 April 2024 and signed on its behalf by:



Simon Davies
 Director



Carol Conway
 Director

Common Purpose (Ireland) Company Limited by Guarantee

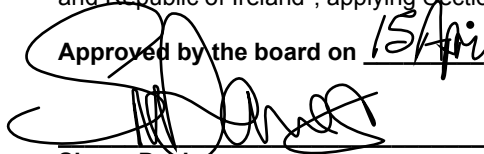
BALANCE SHEET

as at 31 July 2023

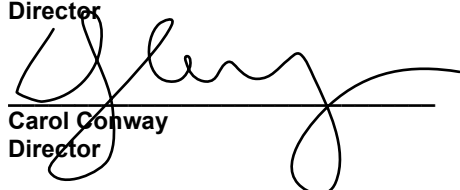
	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	5	1	1
Current Assets			
Debtors	6	33,594	43,549
Cash and cash equivalents		105,204	112,419
		<u>138,798</u>	<u>155,968</u>
Creditors: amounts falling due within one year	8	<u>(43,486)</u>	<u>(79,142)</u>
Net Current Assets		<u>95,312</u>	<u>76,826</u>
Total Assets less Current Liabilities		<u>95,313</u>	<u>76,827</u>
Reserves			
Income and expenditure account		95,313	76,827
Members' Funds		<u>95,313</u>	<u>76,827</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on 15 April 2024 and signed on its behalf by:



Simon Davies
Director



Carol Conway
Director

Common Purpose (Ireland) Company Limited by Guarantee
RECONCILIATION OF MEMBERS' FUNDS

as at 31 July 2023

	Retained surplus	Total
	€	€
At 1 August 2021	105,437	105,437
Deficit for the financial year	<u>(28,610)</u>	<u>(28,610)</u>
At 31 July 2022	76,827	76,827
Surplus for the financial year	<u>18,486</u>	<u>18,486</u>
At 31 July 2023	<u>95,313</u>	<u>95,313</u>

Common Purpose (Ireland) Company Limited by Guarantee

STATEMENT OF CASH FLOWS

for the financial year ended 31 July 2023

	Notes	2023 €	2022 €
Cash flows from operating activities			
Surplus/(deficit) for the financial year		18,486	(28,610)
Adjustments for:			
Interest payable and similar expenses		117	-
		<u>18,603</u>	<u>(28,610)</u>
Movements in working capital:			
Movement in debtors		9,955	(27,569)
Movement in creditors		(35,656)	40,112
		<u>(7,098)</u>	<u>(16,067)</u>
Cash used in operations		(7,098)	(16,067)
Interest paid		(117)	-
		<u>(7,215)</u>	<u>(16,067)</u>
Net cash used in operating activities		<u>(7,215)</u>	<u>(16,067)</u>
Net decrease in cash and cash equivalents		(7,215)	(16,067)
Cash and cash equivalents at beginning of financial year		112,419	128,486
Cash and cash equivalents at end of financial year	7	<u>105,204</u>	<u>112,419</u>

Common Purpose (Ireland) Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2023

1. General Information

Common Purpose (Ireland) is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 245649. The registered office of the company is Riverside One, Sir John Rogerson's Quay, Dublin 2, Co Dublin, Ireland. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company

2. Summary of Significant Accounting Policies

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

Statement of compliance

The financial statements of the company for the financial year ended 31 July 2023 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Operational performance is continually being monitored, taking into account the current geopolitical situation and the impact on the Irish economy and based on an updated 12-month cash flow forecast, the Board concluded that:

- the existing level of cash, and
- the future cash flows based on
 - demand for programmes that connect teams in a different way that explore agility, self-awareness, purpose and resilience in leadership in such challenging times, and
 - customised programmes through winning of several tenders.

There is a reasonable expectation that the Company has sufficient funds to be able to meet its liabilities as they fall due for a period of at least 12 months from the date of the approval of the financial statements.

