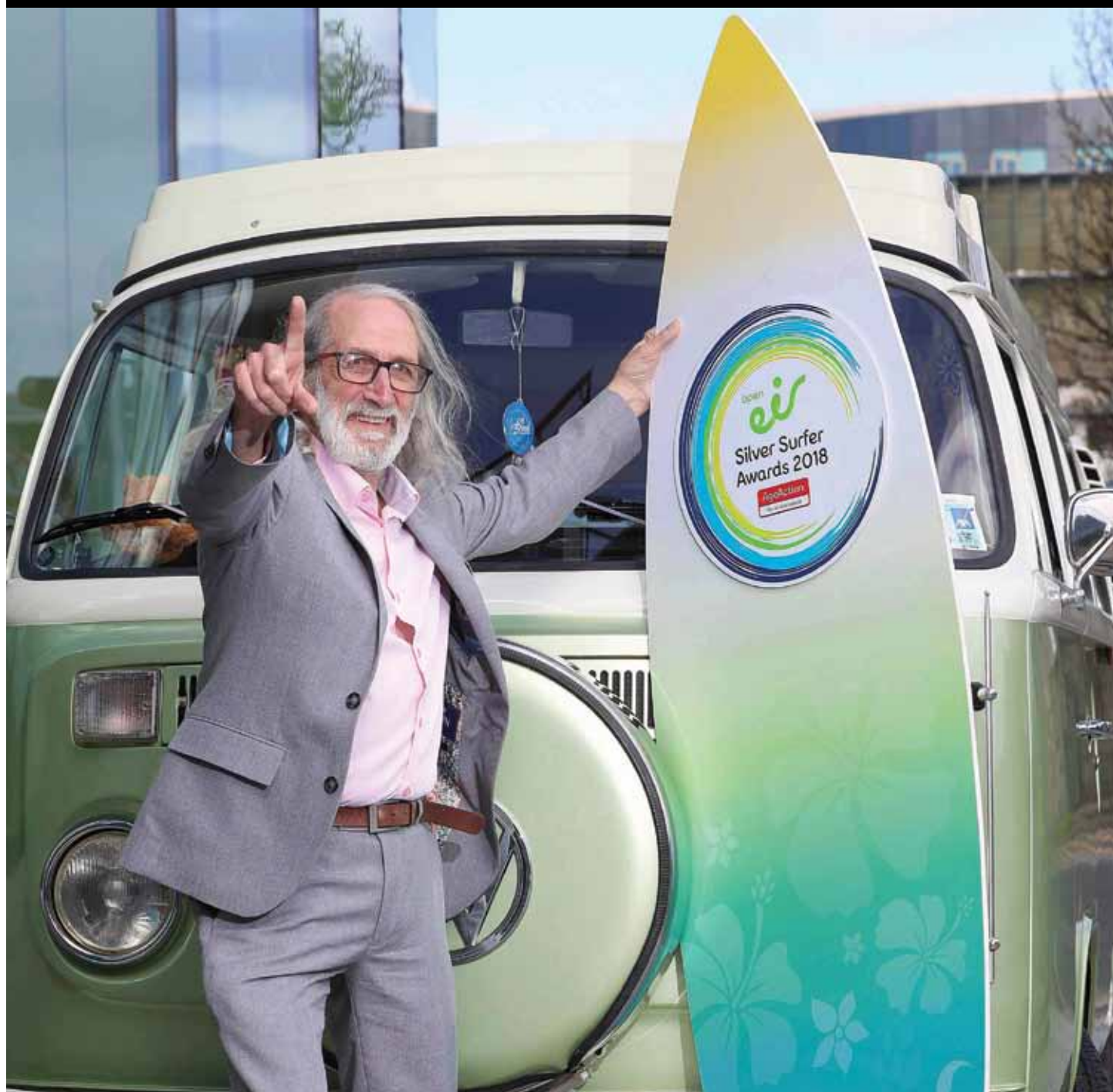


AgeAction

For all older people

ANNUAL REPORT

HOW WE WORKED FOR ALL OLDER PEOPLE IN 2018



Cover Photo: Stan Phillips from Waterford who was nominated
for Silver Surfer 2018 in the Hobbies on the Net category.
Photo Credit Marc O'Sullivan

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ABOUT AGE ACTION

Age Action supports and advocates for equality and human rights for all older people.

Everything we do is based on a recognition of the diversity of identity and situation among older people and a concern for equality for all older people. In addressing ageing, our work includes a concern to influence perspectives on and responses to ageing. This pursuit of equality and human rights is underpinned by our work to promote ageing in place, life-long learning, and health and wellbeing for older people, empowering them to live as active citizens.

Our Values

Age Action supports and advocates for equality and human rights for older people. Age Action is a values-led organisation. Our core values of: **Dignity, Participation, Diversity, Social Justice, and Professionalism**, are central to driving our work to promote equality for and fulfil the human rights of older people.

The Age Action Values Statement sets out and defines our core values. It enables us to consistently and coherently embed these values in our work priorities and processes, and in the practice and behaviour of our staff and volunteers.



Anna McCabe

CHAIR'S REPORT

2018 represented a year of very significant change and reorganisation for Age Action. We have had a number of interesting appointments to key positions including, most notably a new CEO who will provide the leadership and vision to ensure Age Action remains the leading advocacy organisation for all of us as we age.

I served for a number of months as Interim CEO and it gave me a valuable insight into the challenges the staff and organisation face in advocating for real change and improvements in the lives of older people. As you know, our Care & Repair programme responds to the basic needs of older people and a key element of this work is now focusing on ensuring older people can remain in their own homes for longer and thereby avoiding or postponing the need for institutional care. Our Life Long Learning and Getting Started programmes provide vital spaces which enable us to develop ourselves, keep connected to each other and to stay active in our communities which is so essential to our overall wellbeing .

