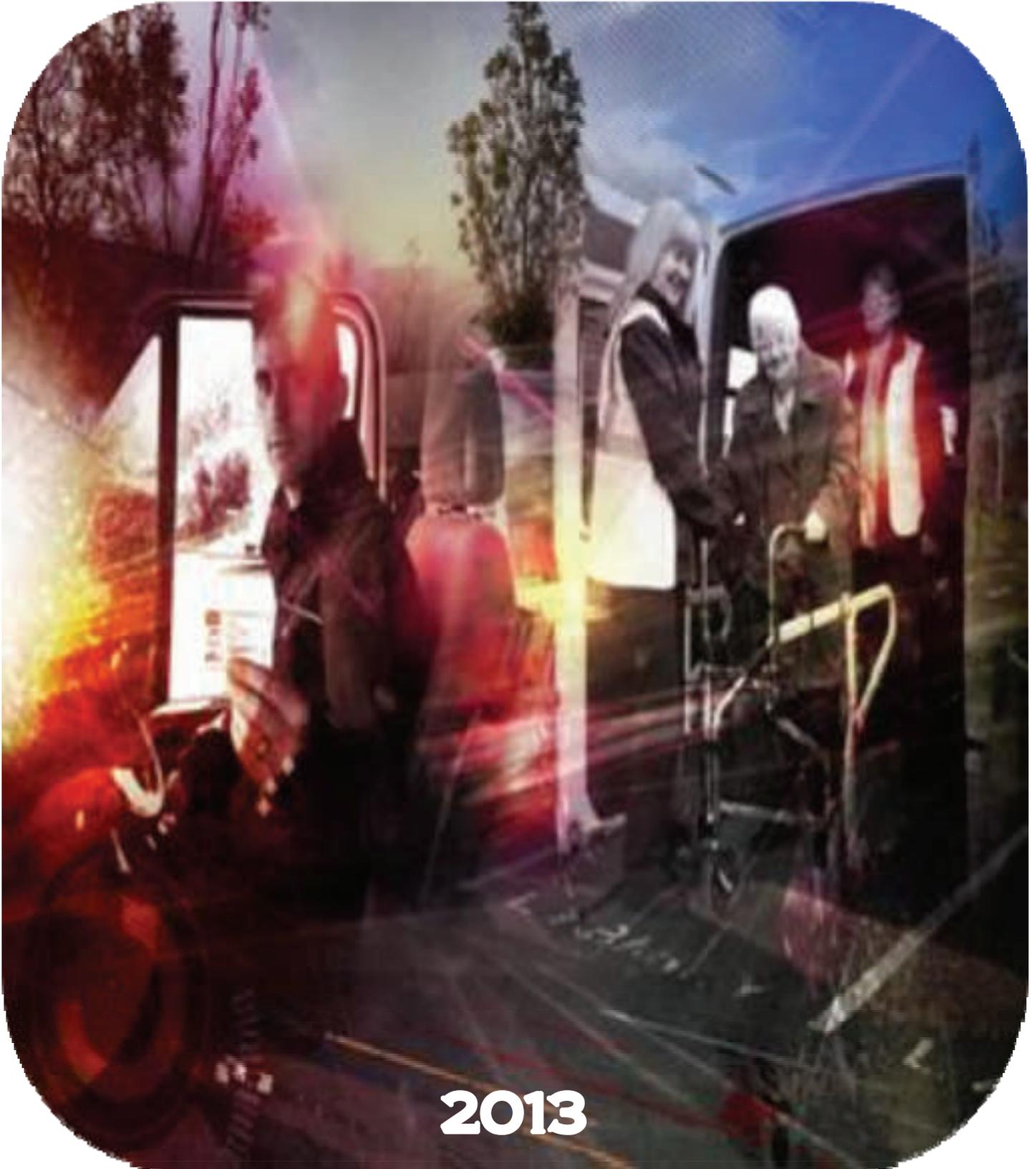


VANTASTI

Irish Registered Charity



2013

Vantastic Supported in 2013 by

An Roinn Coimirce Sóisialaí
Department of Social Protection
www.welfare.ie



MEMBERS

Vantastic Contact Details



Address:

Chase House, City Junction Business Park, Northern Cross, Dublin 17



Free Phone:

1800 242 703



Email:

info@vantastic.ie

Website:

www.vantastic.ie

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Strategic Principals 2013

Vantastic focuses on four strategic principals: provision of a flexible, member focused fully accessible and affordable transport services; the provision of our transport services to contribute to the social and economic development of the areas where we operate; to develop with transport providers and procurers of transport services a comprehensive transport network that is inclusive of all Vantastic members; and the delivery of our transport services to create employment opportunities for people from disadvantaged groups.

Our Performance

The year 2013 was another positive year for Vantastic and saw us complete 90,518 (8% *growth year on year*) passenger trips. Membership of Vantastic recorded a solid increase of 10% and stood at 6,686 members at the end of the year. We feel that these figures along with the Vantastic service member's comments in this Annual Report underline the need and requirement for the Vantastic accessible transport services.

The primary transport services we provided in 2013 were subsidised minibuses for community groups, subsidised Door to Door transport provision for individual people with disabilities and mobility difficulties, the free Vantastic Shop Route for the over 65s, the subsidised Vantastic Health Route for the over 65s and the delivery of specialised transport for people with mobility problems secured via tendering without government funding on the open market.

Operational Development

February 2013, saw the most significant operational development for Vantastic since it was first incorporated in 2000. Vantastic, that month, became a registered transport operator under the National Road Passenger Transport Operator Licence (Licence Number 3896). This operational structure means that Vantastic has for the first time a statutory licence under which we undertake our transport services. The major achievement for Vantastic is that we completed this process while not only maintaining current service levels but expanding them. Following on from the operators licence process, Vantastic would encourage other Voluntary & Community organisations providing transport to adopt the best practice of operating under the most appropriate statutory operator's license. In doing so they, like Vantastic, will meet with established regulations for the safe transport of their members, clients and service users. This will ensure that a minimum regulated standard of safety and welfare is maintained within the sector. The adherence to regulated standards can only have a positive impact on the protection of the much needed transport services provided by the sector.

Corporate Governance and Board

Vantastic has always maintained the view that good Governance, which controls the systems by which we are governed, directed and controlled, is about developing and implementing the appropriate structures and processes to ensure that Vantastic is run effectively. Unfortunately 2013, was the year that highlighted that failures in Governance within our sector can have consequences for the reputation of charities in general. Vantastic looks forward to a fully established Charity Regulatory Authority and welcomes the appointment of Úna Ní Dhubhghaill, as the first Chief Executive. These developments in our sector should do much to restore trust and reputation for charities thus ensuring that the thousands of people and communities served by the vast majority of well-run charities continue to receive the supports and services that would otherwise not be provided. Within Vantastic, and, in advance of the negative publicity surrounding charities, the Board decided to adopt the "Governance Code" (*a code of practice for good governance of community, voluntary and charitable organisations in Ireland*) in November 2012.

Chairperson & CEO address to Annual Report 2013

The Vantastic Board adopted the Governance Code because it was seen as the right thing to do. The full process, from adoption to sign off by the Board of the Code Principals, took 12 months and was completed on the 28th of November 2013. Details of the steps and process taken are contained within this Annual Report. In complying with the code Vantastic has committed to review the organisation's compliance with the Code annually.

Funding

As a social enterprise in the accessible transport services industry Vantastic receives some government funding but also generates funds through our trade activities. From 2009, Vantastic like many of our colleagues in the voluntary and community sector has seen our government funding reduced. In the past five years our funding has been reduced by €180,362 (22%).

In accordance with the maturing of the Vantastic Community Service Programme Business plan on the 31st of December 2013, Vantastic submitted a new Business Plan in 2013 for the period 2014-2016. On the 14th of February 2014, Vantastic received confirmation of funding of €818,726 per annum 2014-2016. Vantastic welcomes the support that this three year fund commitment provides us with particularly with respect to achieving better Value for Money (VFM).

The Future

Vantastic remains alert to the economic uncertainty that continues to impact transport service spending and activity. We are fortunate to date that our business operations have generally been resilient to the economic downturn; however, we continue to monitor the situation and remain ready to make adjustments to our business model if the need arises. We would encourage all our members to continue to inform their public representative of the difficulties they are experiencing due to a lack of suitable transport (*not being able to attend hospital appointments etc*), as it is only through increased government investment that we will be able to substantially expand our services as required.

Thanks

No address to an Annual report in the non profit sector would be complete without due acknowledgement of the fantastic support given by the Board, Management Team and Staff who continue to meet the challenges of workplace change and reform.