On this basis the directors are satisfied that the financial statements should be prepared on a going concern basis.

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

Income

Turnover is comprised of programme fees received and receivable, sponsorship and bursary receipts and is recognised when the services are provided or when there are no obligations outstanding.

Tangible assets and depreciation

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

Office Equipment	-	15% Straight line
Fixtures and fittings	-	20% Straight line
Computer Equipment	-	20% Straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Common Purpose (Ireland) Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2023

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Taxation and deferred taxation

The Company has been recognised by the Charities Section of the Revenue Commissioners as a body established for charitable purposes within the meaning of Section 333 Income Tax Act 1967 and accordingly, is exempt from corporation tax.

3. Interest payable and similar expenses	2023	2022
	€	€
Interest	<u>117</u>	<u>-</u>

4. Employees

The average monthly number of employees, including directors, during the financial year was 4, (2022 - 4).

	2023	2022
	Number	Number
Employee	<u>4</u>	<u>4</u>

5. Tangible assets

	Office Equipment	Fixtures and fittings	Computer Equipment	Total
	€	€	€	€
Cost				
At 1 August 2022	<u>5,353</u>	<u>16,531</u>	<u>24,868</u>	<u>46,752</u>
At 31 July 2023	<u>5,353</u>	<u>16,531</u>	<u>24,868</u>	<u>46,752</u>
Depreciation				
At 1 August 2022	<u>5,353</u>	<u>16,531</u>	<u>24,867</u>	<u>46,751</u>
At 31 July 2023	<u>5,353</u>	<u>16,531</u>	<u>24,867</u>	<u>46,751</u>
Net book value				
At 31 July 2023	<u>-</u>	<u>-</u>	<u>1</u>	<u>1</u>
At 31 July 2022	<u>-</u>	<u>-</u>	<u>1</u>	<u>1</u>

6. Debtors	2023	2022
	€	€
Trade debtors	32,555	43,549
Other debtors	48	-
Prepayments	991	-
	<u>33,594</u>	<u>43,549</u>

7. Cash and cash equivalents	2023	2022
	€	€
Cash and bank balances	<u>105,204</u>	<u>112,419</u>

Common Purpose (Ireland) Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 July 2023

8. Creditors	2023	2022
Amounts falling due within one year	€	€
Trade creditors	2,984	44,654
Taxation	17,653	34,488
Other creditors	1,267	-
Accruals	21,582	-
	<u>43,486</u>	<u>79,142</u>

Included in creditors are licence fees payable to Common Purpose Charitable Trust €17,812 (2022: €15,890).

9. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.27

10. Capital commitments

The company had no material capital commitments at the financial year-ended 31 July 2023.

11. Post-Balance Sheet Events

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

12. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on

15 April 2024

COMMON PURPOSE (IRELAND) COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 JULY 2023

NOT COVERED BY THE AUDITORS REPORT

THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS

Common Purpose (Ireland) Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
DETAILED INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 July 2023

	2023 €	2022 €
Income	342,108	274,082
Expenditure		
Wages and salaries	176,215	160,028
Social welfare costs	19,016	16,965
Staff training	1,460	1,688
Rent payable	6,765	-
Rates	369	-
Insurance	2,245	3,146
Cleaning	100	-
Programme Costs	27,326	12,691
Sponsorship costs	8,275	-
Contractor costs	39,943	52,645
Licence fee	17,492	15,890
Printing, postage and stationery	5,190	689
Advertising	1,049	-
Courier and Delivery Charges	175	-
Telephone Broadband	1,199	1,451
Computer costs	-	5,189
Entertaining	652	3,157
Legal and professional	21	20
Accountancy Fees	5,622	18,614
Bank charges	429	328
Staff welfare	5,865	7,191
General expenses	214	3,000
Auditor's remuneration	3,770	-
Charitable donations	113	-
	323,505	302,692
Finance		
Bank interest paid	117	-
Net surplus/(deficit)	18,486	(28,610)

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