In our work with Government and politics we consistently make representation to decision-makers on behalf of older people. During 2018, fourteen submissions were made to Government bodies on a range of issues including policing, pensions and healthcare. Age Action appeared before a Joint Oireachtas Committee hearing three times during the year presenting on housing, pension reform and homecare supports. Age Action participated in a campaign to address the inequalities in pensions introduced by the Government in 2012. Working with the National Women's Council of Ireland, the Irish Countrywomen's Association, Fórsa, Active Retirement Ireland, Pensioners for Equality and affected individuals, Age Action sought and achieved a change in government policy, the introduction of special scheme TCA 2012, which will make a very real difference in the incomes of thousands of people who were punished by the pension system for rearing their families.

CHAIR'S REPORT

Continued

Age Action, in collaboration with Alone and Active Retirement, co-hosted a very successful engagement between TDs, Senators and members of Age Action in advance of Budget 2019. 39 elected officials attended the meeting and actively engaged with older people who highlighted their Budget 2019 priorities.

To enable Age Action to keep doing this work and to remain an independent voice for older people we need to raise significant funds. Our Retail and Fundraising departments work hard all year to ensure “the lights stay on”. However, they are doing much more than raising funds. Hundreds of members, volunteers and friends of Age Action take part in fundraising activities each year and we couldn't keep going without that support. Our shops and retail units provide a vital community space where older people can drop in daily for a chat or for information.

My colleagues on the Board have undertaken a huge amount of work to ensure that the organisation is operating to the highest standards of good governance and transparency. As part of this, we have established a new Governance and Risk Subcommittee and put a new and improved Risk Register in place. We expect this work to be completed in 2019, ensuring that Age Action is fully compliant with the requirements of the new code of governance issued by the Charities Regulator.

We finished out 2018 welcoming Paddy Connolly onto the Age Action ship and asking him to navigate us through the waters ahead. It is therefore with renewed confidence and optimism that we face the journey ahead and take on the challenges of the future. I would like to thank my Board colleagues for their work and support and the staff, past and present, for their hard work and dedication.

Finally, I would like to thank the hundreds of members, volunteers, sponsors and contributors who have helped us to raise funds, who have donated to our stores or who have given of their time.



Thank you!



Patrick Connolly

CEO'S REPORT

In this Annual Report we reflect on the success of the public engagement activities, Positive Ageing Week and the Silver Surfer Awards, which highlight the meaningful contribution that we make to communities as we age and demonstrate Age Action's ability to put issues into public discourse.

We also take stock of our work to influence Budget 2019 which saw some progress towards achieving income security for older people with an increase in the State Pension, restoration of the Christmas Bonus and an extra week of the Fuel Allowance. These increases were priorities identified by those who participated in our survey and pre-budget meetings and subsequently advocated for by Age Action.

However these successes were overshadowed by the complete absence of provision of homecare supports which would enable those people who want to, live at home safely and with dignity. This is an issue that Age Action will focus resources on going forward.

Tackling the issue of ageism and the challenges we face as we grow older such as income security, access to adequate and affordable health care and maintaining our independence and dignity are what motivated me to join Age Action. I believe that the strength of public policy is measured by its ability to support our needs when we find ourselves in vulnerable situations.

Currently, we know that our policies are falling short in meeting the needs of older people, particularly those of us who find ourselves in need of homecare support. As CEO of Age Action I intend to ensure that older people's voices and their lived experience inform policy responses to their needs and strive for a rights-based approach to how Ireland supports and plans for us as we grow older.

CEO'S REPORT

Continued

Since joining Age Action I have initiated a strategic planning process to develop both a Values Statement and a Statement of Strategy for Age Action.

I want to thank all of the staff for the time and effort they put into developing the values. The next step will be to ensure that our core values are established, communicated and the behaviours expressed in the values are lived in our day to day operations.

The Board has approved a Strategic Statement to guide our work for the next 3-5 years.

The strategic goals are Equality and Human Rights, Ageing in Place, Health and Well Being and Lifelong Learning.

On behalf of the staff of Age Action I would like to take this opportunity to acknowledge Anna McCabe who served as interim CEO overseeing a particularly busy period in the life of Age Action.

Age Action's work would not be possible without a huge body of dedicated volunteers, staff, corporate supporters and members. Thank you for your support and I look forward to getting to know you all in the years ahead.



Thank you!

POSITIVE AGEING WEEK

Objective 1.3.

Our messages are communicated to a wide audience

Almost 700 million people are now over the age of 60. By 2050, 2 billion people, over 20 per cent of the world's population, will be 60 or older. The increase in the number of older people will be the greatest and the most rapid in the developing world, with Asia as the region with the largest number of older persons, and Africa facing the largest proportionate growth. With this in mind, enhanced attention to the particular needs and challenges faced by many older people is clearly required. Just as important, however, is the essential contribution the majority of older men and women can continue to make to the functioning of society if adequate guarantees are in place. Human rights lie at the core of all efforts in this regard.

As part of our Corporate Social Responsibility engagement programme, our second year of working in partnership with Bank of Ireland, as one of their Flagship Charities, saw them sponsor Positive Ageing Week.

International Day for Older Persons falls on 1st October and Age Action's Positive Ageing Week (PAW) is organised to coincide with the global effort on the Rights of older people. Primarily to highlight the positive contribution that older people make to society.

Age Action encourages people to organise community based events as well as developing events with our partners.



GOAL 1

Through our advocacy work we will effect positive changes in legislation, policies and services that affect ageing and older people.

Objective 1.1.

Be a positive influence, nationally and internationally, on policy development and implementation that affects ageing and older people

Objective 1.2.

More Members feed into policy development work

Our advocacy and policy work is grounded in the lived experience of people growing older in Ireland. We consult with older people on specific policy issues throughout the year via a number of different methods including regional members meetings, the distribution of surveys, contacts to our information line and through our network of older people.