In addition to this we would like to express on behalf of Vantastic our thanks to the Government for the continued support we receive under the community services programme without which we would not be able to meet the vast majority of our members travel needs.

Finally, we particularly thank you, our Vantastic members, for your ongoing support and engagement with Vantastic. We look forward to a challenging and rewarding 2014.



Don Bailey , Vantastic Chairperson



Cormac Moloney, Vantastic CEO

I am one of the Vantastic Family now!

Vantastic is a big part of my life and of living independently. I look forward to travelling with the drivers and I enjoy talking to the office staff. As Anita in the office recently said I am one of the Vantastic family now!

I started using Vantastic when I was still living at home with my Mother in Fairview. My Dad found out about Vantastic years ago because I needed to attend a lot of hospital appointments at the time in the Cappagh Hospital.



Wayne & Anita

I continued to use the service when I was living in St Doolagh's Nursing Home in Kinsealy for 3 years and when I moved to Donabate. I now live independently in Rush and Vantastic have always been able to provide me with transport wherever I live.

I have been attending Coolock Day Care Centre two days per week since 1994. Every weekend on Saturdays and Sundays I travel to my mother's home. I regularly attend hospital appointments and the Central Remedial Clinic in Clontarf and also go on shopping trips to The Pavilions Shopping Centre in Swords. I use Vantastic for everything!

I find the staff and drivers very good and I like them all. Lately I have been suffering with an illness and when explained to the staff I found everyone to be very helpful in accommodating me. Everyone is very pleasant.

The mileage for my trips is quite high as I live some distance out from the city and buses are not an option for me. Taxis are very expensive. On a bank holiday I once had to pay €60.00 from my house in Rush to the Pavilions' Shopping Centre. It costs about €80.00 to get to a hospital appointment so I really appreciate that Vantastic is cheaper.

Wayne Curley

Michelle is adored by the Kids



Fiona, John and Michelle on the way to school

Dear Sirs,

I would just like to express our satisfaction with the service we currently receive from VANTASTIC.

I would particularly like to draw attention to your driver Michelle, sorry I don't know the girls surname, but she drives the special needs kids to and from ABACAS School for Autistic children in Kilbarrack every day.

This girl goes above and beyond her duties I feel with our children. She is polite, friendly and very helpful and so tuned into the kids needs which is not the norm from someone who wouldn't understand autism and the behaviors associated with it. Whilst all your drivers have been very good, I have to say Michelle is adored by the kids, she acknowledges each and every one of them whether they speak or not and makes the children happy to be on the school bus with her. We live on a busy road and she ensures the safety of us all getting our son on to the bus each morn and we can relax knowing our kids are being taken care of by the very best driver each day.

Kind regards

Fiona & Andrew Byrne

Parents of Josh

Hi Cormac ,

I'm actually taken back with this email. It is very nice of the mother to send you that and I really appreciate all the words she spoke about me. It actually makes my job a lot easier and enjoyable knowing that you are very much appreciated doing your job . Thanks very much for forwarding this to me.

Michelle.

Service Users

Without Vantastic our clients could not get themselves to the centre

Odin's Wood Day Care Centre has been using Vantastic since November 2013 when our current driver sadly retired.

Initially we were anxious about using Vantastic as it meant we no longer had our own bus but it has worked out very well. The drivers have always been very reliable, courteous and pleasant which is very important as they together with our Health Care Assistants are the front face of our organisation.

Vantastic collect 20 clients from their homes daily and bring them to and from our Day Care Centre where they receive personal care in the form of bathing, a hot meal, hairdressing and chiropody services.

Vantastic have been very flexible and helpful if a member got sick throughout the day and needed to go home or if we were attending events in local schools or Day Care Centres.

Without Vantastic our clients could not get themselves to the centre as most would be too frail and not agile enough for Public Transport and taxis.

A number of our members now avail of Vantastic in private capacity as they have found it so positive an experience.

Paula Bermingham
Centre Manager
Odin's Wood Day Care Centre



Odin's Wood Day
Care Centre,
Finglas



From Service user to Board Member

My Name is Laura Leeson, I have been an active Vantastic member for the last 14 years. I use the door to door service for all my transport needs including going to work, appointments and social activities. Vantastic is a lifeline for me as I need to be in work for 9am every morning and from experience I can't rely on public transport at that time of the morning. Due to the type of power wheel chair I have I cannot use the ramps on wheelchair taxis. The Vantastic service gives me great independence and I have great peace of mind knowing that I will be dropped straight to my destination.



I joined the board of Vantastic in July 2013; following my taking part in a documentary on the mobility allowance cuts and how I and others use the mobility allowance payments. As part of the documentary I asked Vantastic could I be filmed going to work in the van as I use the service for all my transport needs. After the filming was completed, I was asked would I be interested in joining the board by CEO Cormac Maloney, this was an invitation I was delighted to accept

I took up the opportunity of being on the board as I feel I have skills I can bring to the board and feel I can represent members and their views at a management level.

Before I could become a member of the board I attended some training with Boardmatch. This training covered the legal aspects of being a new board member and was extremely interesting to do as it gave me a clear understanding of what is expected of me as a board member. The training also helped me when I attended my first meeting as I knew what certain documents were and was able to comment on things having done this training.

I also have gained personally since joining the board, meeting new people with different experiences and backgrounds to myself and I look forward to working with them on Vantastic projects. I feel very positive about my next chapter with Vantastic and look forward to contributing my ideas and skills to the organisation.

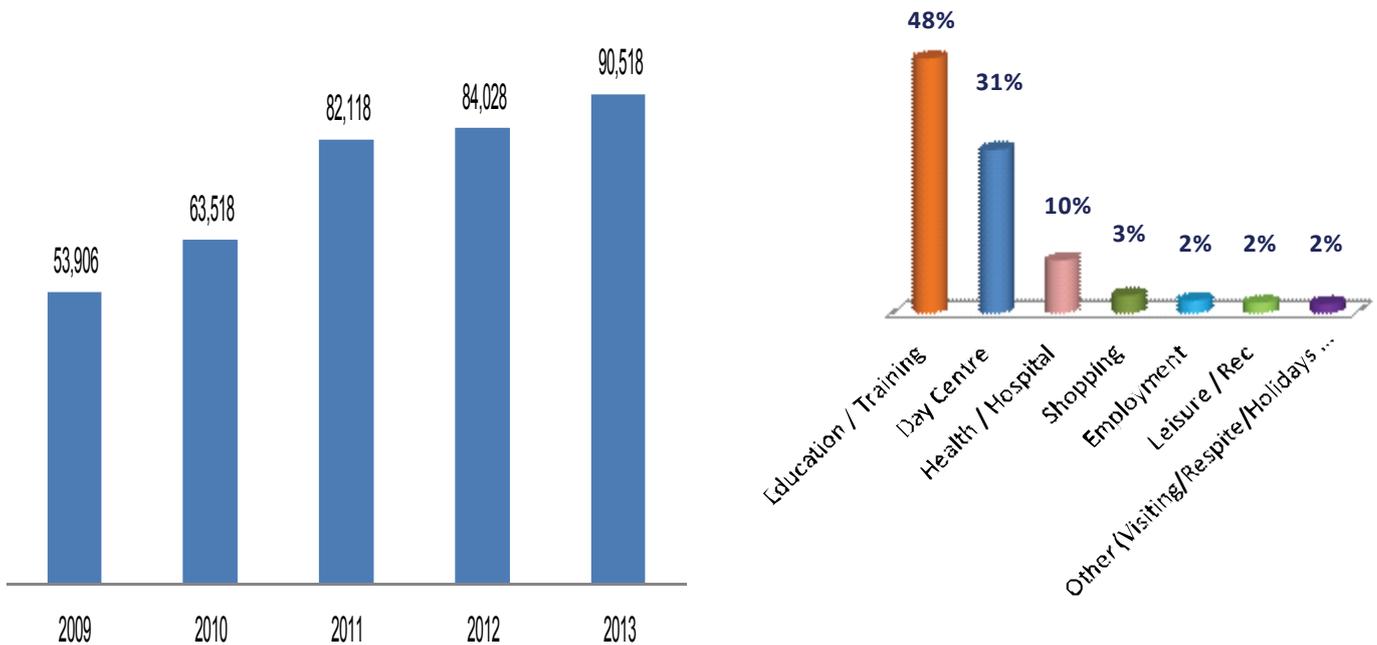
Most importantly however is that I see my position on the Board of Vantastic as a way to giving something back for the support the Management and staff have given to me over the years for which I am extremely grateful.

