

**Company registration number: 540628**

**Community Employment Childcare Network CLG  
(A Company Limited by Guarantee and not having Share Capital)**

**Financial statements**

**for the financial year ended 21 October 2025**

**Community Employment Childcare Network CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

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**Community Employment Childcare Network CLG  
Company limited by guarantee**

**Directors and other information**

<b>Directors</b>	Bernie Gumley Anne Shields John O'Reilly Deirdre Donnelly Annette Coyle (Appointed 1 January 2026) Siobhan O'Reilly (Appointed 1 January 2026) Elisha McKeon (Appointed 1 January 2026)
<b>Secretary</b>	Deirdre Donnelly
<b>Company number</b>	540628
<b>Registered office</b>	2 Lower Main Street Baillieborough Co Cavan
<b>Auditor</b>	Xeinadin Audit Ireland Limited Statutory Audit Firm 18 Railway Road Cavan Co. Cavan
<b>Bankers</b>	Bank of Ireland Main Street Baillieborough Co Cavan

**Community Employment Childcare Network CLG**  
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**Directors report**

The directors present their annual report and the audited financial statements of the company for the financial year ended 21 October 2025.

**Directors**

The names of the persons who at any time during the financial year were directors of the company are as follows:

Bernie Gumley  
Anne Shields  
John O'Reilly  
Deirdre Donnelly  
Annette Coyle (Appointed 1 January 2026)  
Siobhan O'Reilly (Appointed 1 January 2026)  
Elisha McKeon (Appointed 1 January 2026)

**Principal activities**

The principal activity of the company is to establish, promote and operate a community employment project for the benefit of the community and to create and provide greater opportunities for community members to take up or re gain full time or part time employment in childcare through the provision of skills and training modules and programs in childcare.

**Development and performance**

The company's performance is consistent with prior years.

**Principal risks and uncertainties**

In common with other similar not for profit companies, the company is dependent upon continued funding of its activities by the government and from its various fundraising activities. While there is reasonable expectation that the government will continue to fund the activities of the company, there are no formal long term agreements in place. To mitigate against the risk the Directors review all sources of income on an ongoing basis. In addition, reserve levels are monitored to ensure that they are maintained at a reasonable level in the context of planned expenditure and future commitments.

**Events after the end of the reporting period**

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

**Accounting records**

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at 2 Lower Main Street, Bailieborough, Co Cavan.

**Community Employment Childcare Network CLG  
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**Directors report (continued)**

**Relevant audit information**

In the case of each of the persons who are directors at the time this report is approved in accordance with section 330 of Companies Act 2014:

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

**Auditors**

In accordance with Section 383(2) of the Companies Act 2014, the auditors, Xeinadin Audit Ireland Limited will continue in office.

This report was approved by the board of directors on 19 February 2026 and signed on behalf of the board by:

**Bernie Gumley**  
Director

**Anne Shields**  
Director

**Community Employment Childcare Network CLG  
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**Directors responsibilities statement**

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under 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 profit or loss of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments 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 profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the board of directors on 19 February 2026 and signed on behalf of the board by:

.....  
**Bernie Gumley**  
Director

.....  
**Anne Shields**  
Director

## **Independent auditor's report to the members of Community Employment Childcare Network CLG**

### **Report on the audit of the financial statements**

#### ***Opinion***

We have audited the financial statements of Community Employment Childcare Network CLG (the 'company') for the financial year ended 21 October 2025 which comprise the Income and expenditure account, balance sheet, statement of changes in equity, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 21 October 2025 and of its loss 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; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

#### ***Basis for opinion***

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard 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 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.

In connection with our audit of the financial statements, 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 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.

**Independent auditor's report to the members of  
Community Employment Childcare Network CLG (continued)**

***Opinions on other matters prescribed by the Companies Act 2014***

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' report is consistent with the financial statements; and
- in our opinion, the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

***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 material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. 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, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors 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, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

***Auditor's responsibilities for the audit of the financial statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

**Independent auditor's report to the members of  
Community Employment Childcare Network CLG (continued)**

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment 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 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.