To inform the development of Age Action's Budget 2019 submission Age Action held regional meetings with members and the public in Dublin, Cork, Galway and Castlebar. A national survey on Budget priorities was undertaken through through Ageing Matters and Survey Monkey.

Age Action made submissions to 5 Government Departments and an overview submission for Oireachtas members and media organisations. All of these reflected the lived experience of older people canvassed through the groups and via a public survey.

Age Action participated in the National Economic Dialogue and the Department of Employment Affairs and Social Protection convened Pre-Budget Forum which is attended by wide the NGO sector, department officials and Government Ministers.

Approximately 55 members from Age Action, Active Retirement Ireland and ALONE attended the joint pre-Budget 2019 lobbying day for older people in Buswell's Hotel on 26 September.

Representatives from each Glór Advocacy group took part, and all members received prior briefing as Budget peer advocates from Age Action.

Using this knowledge and experience, many members advocated for supports for older people to local politicians ahead of Budget 2019 and many mobilised their community members to do the same.



Advocacy and Communications

857

times Age Action raised the rights of older people in the media



people participated in Glór Advocacy groups in 4 counties



submissions made to Government on policy issues affecting older people



people participating in the Pre-Budget meeting with government representatives convened with ALONE and Active Retirement Ireland

Our Policy Position and Advocacy is informed by Older People

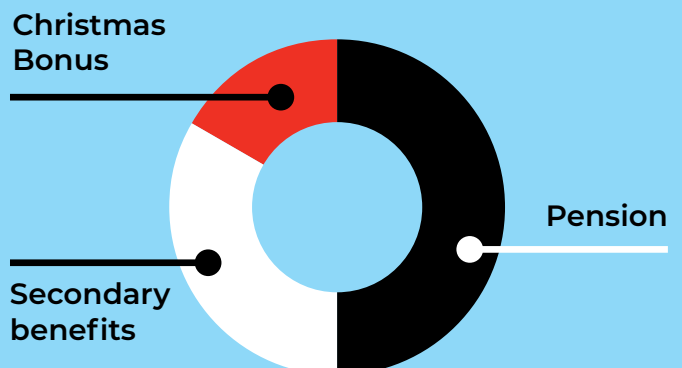
3,250

active members were invited to inform Age Action's Pre-Budget Submission to Budget 2019

465

responses to survey received and regional meetings held in Dublin, Cork, Galway and Castlebar with members

Budget 2019 reflected 3 primary asks by Age Action to address income adequacy



GOAL 1

Continued

Objective 1.4.

Older people (and the organisations who work with them) are better informed in relation to rights and entitlements, issues and services

Age Action engaged its 3,250 active members and 862 volunteers nationally in a range of activities to enable them to participate in the design and delivery of services and supports which affect their lives.

Approximately 2,500 people contact Age Action's Information Service each year. The Information Service is staffed by trained Information Officers who identify trends in the issues raised and this informs our policy and advocacy work. The most common issues are; pensions or carers allowance, accessing community supports, accommodation issues such as fair deal scheme, homecare supports and age discrimination.



Information Service

2,050

contacts to the Information Service



17%

queries related to health



12%

queries related to entitlements

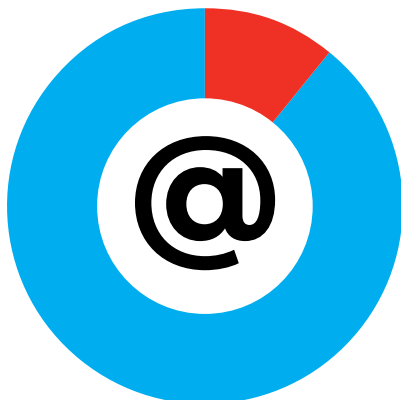


12%

queries related to nursing homes

How Do People Get in Touch?

11%



Email

contacts to the Information Service are growing year on year

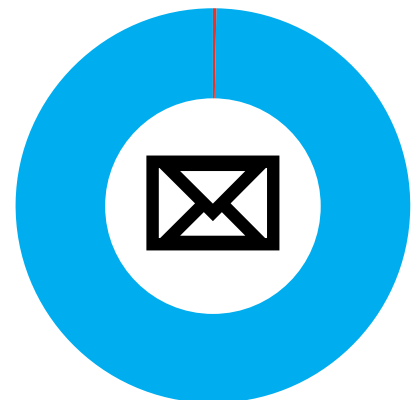
85%



Telephone

The majority of contacts to the Information Service are by telephone

0.5%



Letter

A small number of contacts to the Information Service are by letter

Contact: helpline@ageaction.ie | 01 4756989

GOAL 2

Our Services will assist older people live full and independent lives

Objective 2.1.

Older people can access new learning and skills

Getting Started

Working to Address Digital Literacy

Digital Literacy is a necessity and older people in Ireland must be empowered and enabled to be fully-fledged digital citizens, to use the internet to access information and services, to communicate with friends and family, to pursue education opportunities and to do their business online.

As part of our fight against digital exclusion, Age Action's Getting Started programme delivers training on computers, the internet and mobile phones to people over the age of 55. Age Action is grateful for the partnership with and funding from the Department of Communications, Climate Action and Environment Digital Skills for Citizens Training Fund for Digital Inclusion which significantly supports the Getting Started Programme.

The programme was designed specifically to address the challenges and barriers experienced by older learners. Volunteers are trained and supported to provide one-to-one tuition in a relaxed and non-formal learning environment. The training takes place in small classes groups and runs in libraries, community centres, schools, colleges, family resource centres, corporate offices, and housing complexes for older people. Since 2006 Age Action has trained more than 35,000 older people with the assistance of thousands of volunteer tutors.