Laura Leeson

Impact /Activities

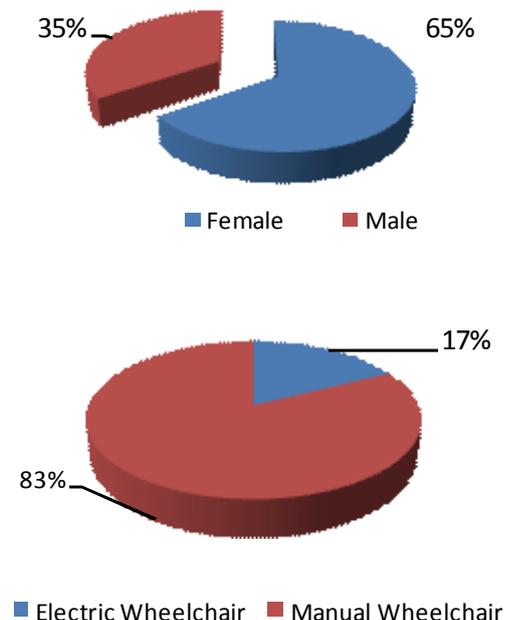
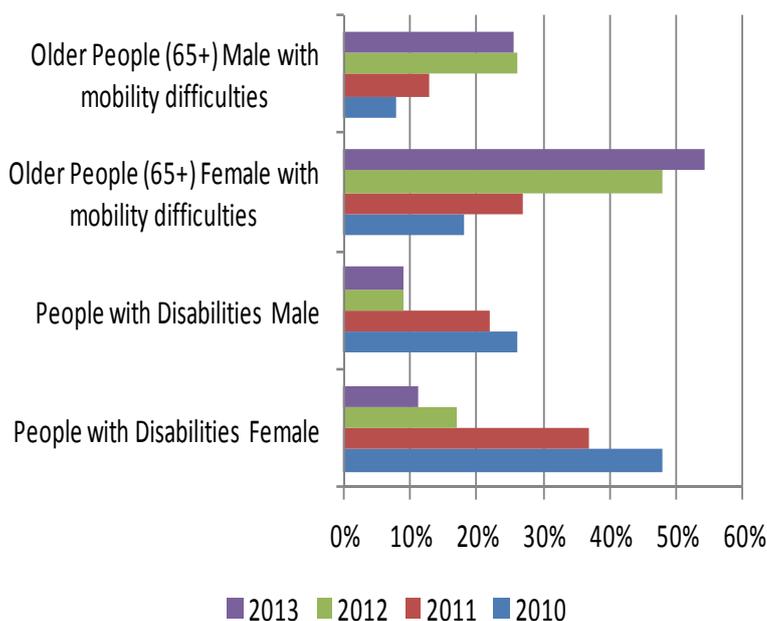
Trips

In 2013, Vantastic completed **90,518 member trips**. This represents a **8% growth year on year**.



Members

At the end of the 2013, Vantastic had a **total membership of 6,686**. All Vantastic members are people that due to their disability and/or mobility difficulties cannot use standard public transport services. This represent a **10% growth year on year**. Of these 1,811 different members used the service in 2013. We currently have 1,560 registered members who use wheelchairs. This represents 23% of all the current registered members. In 2013 a total of 360 wheelchair users used the Vantastic service.

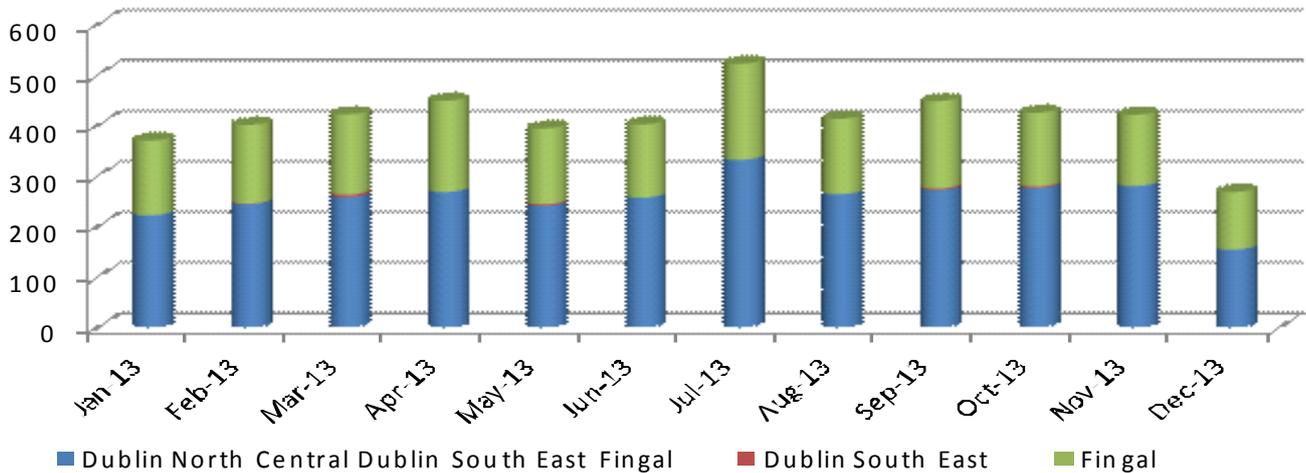


Impact /Activities

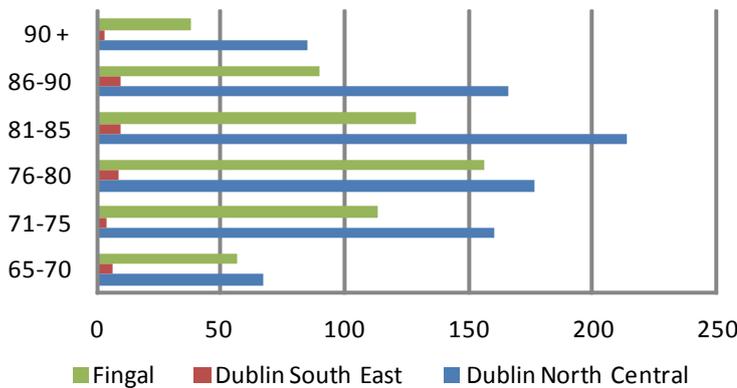
Health Route

The Vantastic Health Route service delivered under joint Partnership Initiatives, provides a low cost accessible door-to-door non-emergency health related transport services for citizens over 65 living in the Dublin North Central, Dublin South East and Fingal areas.

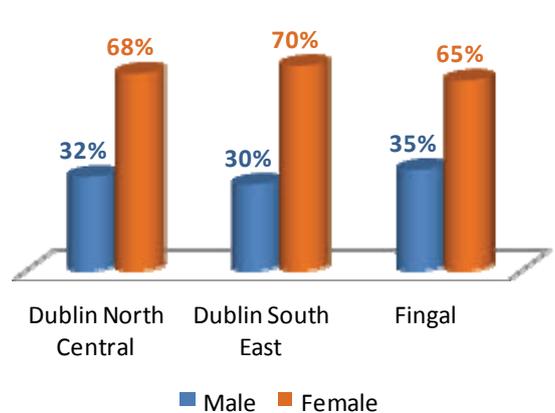
Health route Trips 2013 - Total 4,935



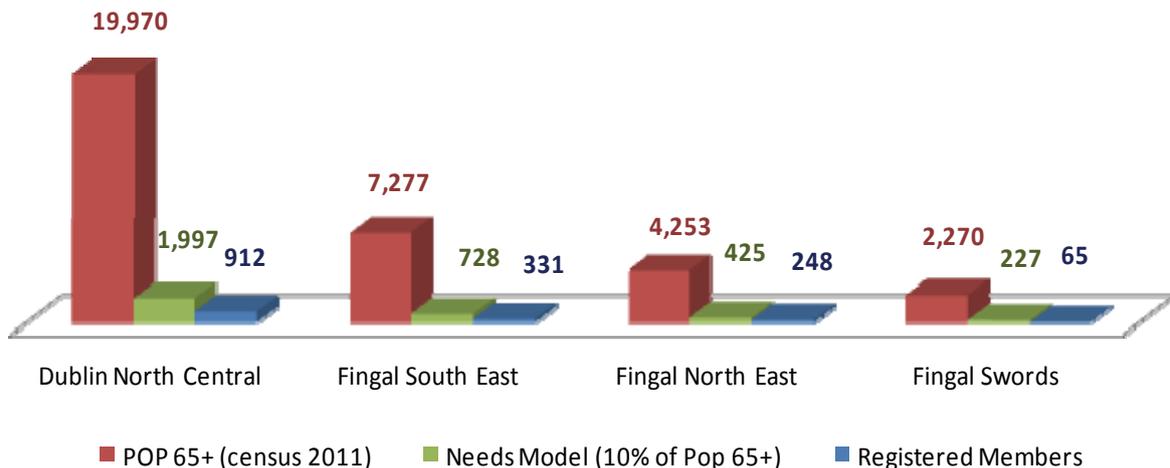
Health Route Age Breakdown - Total 1,494



Health Route Gender Breakdown



Health Route Demographic Breakdown



Vantastic Health Route Survey

As part of Vantastic's commitment that we engage in activities that put the people we serve first, we regularly survey our registered members. These surveys allow us to easily gauge levels of service user satisfaction. Following this we can implement changes organisationally to better meet expressed needs and to formulate our future plans.