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

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Francis Mulderrig**

**For and on behalf of  
Xeinaidin Audit Ireland Limited  
Statutory Audit Firm  
18 Railway Road  
Cavan  
Co. Cavan**

19 February 2026

**Community Employment Childcare Network CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Income and expenditure account**  
**Financial year ended 21 October 2025**

	<b>Note</b>	<b>2025</b>	<b>2024</b>
		<b>€</b>	<b>€</b>
<b>Income</b>	<b>5</b>	860,224	873,059
Cost of sales		(818,009)	(833,273)
<b>Gross surplus</b>		<u>42,215</u>	<u>39,786</u>
Administrative expenses		(43,276)	(41,490)
<b>Operating surplus/(deficit)</b>		<u>(1,061)</u>	<u>(1,704)</u>
<b>(Deficit)/surplus before taxation</b>		<u>(1,061)</u>	<u>(1,704)</u>
Tax on surplus		-	-
<b>Surplus/(deficit) for the financial year</b>		<u><u>(1,061)</u></u>	<u><u>(1,704)</u></u>

All the activities of the company are from continuing operations.

The company has no other recognised items of income and expenses other than the results for the financial year as set out above.

**The notes on pages 12 to 18 form part of these financial statements.**

**Community Employment Childcare Network CLG**  
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**Balance sheet**  
**As at 21 October 2025**

	Note	2025 €	€	2024 €	€
<b>Fixed assets</b>					
Tangible assets	8	1,736		2,350	
			1,736		2,350
<b>Current assets</b>					
Debtors	9	23,468		14,892	
Cash at bank and in hand		125,459		125,543	
		148,927		140,435	
<b>Creditors: amounts falling due within one year</b>	10	(146,796)		(137,857)	
<b>Net current assets</b>			2,131		2,578
<b>Total assets less current liabilities</b>			3,867		4,928
<b>Net assets</b>			<u>3,867</u>		<u>4,928</u>
<b>Capital and reserves</b>					
Profit and loss account			3,867		4,928
<b>Members funds</b>			<u>3,867</u>		<u>4,928</u>

These financial statements were approved by the board of directors on 19 February 2026 and signed on behalf of the board by:

**Bernie Gumley**  
Director

**Anne Shields**  
Director

The notes on pages 12 to 18 form part of these financial statements.

**Community Employment Childcare Network CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Statement of changes in equity**  
**Financial year ended 21 October 2025**

	<b>Income and expenditure account</b>	<b>Total</b>
	€	€
<b>At 22 October 2023</b>	6,632	6,632
Surplus/(deficit) for the financial year	(1,704)	(1,704)
<b>Total comprehensive income for the financial year</b>	(1,704)	(1,704)
<b>At 21 October 2024 and 22 October 2024</b>	4,928	4,928
Surplus/(deficit) for the financial year	(1,061)	(1,061)
<b>Total comprehensive income for the financial year</b>	(1,061)	(1,061)
<b>At 21 October 2025</b>	3,867	3,867

**Community Employment Childcare Network CLG**  
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**Statement of cash flows**  
**Financial year ended 21 October 2025**

	<b>2025</b>	<b>2024</b>
	<b>€</b>	<b>€</b>
<b>Cash flows from operating activities</b>		
Surplus/(deficit) for the financial year	(1,061)	(1,704)
<i>Adjustments for:</i>		
Depreciation of tangible assets	1,218	1,142
<i>Changes in:</i>		
Trade and other debtors	(8,576)	8,690
Trade and other creditors	8,939	(3,867)
Cash generated from operations	<u>520</u>	<u>4,261</u>
Net cash from operating activities	<u>520</u>	<u>4,261</u>
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	<u>(604)</u>	<u>-</u>
Net cash (used in)/from investing activities	<u>(604)</u>	<u>-</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>(84)</b>	<b>4,261</b>
<b>Cash and cash equivalents at beginning of financial year</b>	<b>125,543</b>	<b>121,282</b>
<b>Cash and cash equivalents at end of financial year</b>	<b><u>125,459</u></b>	<b><u>125,543</u></b>

**Community Employment Childcare Network CLG**  
**(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements**  
**Financial year ended 21 October 2025**

**1. General information**

The company is a private company limited by guarantee, registered in Ireland. The address of the registered office is 2 Lower Main Street, Bailieborough, Co Cavan.

**2. Statement of compliance**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

**3. Accounting policies and measurement bases**

**Basis of preparation**

The financial statements are prepared on the going concern basis, under the historical cost convention, and comply with the financial reporting standards of the Financial Reporting Council including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Companies Act 2014.

The financial statements are prepared in Euro, which is the functional currency of the entity.

**Income**

Income represents revenue received from a wide variety of sources, mainly in the form of grants received and income received in contribution to the general and specific expenses of the organisation. Revenue is recognised as received with regard to specific activities, this income is recognised when the relating expenditure has been incurred.