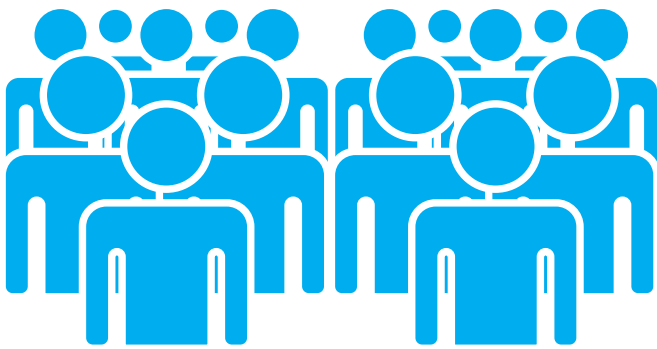
During 2018, we provided 10 hours of one to one training to over 2,500 older people.



Getting Started

2,591

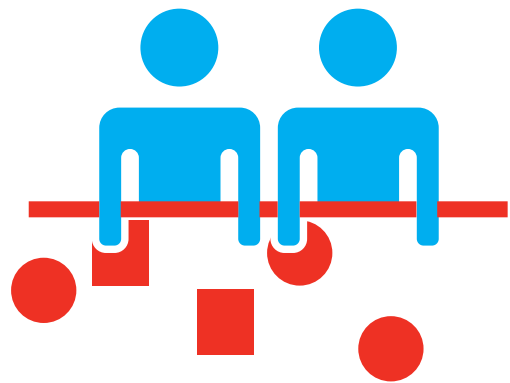
older people received digital skills training



1200

volunteers

each gave 10 hours of
one on one training



587

people supported
through Drop Ins,
Workshops and
Tech Support

Dublin and Leinster

Phone: 01 4756989

Email: gettingstarted@ageaction.ie

Cork and Munster

Phone: 021 2067399

Email: gettingstartedcork@ageaction.ie

Galway, Connaught and Mid West

Phone: 091 527831

Email: gettingstartedgalway@ageaction.ie

SILVER SURFER AWARDS

*Our messages are communicated
to a wide audience*

With half of Irish people aged between 65 and 74 having never used the internet and internet use among those aged over 75 negligible, Age Action consistently raises the impact of digital literacy on older people whether it be financial institutions, government departments or utility services. Age Action published a briefing paper Supporting Digital Literacy Among Older People in March 2018 to inform all our policy work in the area of digital literacy.

Age Action organises the annual Silver Surfer Awards to highlight digital literacy issues amongst older people. For those older people who do get online it has the potential to change their lives, as the Silver Surfer Awards demonstrate, with people participating in the digital economy, accessing public services, discovering new hobbies and maintaining an active role in their communities.

As part of our Corporate Sponsorship Programme OpenEir provided generous sponsorship and support for the Silver Surfer Awards for the second year running.



David Rowe from Dublin and Gordon Lawson from Cork won in our Community Champion and Golden IT categories.
Photo Credit Marc O'Sullivan



65-year-old Margaret Byrne from Tallaght, in Dublin, was the overall winner of the 2018 open eir Silver Surfer Awards. The ceremony was officially opened by Minister of State at the Department of Health with special responsibility for Mental Health and Older People Jim Daly T.D. Photo Credit Marc O'Sullivan

GOAL 2

Continued

Objective 2.1.

Older people can access new learning and skills

Age Action's Health & Wellbeing Programme aims to support older people to remain in their own homes as active members of their local community. It provides specific supports which are designed to connect older people with social contact and practical help which enable community living.

Lifelong Learning

Lifelong learning enables older people to participate in the human, social, economic and cultural life of their community. It delivers a range of positive outcomes for older adults that improve their quality of life; particularly those at greatest risk of social exclusion.

Wellbeing and Healthy Choices

During 2018 Age Action participated in an EU Erasmus + funded project called 'Wellbeing and Healthy Choices for Older Adults and their Carers'. The main objective was to promote active and healthy ageing through physical and nutritional training for older adults who are confined to home. Details can be found here: <https://www.uni-muenster.de/ProjectWhole/>

University of the 3rd Age (U3A)

As part of our work on lifelong learning Age Action co-ordinates the University of the 3rd Age (U3A) programme throughout the country. A U3A group is a learning circle for those aged 55 and over. There are currently 26 groups across the country - in Monaghan, Dublin, Kildare, Donegal, Cork, Waterford, Wicklow, Limerick, Roscommon, Galway, Cavan, Sligo, Leitrim and we are expanding rapidly. 'University' here refers to the 'university of life' - there are no exams and no qualifications are needed to join. Activities include creative writing, stress management, inviting speakers to give talks, social outings and trips etc.

U3A groups around the country are part of an Age Active network of 3,500 U3A members and group coordinators are organised and supported at a national level through Age Action supports.



Lifelong Learning

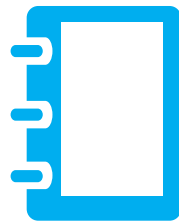
26

U3A groups active in Ireland



13

counties have established U3A groups



15.3%

of people over 55 participated in learning activities according to the Positive Ageing 2016 National Indicators Report



260

U3A meetings took place

U3A University of the Third Age is supported by Age Action in Ireland



23

U3A groups participated in National Meeting of U3A Network



11

new U3A groups established during 2018

GOAL 2

Continued

Objective 2.2.

Older people have access to services that enable them continue to live in their own homes

Care, Repair and Hospital Discharge Service

The Care, Repair and Hospital Discharge service provides practical support and social contact to older people with the aim of helping them to remain living in their own homes for as long as they wish in increased safety and comfort.

The Care and Repair Service uses a pool of volunteers and handypersons to carry out small repairs and to complete minor home tasks for older people. The most common services required by older people are gardening, painting, changing fuses and light bulbs, installing security locks and chains, hanging curtains, installing smoke alarms and carbon monoxide alarms.