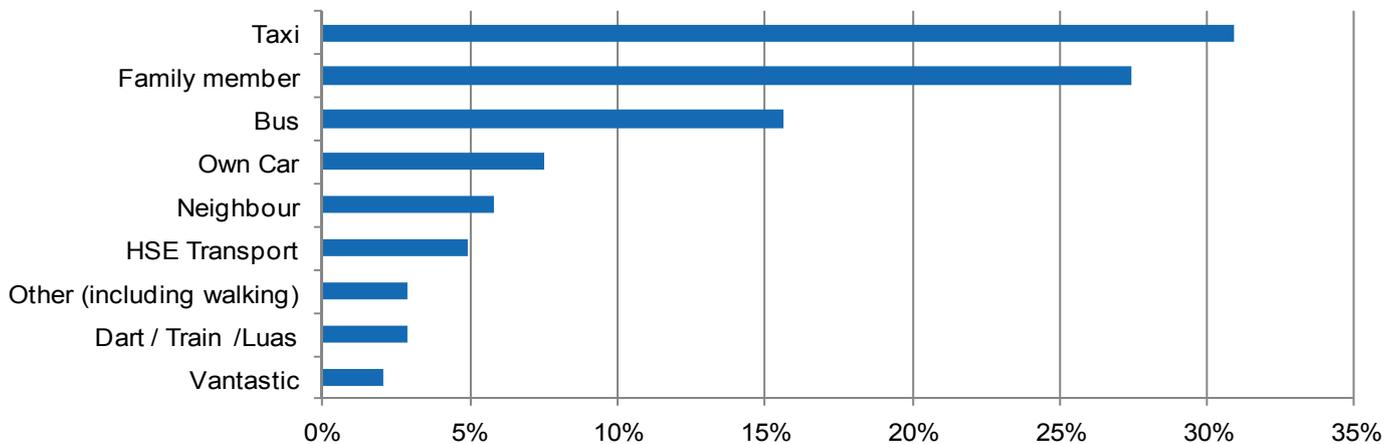
Vantastic completed a telephone survey of our health route services users across the three areas of operation (Dublin North Central, Dublin South East and Fingal) from October 2012 to May 2013.

Participation Information

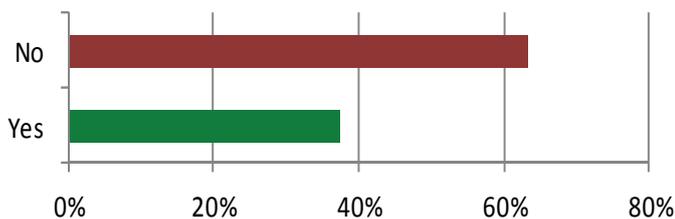
Number of Registered members as at 31st Dec 2013	1,494	
Number of health route registered members contacted	622	
Total number who responded	273	44% response rate

Member responses on Health Route Service survey questions

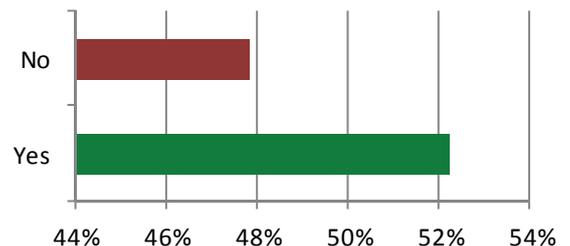
Prior to service how did you travel to hospital/health appointments?



Before Health Route did you miss health/hospital appointment due to a lack of transport?

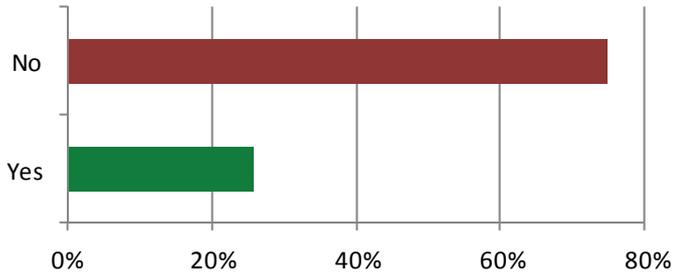


Has Health Route allowed you make more appointments?

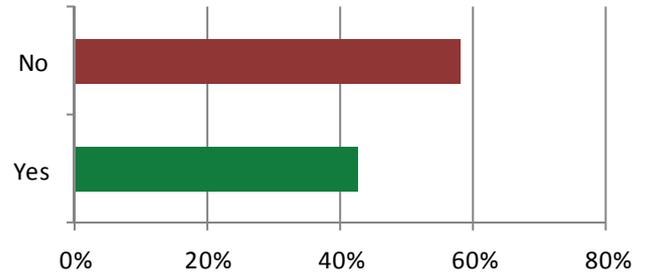


Vantastic Health Route Survey

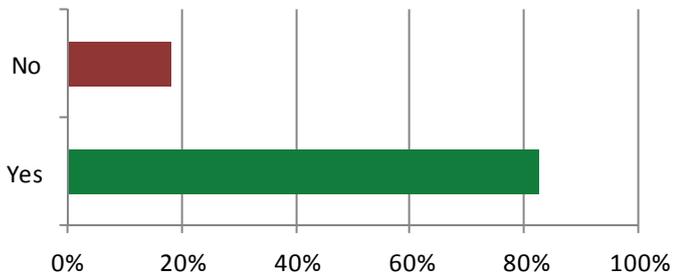
Have you had difficulties with making bookings?



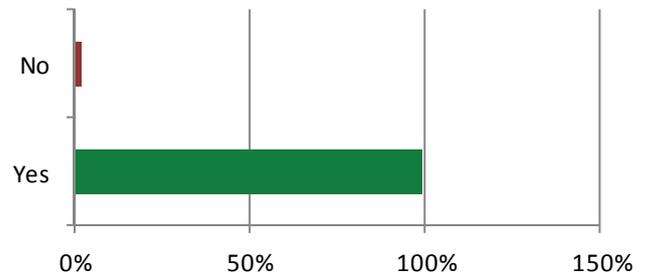
Have you been refused bookings due to limited availability appointments?



Do you find a low cost charge acceptable and affordable?



Should Health Route service continue?



What Health Route means to registered members

It has allowed me live at home, even after I had to give up driving

I wouldn't be able to make appointments without it.

It means a lot to me as I know I have transport when stuck.

I can't walk so would be lost without it

Means a lot, it's hard to travel in a wheelchair especially in taxi's and buses.

Without it I would need to rely on family members and neighbours which I feel is inconveniencing them

Means everything to me. Vantastic helps me get out.

Means a lot less worries for family members and more convenient

Vantastic Code of Governance

In March 2012, The Code of Governance was published on www.governancecode.ie by a Working Group comprised of Boardmatch Ireland, Business in the Community, Carmichael Centre for Voluntary Groups, Clann Credo, Disability Federation Ireland, Irish Charities Tax Reform, Volunteer Ireland and The Wheel. The Governance code is principal-based, rather than rule-based, and it is voluntary.



The Vantastic Board decided to adopt this new Governance Code because it was the right thing to do. The Vantastic Board completed the process of compliance with the code and signed off the one page principals sheet (*available for review on Vantastic website*) on the 28th of November 2013.



The process of deciding to adopt and complying with the code of Governance took Vantastic approximately 14 months starting in November 2012. It involved the full Vantastic Board and Management team (Governance Compliance Team) at all stages.



Vantastic utilised a mixed structure of meetings supplemented by document distribution via a dedicated web page depository for all relevant documents to facilitate the process of compliance.