**Tangible assets**

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

**Community Employment Childcare Network CLG**  
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**Notes to the financial statements (continued)**  
**Financial year ended 21 October 2025**

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fittings fixtures and equipment                      - 12.5% straight line

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

**Impairment**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

**Community Employment Childcare Network CLG**  
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**Notes to the financial statements (continued)**  
**Financial year ended 21 October 2025**

**Financial instruments**

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Where investments in non-convertible preference shares and non-puttable ordinary shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in profit or loss. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in profit or loss, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss immediately.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised in profit or loss immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

**4. Limited by guarantee**

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.

**Community Employment Childcare Network CLG**  
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**Notes to the financial statements (continued)**  
**Financial year ended 21 October 2025**

**5. Income**

The whole of the turnover is attributable to the principal activity of the company which is wholly undertaken in Ireland.

**1. Government Grant received during 2025**

(a) Name of grant agency:	Department of Employment Affairs and Social Protection (DEASP)
(b) Name of grant programme:	The Community Employment (CE) Programme
(c) Purpose of Grant :	The Community Employment (CE) programme is designed to help people who are long-term unemployed and other disadvantaged people to get back to work by offering part-time and temporary placements in jobs based within the local communities.
(d) Accounting for grants	
Total grant paid in the year:	€854,179
Total grant taken to income in the year:	€853,804
Funds due at year end:	€23,468 (2024 - €14,892)
Funds defereed at year end:	€145,668 - (2024: €136,717)
(e) Capital grants:	No
(f) Number of employees whose total employee benefits exceed €60,000	Zero
(g) Restrictions on use:	Funding is restricted for the sole purpose of paying participants wages, supervisor wages, material costs and and specific skills training costs.
(h) Tax Clearance :	Yes

**Community Employment Childcare Network CLG**  
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**Notes to the financial statements (continued)**  
**Financial year ended 21 October 2025**

**6. Staff costs**

The average number of persons employed by the company during the financial year, including the directors, was as follows:

	<b>2025</b>	2024
	<b>Number</b>	Number
Supervisors	2	2
Participants	45	46
	47	48
	47	48

The aggregate payroll costs incurred during the financial year were:

	<b>2025</b>	2024
	<b>€</b>	€
Wages and salaries	809,419	824,713
Social insurance costs	12,683	12,029
	822,102	836,742
	822,102	836,742

**7. Appropriations of income and expenditure account**

	<b>2025</b>	2024
	<b>€</b>	€
At the start of the financial year	4,928	6,632
Loss for the financial year	(1,061)	(1,704)
	3,867	4,928
<b>At the end of the financial year</b>	<b>3,867</b>	<b>4,928</b>

**Community Employment Childcare Network CLG**  
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**Notes to the financial statements (continued)**  
**Financial year ended 21 October 2025**

**8. Tangible assets**

	<b>Fixtures, fittings and equipment</b>	<b>Total</b>
	€	€
<b>Cost</b>		
At 22 October 2024	22,657	22,657
Additions	604	604
	<hr/>	<hr/>
<b>At 21 October 2025</b>	<b>23,261</b>	<b>23,261</b>
	<hr/> <hr/>	<hr/> <hr/>
<b>Depreciation</b>		
At 22 October 2024	20,307	20,307
Charge for the financial year	1,218	1,218
	<hr/>	<hr/>
<b>At 21 October 2025</b>	<b>21,525</b>	<b>21,525</b>
	<hr/> <hr/>	<hr/> <hr/>
<b>Carrying amount</b>		
<b>At 21 October 2025</b>	<b>1,736</b>	<b>1,736</b>
	<hr/> <hr/>	<hr/> <hr/>
At 21 October 2024	2,350	2,350
	<hr/> <hr/>	<hr/> <hr/>

**9. Debtors**

	<b>2025</b>	<b>2024</b>
	€	€
Trade debtors	23,468	14,892
	<hr/>	<hr/>

**10. Creditors: amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	€	€
Payments received in advance	145,668	136,717
Tax and social insurance: PAYE and social welfare	1,128	1,140
	<hr/>	<hr/>
	<b>146,796</b>	<b>137,857</b>
	<hr/> <hr/>	<hr/> <hr/>

**11. Events after the end of the reporting period**

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

**12. Ethical standards**

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the Revenue Commissioners and assist with the preparation of the financial statements.

**Community Employment Childcare Network CLG  
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**Notes to the financial statements (continued)  
Financial year ended 21 October 2025**

**13. Approval of financial statements**

The board of directors approved these financial statements for issue on 19 February 2026.