The Hospital Discharge Service is an extension of the DIY service. An increased package of support is provided to older people who need work carried out in their homes in order to be discharged from hospital. It is designed specifically to reduce the number of delayed discharges from hospital. This new service was successfully piloted in Cork in 2018.

The Trades Referral service aims to connect older people with local tradesmen who will do high-quality work. Age Action maintains a register of local tradespersons whose contact details we can provide for jobs that are too large for our volunteers.

Age Action works with local community organisations around the country who we train and support to deliver the Care & Repair service in their local areas. Age Action provides training, branding, policies and procedures so that the local groups can run the Care & Repair service to a professional standard. We worked with 26 Community Partners in 2018.



Care and Repair

9,456

jobs carried out in the homes of older people



26

community partner organisations trained to deliver the service



90%

satisfaction rate

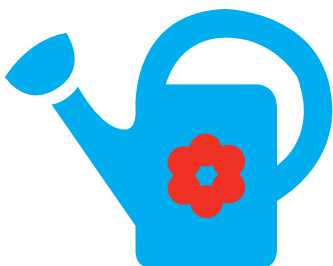


2,664

trader referrals complete

Volunteers and Corporate Partners Support Our Work

300



staff from Bank of Ireland volunteered to work on 100 gardens

18,912

labour hours in 26 locations delivered the Care and Repair service



4,000

carbon monoxide alarms donated by Gas Networks Ireland

Contact: careandrepairdublin@ageaction.ie | 01 4756989

GOAL 3

We will locate the resources needed to ensure Age Action's growth, sustainability and independence.

Objective 3.1.

Age Action has access to additional financial resources

Donations and Individual Giving

In 2018 Age Action benefitted from the generosity of people and businesses which raised €517,984, an increase on last year which shows the growing support for our work advocating for all older people.

In 2018 we were very grateful to receive two generous legacies that will assist us in implementing key strategic objectives over the coming years to make later life better for future generations. We also thank the people who opted to remember their loved ones at important times by making a donation to Age Action.

Corporate Social Responsibility Partnerships

Age Action worked with Business and the Community to develop corporate partnerships throughout the year as is evidenced by our work with Bank of Ireland and Open Eir. We look forward to growing our partnerships in 2019.

Fundraising Events

Our 2,500 Age Action members supported our raffles during 2018 which helped us increase the funds raised to support our programmes by 15%. 16 lucky members won prizes of a total value of €13,200, some of which was kindly sponsored by Bonavox.



Fundraising

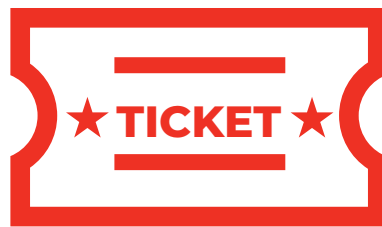
€517,984

raised through the support of donors



€121,687

funds were realised through
Bank of Ireland
Flagship Charity initiative



€32,306

raised by 2500 supporters of
raffle initiatives



100

people volunteered their time
for the Heart of Gold Day in
Dublin, Cork and Galway

Corporate Social Responsibility Initiatives Support Our Services

Positive Ageing Week and Silver Surfer Awards

were possible with the support of
Bank of Ireland and OpenEir

GOAL 3

Continued

Objective 3.2. Maximise the return from our shops

Charity Stores & Stock Collection

2018 was a great one for our charity stores and stock collection as we continued our expansion development, growing from six stores to seven in 2018 with the opening of our new 10,000sq ft Warehouse Showroom and Charity store in Cherry Orchard Industrial Estate. In 2018 we have seven Retail locations across the country located in Camden Street Dublin, Terenure, Dun Laoghaire, Ballincollig Co. Cork, Monaghan, Galway City and Cherry Orchard Industrial estate Dublin 10.

Our stores generated sales worth €992,470, +14 % on 2017. The surplus from this income is unrestricted and helps to fund the Programmes and services the Charity provides for older people across Ireland.

Our New Cherry Orchard Furniture showroom is situated at unit 6 Cherry Orchard Industrial Estate Ballyfermot Dublin 10. We choose this site to ensure we would have a significant presence in Dublin near our relocated Head office Inchicore and very close to the M50 motorway for easy access for our donors and customers alike. Our stock collection and delivery service are now completely based here with a direct call centre for donors to contact to arrange collections of donated goods. It is also a full retail Showroom where we sell second

hand furniture directly to the public. We are the first Charity with a warehouse of this kind in Dublin. Members of the public can also call directly with donations to us seven days a week. This site is partnered with the Tus Ballyfermot Employment partnership. We have contributed significantly to the local community by offering work placements onsite to individuals from the local community.

All our stores also function as places where people can contact Age Action to find out about our advocacy work and our services. We want our stores to be closely aligned with our work with older people, so we have stores located near our existing offices in Dublin, Cork and Galway.

We're very proud of our work so far in turning our stores into high end second hand goods stores. We are renowned for the quality of product we sell and the cleanliness and standard of same. Alongside our customer friendly volunteers and staff.

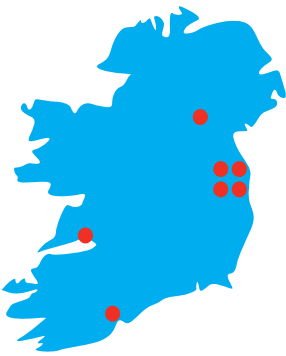
We provide opportunities for training and employment in retail through the Community Employment Programme and the TÚS community workplace initiative.

We are members of the ICSA and our Head of Retail Gail Kennedy is currently Chair of the ICSA Ireland. We are also members of Retail Excellence Ireland.