The stages of compliance followed by Vantastic were as follows:

Stage 1 Read the Code

- Read by each member of the Board and Management Team.
- Governance meeting held to discuss, clarify requirement and agree further steps

Stage 2 Identify Organisational Type C

Vantastic identified itself as a Type C organisation where:

- the people who sit on the board focus solely on their governance / oversight role.
- the board delegates management and operation duties to the staff.
- there is a clear division between the governance role of the board and the management role of staff.
- more than ten staff are employed
- the organisation is incorporated and has a CHY number

Vantastic Code of Governance

Stage 3 Planning Compliance Activity

- Read the guidelines and actions for Type C Organisation
- Completed the checklist for organisational type
- Identified the actions that needed to be taken to comply with each principal
- Ranked the actions and set out timeline for completion

Stage 4 Completed Compliance Activity

Actions completed including

- Annual Strategic Operational Plan designed and implemented
- Designed, developed and implemented Board Manual
- Updated Company Policy & Procedures, Health and Safety Policy, & Volunteer Policy,
- Clearer Job descriptions developed
- Updated Monthly management reports
- Updated Internal Financial procedures
- Completed Risk assessment process
- Implemented dedicated Board space on the Vantastic Website for document storage and calendar of events

Stage 5 Sign the Governance Code Principals

On the 28th of November 2013 at the Vantastic Board meeting the it was agreed that Vantastic was in full compliance with the code and authorised for Don Bailey (Vantastic Chairperson /Director) and Shelia Whelan (Secretary / Director) to sign off the one page 'Governance Code of Principals Statement' on behalf of Vantastic.

Step 6 Completed Registration of Compliance

Vantastic E-mailed a copy of the signed one-page 'Governance Code Principal Statement' to the Working Group.

Placed a copy of signed one-page 'Governance Code Principal Statement' on Vantastic website in "About Us" section

www.vantastic.ie/aboutus.htm

Vantastic name is publicly available on the register of Compliance with the Code, available on www.governancecode.ie

Vantastic is required to conduct a review of the organisation's compliance with the Code annually. It is only following this review and Vantastic's annual recommitment to the Code that our name will remain on the publicly available Register of Compliance.

Ireland's Age Friendly Cities & Counties Programme

About

The Irish Age Friendly Cities & Counties Programme is a national initiative aimed at developing an 'age friendly cities & counties programme' in all Local Authority areas in the country.



The programme involves a clear three stage process;

- Formation of a strong Alliance of senior managers across the local authority, health service, police, business community, voluntary organisations and academic institutions, with representatives from the Older People's Forum, chaired by the County/City Manager.
- Extensive consultation with older people and their organisations, the formation of an Older Person's Forum, and the development of a draft Strategy reflecting the priorities articulated by older people and key stakeholders.
- Finalisation of the strategy and a process for reviewing and supporting implementation as well as affiliation to the WHO Global Network of Age Friendly Cities and Communities.

In 2013, Vantastic was involved with two local authorities with respect to the programme, Fingal Age Friendly County Programme and Dublin Age Friendly City Programme North Central Area.

Vantastic involvement with Fingal Age Friendly Programme

In 2011, Vantastic identified the need for a Vantastic Health Route service in Fingal and to this end secured a small amount of grant funding from the National Lottery fund for a limited pilot in Fingal South East. This identification simultaneously coincided with the development of the Age Friendly strategy by the Fingal Age Friendly Alliance. Additional funding was sourced by the Alliance to expand the pilot to cover all areas in Fingal East of the M50 and Swords. This expended pilot operated from November 2013 to August 2013.



At the end of 2012, a report was commissioned by the Fingal Age Friendly Alliance, supported by Vantastic, The Health Service Executive (HSE) and Fingal County Council. This report evaluated the Vantastic Health Route Fingal Pilot and considered if a mixed model of transport provision involving both Vantastic and the HSE was a viable model for sustaining provision of transport to health related appointments for people over 65 in Fingal. Following on from this report Vantastic Health Route was able to be rolled out as a standard service in September 2013.



Even though the Vantastic Health Route Fingal is no longer directly associated with the Fingal Age Friendly Alliance we have maintained a close relationship providing regular feedback / reports on Health Route services in the Fingal Area. We foresee Vantastic continuing to work alongside the alliance into the future to further design the services we provide, making sure that people's needs are really met.



Ireland's Age Friendly Cities & Counties Programme

Vantastic involvement with Dublin Age Friendly City Project

The Dublin Age Friendly City Programme was established in February 2013. Dublin is the first capital city in the world to adopt a city-wide approach to becoming age-friendly. An inter-agency planning Alliance has been established to oversee the implementation of the initiative at city level. The programme is being rolled out in each of the five administrative areas in the city; the North West, Central, North Central, South East and South Central. Local Alliances have also been established in each area. Each Alliance comprises statutory, non-statutory, voluntary, educational and business groups and is led by Dublin City Council. Older people will also be represented on each Alliance and Older Persons Councils are currently being established in each of the five areas to work on developing and implementing the action plans.



Vantastic has had a long-term working relationship with North Central having delivered a joint transport initiative in the area since September 2008. Dublin City and Vantastic, following research introduced a shop route service in September 2008 to provide free local shopping transport services for older people. This was followed by the introduction of Art/Culture Route in 2009 and Health Route in September 2010.



In 2013, we had a total of 1,250 registered members under the joint transport initiative. A total of 5,644 trips were delivered under the initiative. Since we started working together in 2008 the joint initiative has resulted in 21,913 trips being completed by older people in the North Central Area.

It was as a result of this established working relationship that Vantastic was approached to be part of the Alliance in the capacity of representing the Voluntary Transport Sector.

The Alliance members are representatives from various stakeholders providing services across the North Central area, namely; Dublin City Council, HSE, the Northside Partnership, An Garda Síochána, Dublin City University, Dublin Institute of Technology, local businesses, Dublin Bus and Vantastic. Vantastic is represented by Cormac Moloney CEO on the Alliance.



Vantastic - Operators Licence (#3896)

- Licence obtained 13th February 2013
- Retro fitted 33 vehicles to operating requirements
- 18 staff trained
- Cost: €136,244.25 (including capital purchase)



Background

Since first incorporation, Vantastic has operated as a registered charity, without a Road Passenger Transport Operators License, chiefly engaged, on a non-commercial basis, in the transport of severely and permanently disabled persons. More recently our transport provision has expanded into providing transport for older people with mobility difficulties.

Vantastic has always been reliant on self generated income to bridge the funding gap between Direct Government Funding and Operational Costs. In recent years given the economic climate this funding gap has widened. Following receipt of a letter from The Department of Transport, Tourism and Sport on the 17th of September 2012, which clarified that the Department's view was that the operating structure of Vantastic was not appropriate, the Vantastic Board formally met and reviewed in full the Vantastic operating structure. Given that Vantastic had been asking for an appropriate "statutory licence" for some time, the Board were thankful for the clarification of requirement that the Department's letter brought to the operating structure of Vantastic and fully agreed that a Road Passenger Transport Operator's licence was required and the best fit for Vantastic particularly in light of previously held discussions with the Department of Transport, Tourism and Sport, National Transport Authority, Taxi Regulator and the Carriage Office.

National Road Passenger Transport Operator's License

Once Vantastic had identified that the National Road Passenger Transport Operator's licence was the appropriate licence we had to meet the requirements as applicable under the relevant legislation. These requirements are as follows:

- Have an establishment in the State
- Be of good repute
- Satisfy professional competence, and
In accordance with the requirements of professional competence Mr Roger Kelly (CCP 6920) the existing Vantastic Transport Manager was nominated as the Transport Manager under the Operators Licence.
- Be of appropriate financial standing

Vantastic obtained its National Road Passenger Transport Operator's License in February 2013 (*License Number 3896*) which entitles us to carry on a passenger transport business within the Irish state only.