Retail

577,600
people visited Age Action stores



7
stores operating around
the country



10,000sq ft
Our 1st Retail Furniture
Showroom opened
in Cherry Orchard



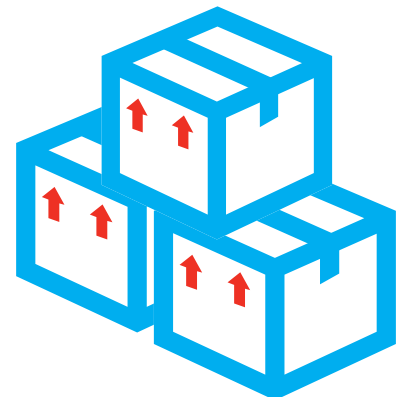
103,968
individual transactions
completed



2,500
collections made from
homes and businesses



23,000
tonnes of textiles processed
through Irish Charity Shops
Association members all
of which is diverted from
landfill or incineration



111
families assisted to
pack and clear homes

GOAL 4

We will operate effectively, enabling everyone to contribute and make Age Action a great place to work and volunteer.

Objective 4.1.

Develop and make maximum use of our facilities

Age Action believes that society should value us all as we age, we should have the supports which uphold our dignity as persons, where social justice and our participation as citizens in the life of the country is respected and valued.

Positive action towards a values-led society starts with our own individual actions. For Age Action this means firstly engaging the whole organisation in the development of a Values Statement (see page 2). All staff participated in the process. The values we identified as the ones we wish to guide us are Dignity, Participation, Diversity, Social Justice, and Professionalism. We will use our values as central to driving our work to promote equality for and fulfil the human rights of older people.

Objective 4.3.

We are a great place to work and to volunteer

Volunteers help Age Action to maximise our impact and reach. Our service delivery relies heavily on the support of volunteers particularly in our Care and Repair and Getting Started programmes but also in our retail and fundraising efforts. In 2018 we had 854 active volunteers who contribute their time and expertise regularly. This was augmented by 1078 people volunteering for once off events such as Getting Started classes through the Transition Year Programme or Corporate Social Responsibility Initiatives such as the Backyard Blitz.

Age Action values the support of volunteers and made a submission to the Department of Rural and Community Development as part of their consultation in the development of a National Volunteer Strategy for Ireland. In addition to highlighting the critical support of volunteers to the not for profit sector, Age Action noted the significant contribution older people make in terms of volunteering, noting that 25% of our volunteers are over 65.



Operations

3,560

hours staff spent on calls delivering Age Action's services



3,253

Age Action members were processed during 2018



2,500

people volunteered their time through our schools programme or CSR programme



72

people worked with Age Action in either full or part-time employment

GOVERNANCE AND COMPLIANCE

Accountability and transparency are central to our values as an organisation; we are committed to working to the highest standards with integrity and transparency. Being accountable and transparent involves implementing robust planning, evaluation processes and financial policies and procedures that express our standards.

Accountability Standards

Age Action is committed to implementing and adhering to the highest standards of charity codes and policies. To that end our annual accounts are independently audited and prepared annually in accordance with **Charities SORP** (Statement of Recommended Practice) standard of accountability and transparency.

Age Action retains membership of the **Triple Lock** awarded by the Charities Institute of Ireland which has three measures of standards; good governance, best practice fundraising and transparent financial reporting.

Governance Codes

Age Action's codes and policies are a practical expression of our values and guide the implementation of our Strategic Statement.

Charities Regulator Governance Code, ensures that Age Action achieves our charitable objectives with integrity, efficiency and transparency.

Charities Regulator **Fundraising Guidelines** ensures that all of our fundraising is achieved in an honest and transparent manner. Age Action's **Donor Charter** pledges to treat all our donors with respect, honesty and openness.

The **Code of Charity Retailing** is an assurance to our customers and donors that our retail stores are operating to the highest industry standards.

Dóchas Code of Conduct ensures that we are accurately and fairly representing our beneficiaries in all our imagery and messaging.



Governance and Compliance

€3,052,056
income generated



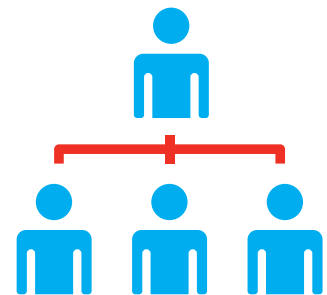
11

meetings of the Board to oversee financial management and accountability



14

meetings of the Finance Committee comprising of the Honorary Treasurer, CEO and Head of Finance took place during 2018



10

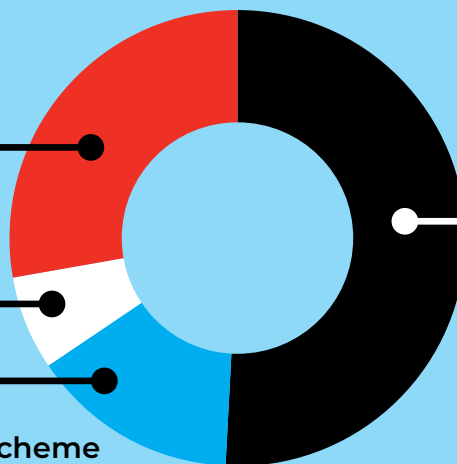
people served as Board members of Age Action in a voluntary capacity

How We Spent Our Money **€3,203,642**

Charity Shop Expenses
€896,127

Fundraising Expenses
€214,652

Community Employment Scheme
€465,555



Programme Expenses
€1,627,308

A full set of the 2018 Financial Statements are published on ageaction.ie/about-us/corporate-governance

LOOKING AHEAD TO 2020

The Board approved the 2019 budget where the plan is to have a small surplus or breakeven. With only 5 months left, after the time of publication we are on budget.

The Board intends to further strengthen the organisation's Governance and Risk processes with the establishment of a Governance and Risk Committee and engaging fully in the values-based approach to Age Action's work that is currently being implemented at operational level.

At its April 2019 meeting the Board approved the Statement of Strategy 2020 – 2023 and is fully supportive of the development of the monitoring and evaluation framework for that strategy that is being led by the CEO, Paddy Connolly.

A review of Age Action's income generation will be concluded by Quarter 3 2019 which will inform Age Action's Income Generation Strategy to support the implementation of the Statement of Strategy.

FINANCIAL REPORT

Audited Accounts for 2018

- Our auditors checked our accounts for 2018 with the 29-page audit report being sent out to all members.
- The Board approved the 2018 accounts on 8th August 2019.

Income Statement Summary

From: 1st January 2018 to 31st December 2018

Income	2018	2017
Total	€3,052,056	€3,000,125

Expenses	2018	2017
Total	€3,203,642	€2,924,694

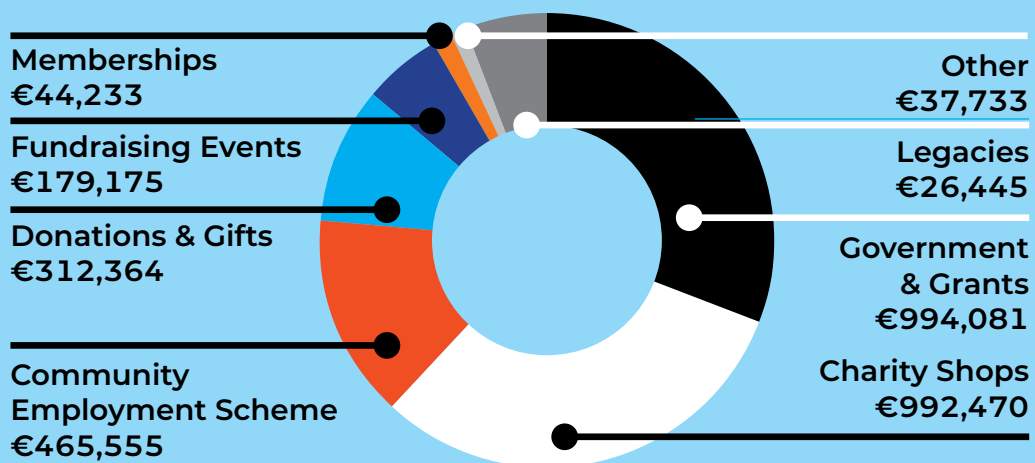
Shortfall for 2018	€151,586	€ 76,431
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FINANCIAL REPORT