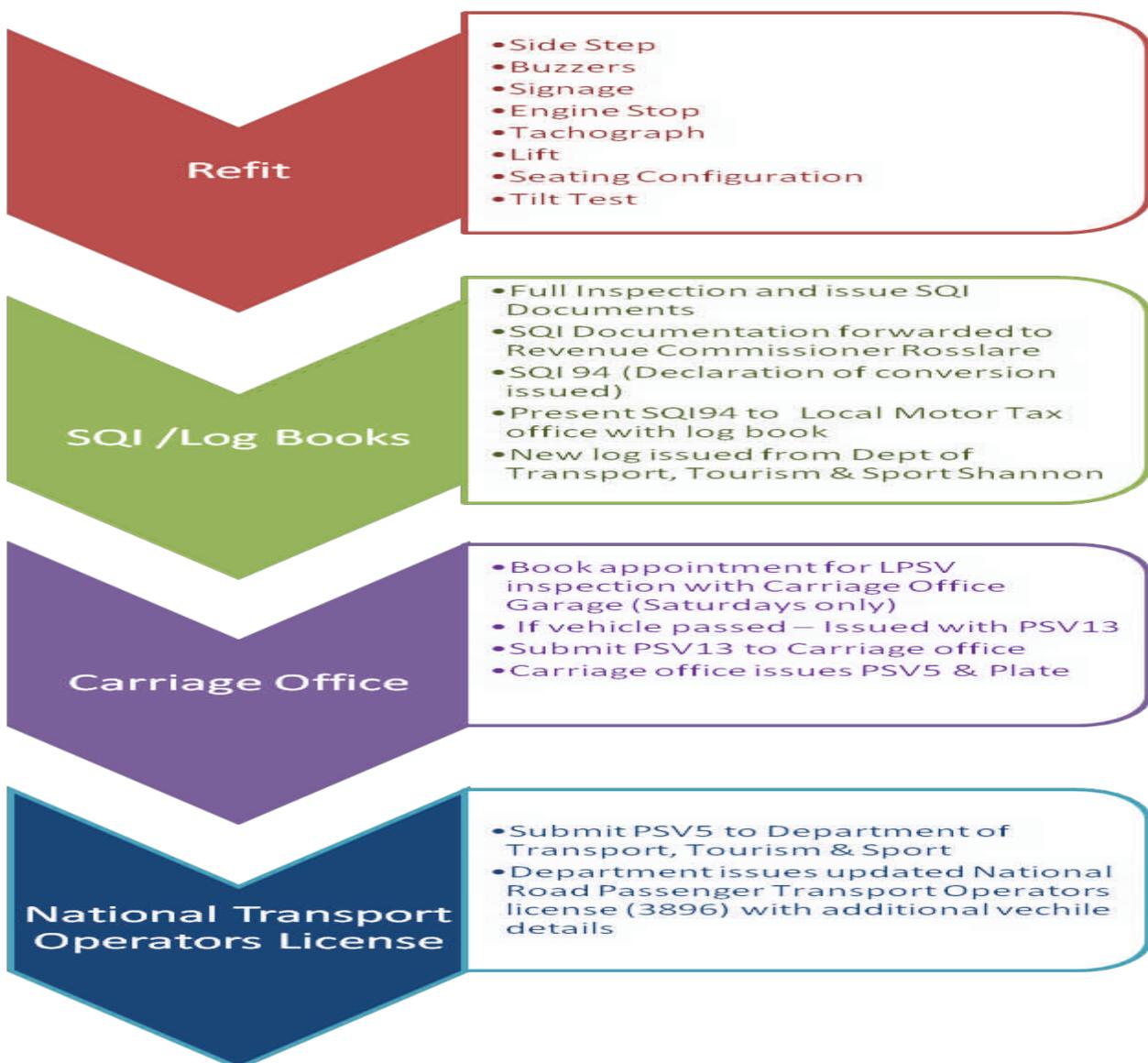
Vantastic - Operators Licence (#3896)

Retro Fitting and inclusion of Vehicles on licence

In order to retro fit the Vantastic fleet to meet the requirement for inclusion under the operators licence each of our 33 vehicle in the fleet had to complete a four stage process. On average each vehicle took approximately 3/4 months. Unfortunately not all vehicles could be processed at the same time as we had to ensure that there was no service delivery failure. In effect the implication of this was that it took the full year to complete the process fully.

One of the initial difficulties prior to starting the process was that we were required to get Vehicle Type Approval to account for the Vantastic vehicle type (*large hydraulic wheelchair lifts at rear of vehicle required to load/unload large wheelchairs*). This involved detailed discussion with Dept Transport, Road Safety Authority, National Standards Authority Ireland, National Transport Authority & Carriage Office. Final agreement on type was reached on the 5th Jan 2013.

The four stage process that each vehicle completed was as follows:

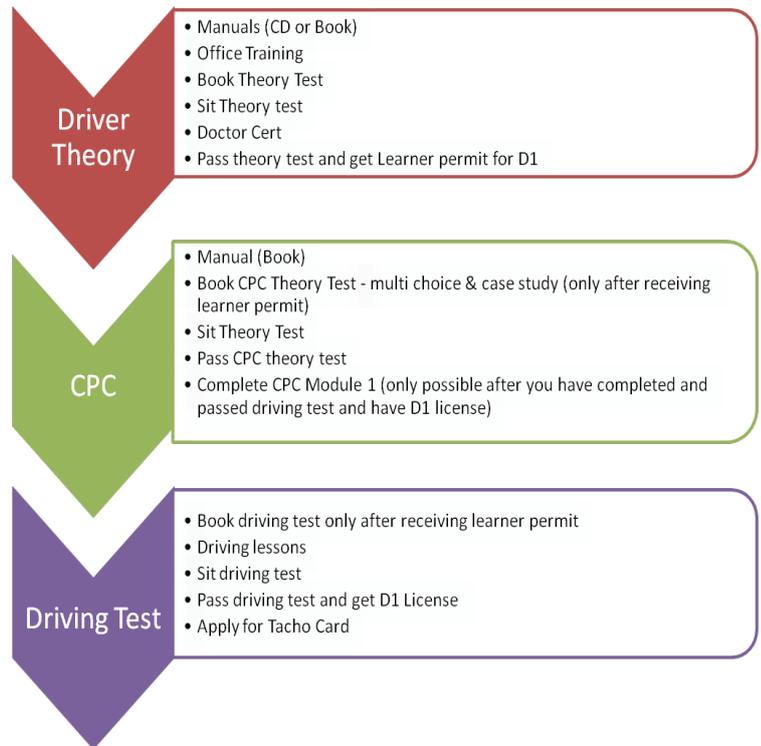


Vantastic - Operators Licence (#3896)

Driver Licence Upgrade:

We initially identified 17 drivers that needed to upgrade licence from B to D1 in order to be able to drive our vehicles under the licence. This was reduced to 15 drivers following consultation between the company, employees and the Union which resulted in 2 drivers employment been terminated due to personal circumstances resulting in them being unable to engage with the Vantastic training programme.

The Company identified that the most effective method of undertaking driver training was to recruit, on a contract basis a qualified RSA approved Driver instructor, Mr Derek Purdy. He started with Vantastic on the 7th Jan 2013.



In order to limit the impact of driver training on the Vantastic service a second-hand vehicle was purchased specifically for training purposes. This vehicle was placed into the operating fleet once training was completed.

Management Training

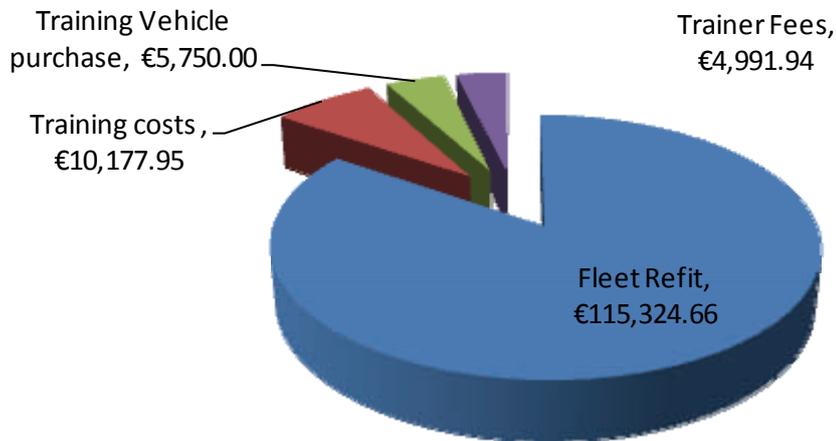
In order to provide the CEO with a better understanding of the requirements that must be continually satisfied at all times for the five-year duration of the of the licence and also to have an additional person in Vantastic with a Certificate of Professional Competence in Road Passenger Transport Operations it was decided that the CEO would undertake the Certificate of Professional Competence in Road Passenger Transport Operations course and examination. He was award the certificate of professional competence in road passenger transport (CCP 7329) on the 7th of June 2013.

Digital Tachograph Training

As a refresher for the Transport Manager and to allow James Mahon from the office to assist with Tachograph regulations both undertook an intensive one day Digital Tachograph training course in October 2103. This certified course allowed them to fully familiarise themselves with Digital Tachograph and also with employers' and drivers' responsibilities.

Vantastic - Operators Licence (#3896)

The costs



The total costs associated with Vantastic moving forward and obtaining the Road Passenger Transport Operators Licence incorporating our full fleet and all employees was €136,244.55.

Taking account of the existing funding relationship that Vantastic has with Government, the Vantastic Board made representations for once off additional financial assistance in facilitating our meeting the costs associated with progressing forward and obtaining a Road Passenger Transport Operator license. Unfortunately due to the current difficult economic environment this was not successful.

Given the importance of moving forward with the Operators licence and the failed attempt to raise once off Government financial assistance, the Vantastic Board made the decision to use company reserves and to utilise social finance loan funding to cover the costs.

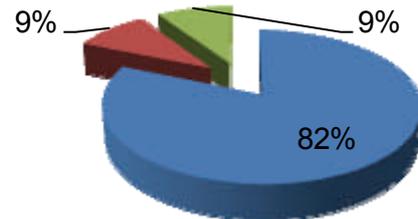
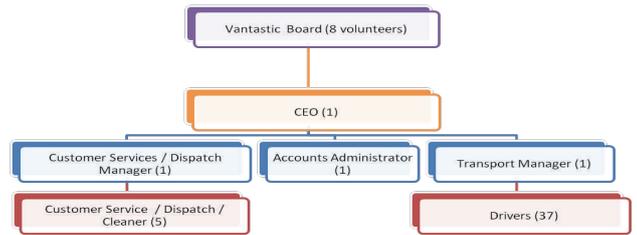
Vantastic sourced social finance loan funding from Clann Credo of €60k on a three year basis at a 6% per annum fixed interest rate. This loan was drawn down in February 2013. The loan from Clann Credo has two key benefits for Vantastic. Firstly, the loan allowed us complete the process in a time frame which would otherwise have been impossible if we'd had to wait for capital to be raised from more traditional fundraising methods. Secondly, in using social financing to access funding Vantastic avoided the personal risk (for Directors) associated with lending from mainstream financial institutions.

Vantastic Staff

Staff Summary

At the end of the year Vantastic had a total of 44 paid staff members employed to provide a seven day a week service broken down as follows:

- Drivers (35) D1 licensed, fully Garda vetted and GLUAIS (*specialised passenger driver training*) certified.
- Customer Service (3) work in our dedicated call centre, which in 2013 handled a total of 21,654 calls
- Accounts administrator (1)
- Cleaner (1)
- Management Team (3) made up of the Customer Service / Dispatch Manager, Transport Manager and CEO.



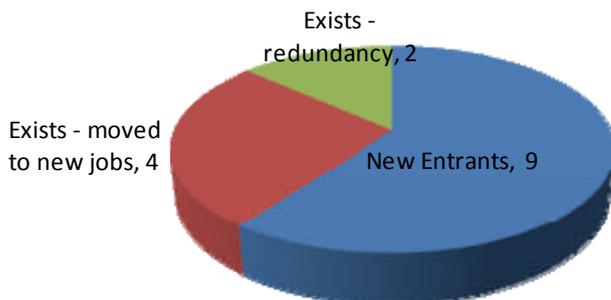
■ Drivers ■ Customer Service ■ Management / Admin

Staff Training

The main reasons why staff training is important to Vantastic is that it enables our staff to become competent and better able to offer good service to our members / service users. The training also enables staff to meet the expectations of the firm. It is also important because it plays a part in attracting members and winning contracts.

Staff training completed in 2013	Number of Participants
Driver Licence upgrade training from B to D1 (Mini-Bus)	15
CPC Transport Manager Training	1
Digital Tachograph Training	2
GLUAIS Training (New and Refresher)	35
Driver CPC Module Training	35

Staff Turnover



Areas New Entrants

Finance Administrator	1
Drivers	8

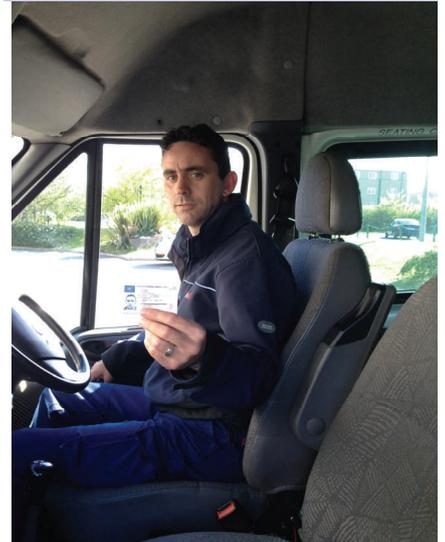
Tús Programme success Story

The Tús scheme is a community work placement initiative providing 5,000 employment opportunities which benefit the local community. Participants work 19.5 hours a week for 12 months and their rate of payment is the maximum rate of their social welfare payment plus a weekly €20 top up. The Northside Partnership runs the Tús programme in the Dublin North East area (Dublin 3,5,13 & 17) for the Department of Social Protection. The department selects who will take part and the Partnership finds suitable work placements.

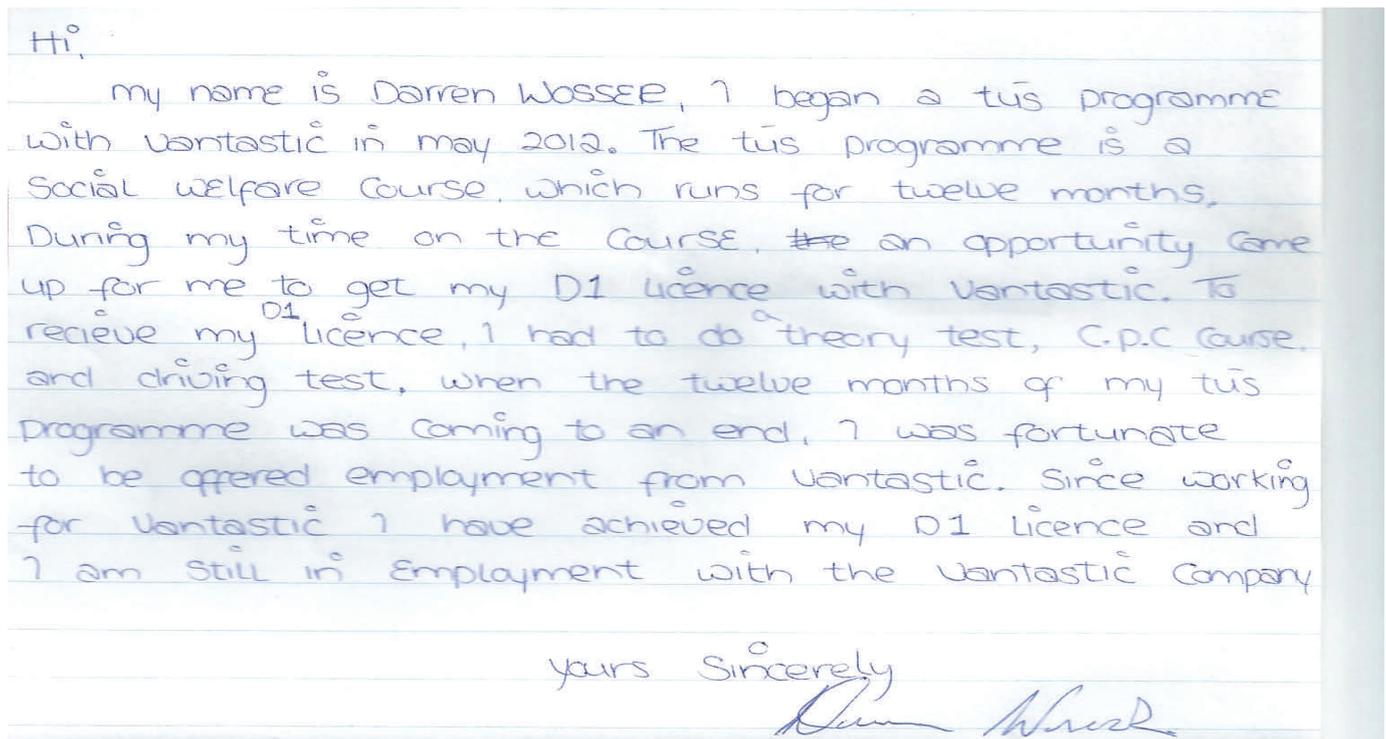
In May 2012, Vantastic hired Darren Wosser with the assistance of Northside Partnership under the Tús scheme in the position of Driver. Throughout his time with Vantastic he delivered a superb service to the Vantastic members. In addition to this he undertook full training to upgrade his driving licence from B to D1 (Mini-Bus) and completed his GLUAIS (Specialised Driver Training) certified training.

Following the completion of his 12 month placement with Vantastic and given his dedication to delivering good service and willingness to learn we were delighted to offer Darren the opportunity to join Vantastic as a full time driver. He officially joined Vantastic as a staff member on the 21st of May 2013. We are delighted that Darren choose to join Vantastic and are sure that he will continue to make a positive contribution to Vantastic.