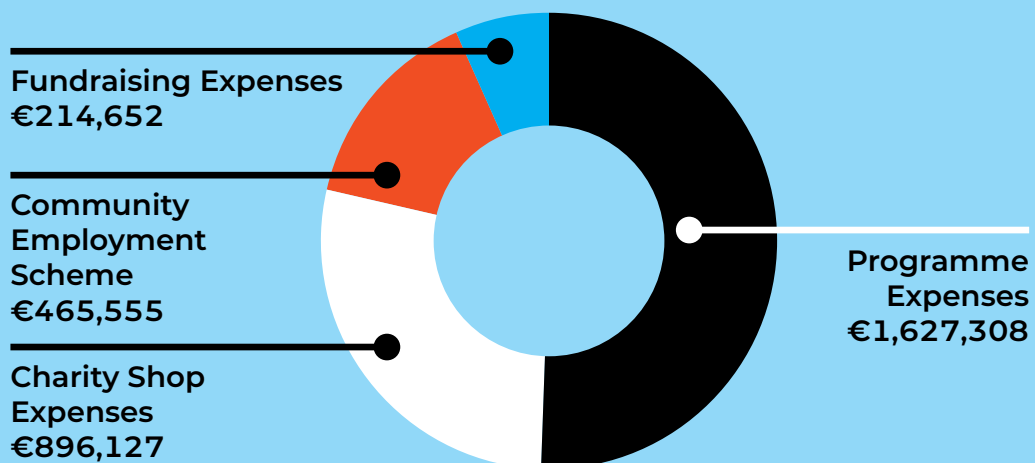
Continued

2018 Accounts Analysis

2018 Income **€3,052,056**



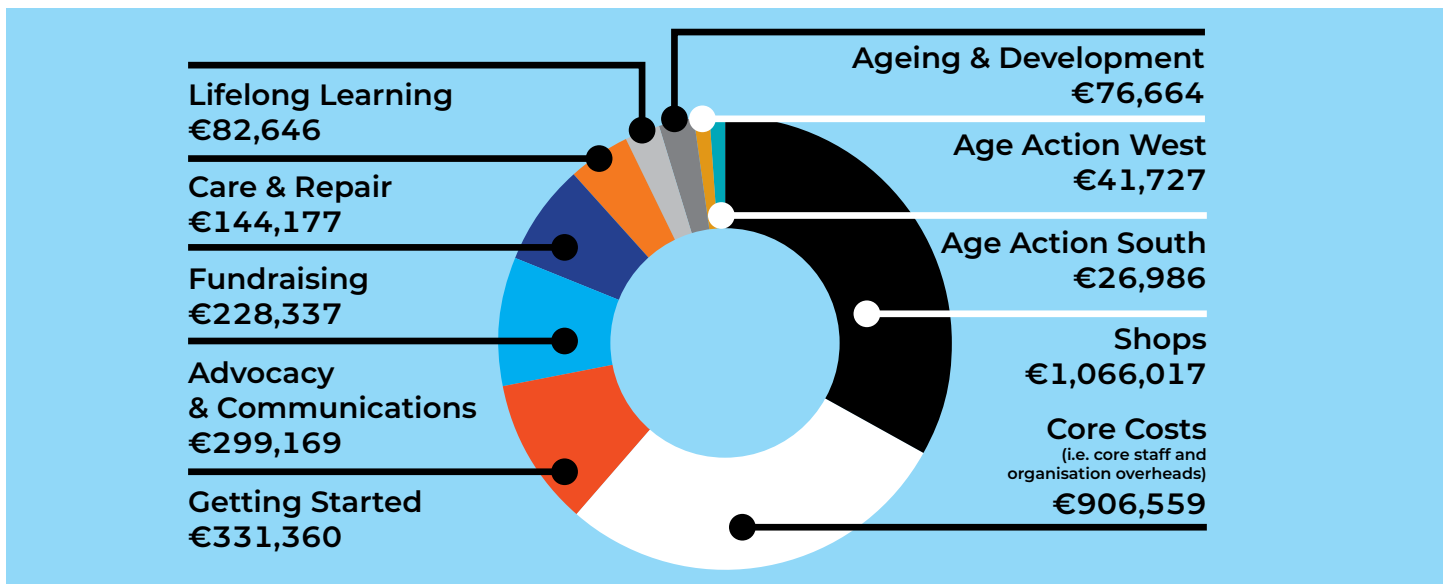
2018 Expenses **€3,203,642**



FINANCIAL REPORT

Continued

2018 Expenditure Analysis (including community employment scheme allocation)



Balance Sheet Summary As at 31st December 2018

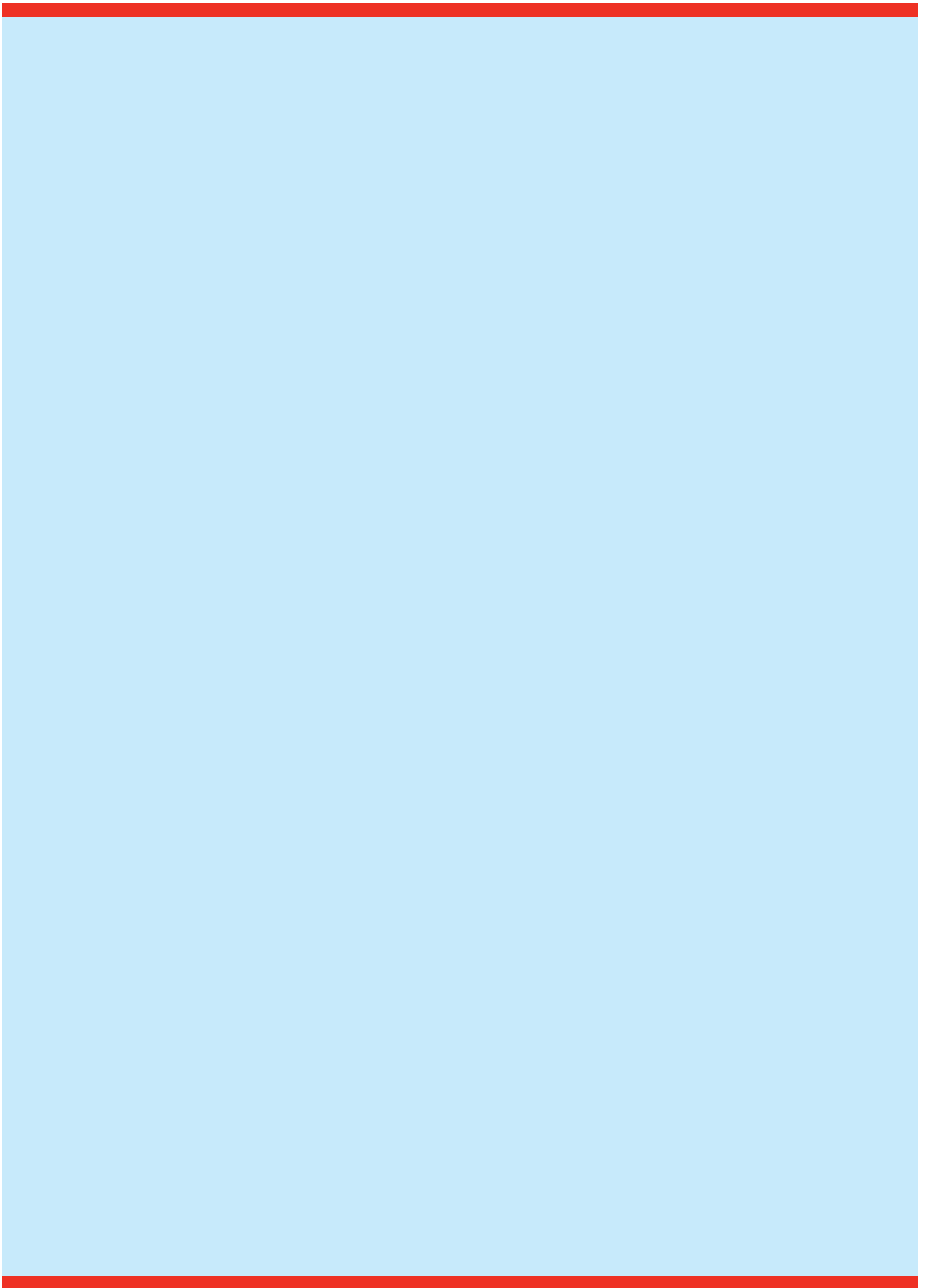
Money/ Assets we have	
Fixed assets – Leasehold Premises & Fittings	€102,668
Fixed assets – computers, desks, etc.	€51,065
Current assets – money in the bank	€942,674
Current assets – debtors	€150,335
Total	€1,246,742

Money we owe and Deferred income	
Creditors	€124,871
Deferred Income	€263,637
Total	€392,750

Our Assets	€858,234
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More details of the breakdown of assets and money we owe are included in the notes of the audited accounts on page 22 and 23.

NOTES



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