Tús Community Work Placement



An Roinn Coimirce Sóisialaí
Department of Social Protection
www.welfare.ie

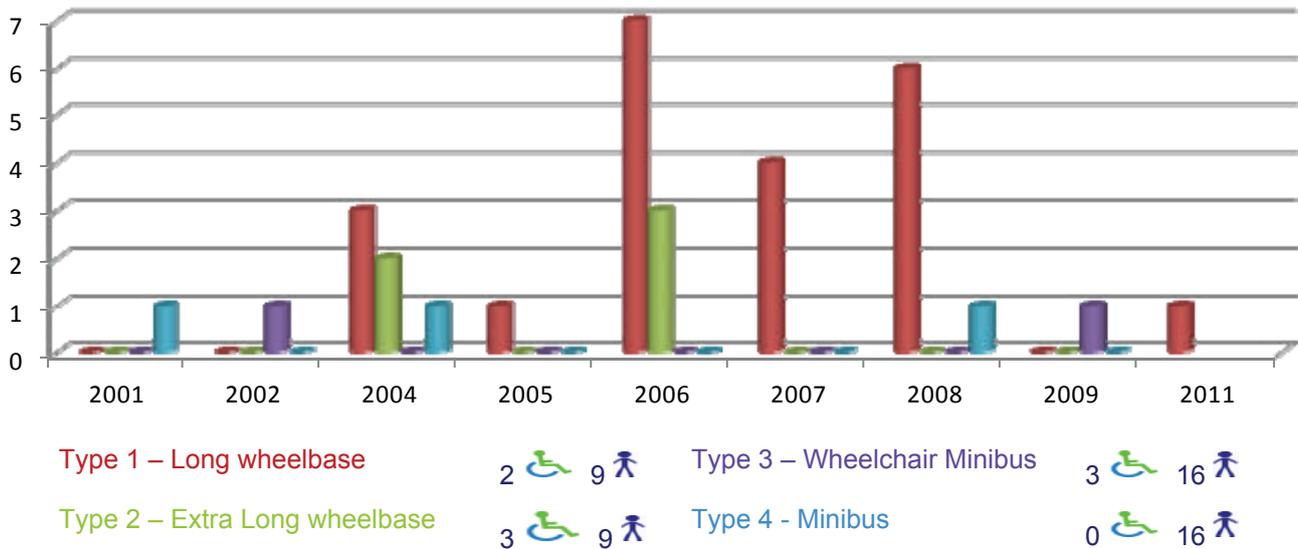


Vantastic Fleet

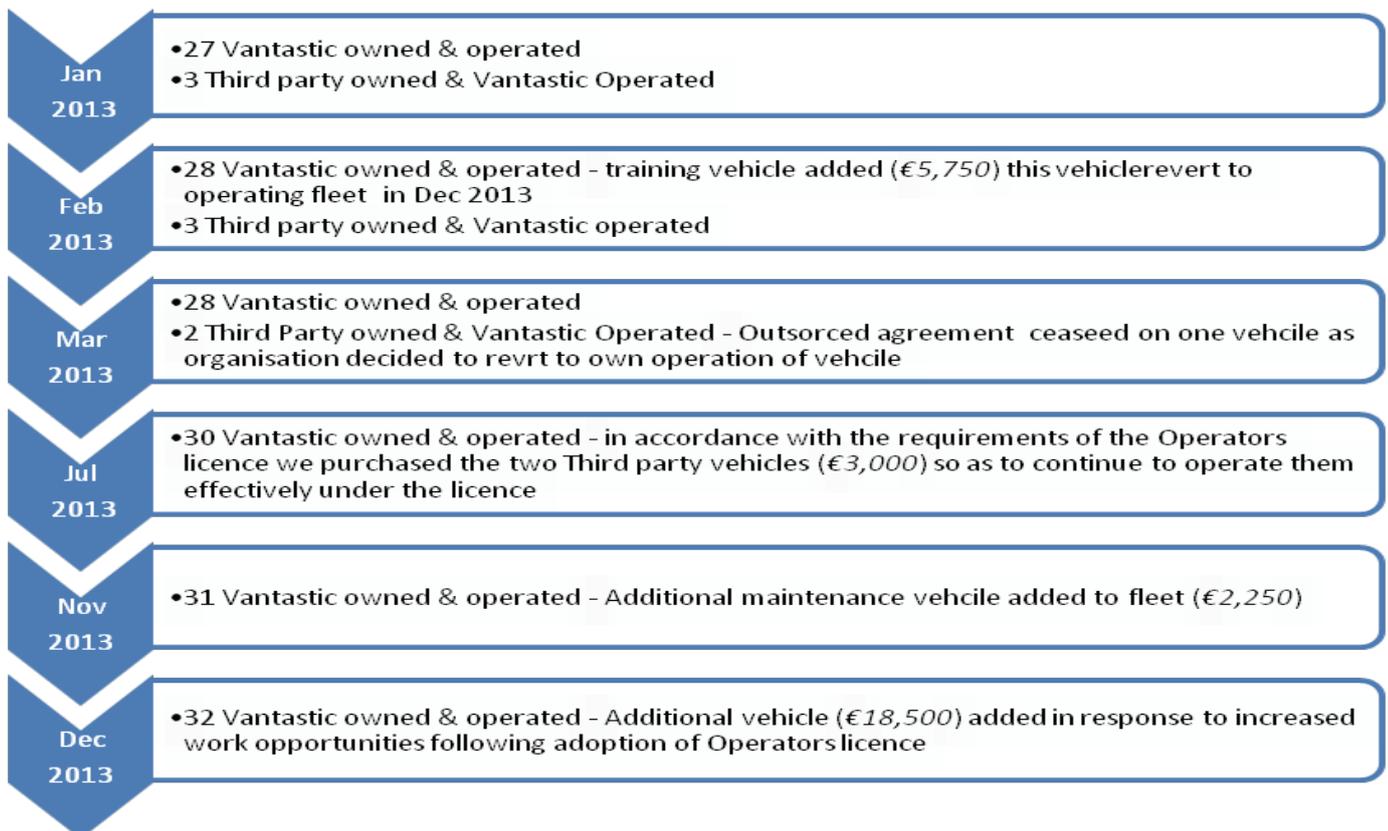
As at the 31st of December 2013, we had an operational fleet of 32 vehicles. This represented a net change to the operational fleet year on year of 2 vehicles. The cost associated with fleet fixed asset purchasing in 2013 was €29,500.00. This cost was fully covered out of Vantastic reserves.



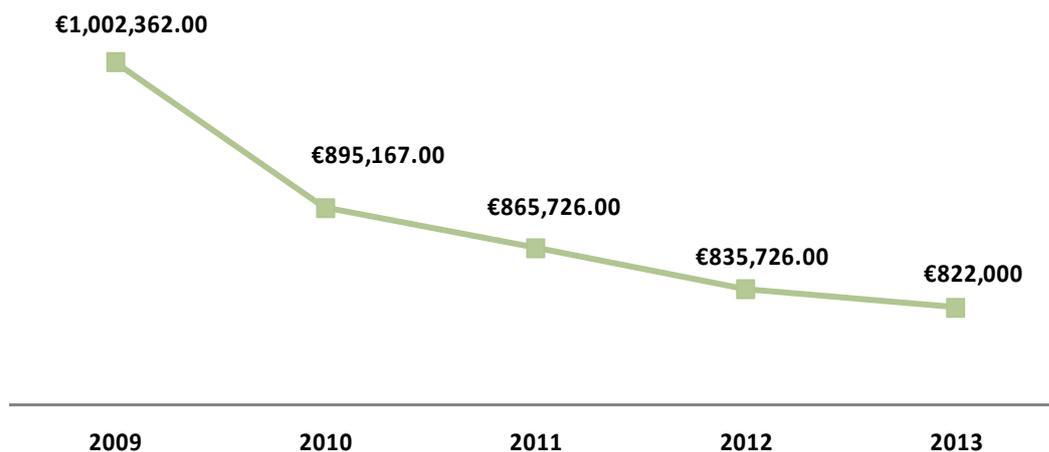
Fleet Breakdown



Fleet Changes



Vantastic Direct Government Funding



In 2013 Vantastic received all its direct government funding under the Community Services programme. In 2013, Vantastic was provided with direct government funding of €822,000.00 (this represented a year on year reduction in funding of 2%). In the past five years Vantastic has seen its funding reduced by €180,362 (22%).

About Vantastic Community Services Programme (CS275)

The Community Services Programme supports community businesses to deliver local services to their communities and to create employment opportunities for people from disadvantaged groups. The programme is funded by the Department of Social Protection under the Social Inclusion chapter of the National Development Plan 2007-2016 and is managed on behalf of the Department by Pobal.

CSP Staff Recruitment

As part of our Community Service Programme funding we are in receipt of funding for 22 FTE (Full time Equivalent) positions. At least 70% of these positions must be recruited from the following target groups - people with disabilities, long-term unemployed, members of the Traveller community, people who are recovering from drug misuse, ex-prisoners and people transferring from community employment and job initiative schemes. At year end 31st of December 2013, 81% of the Vantastic employees meet with the CSP recruitment criteria.

CSP Report 2013 & Business Plan 2014-2016

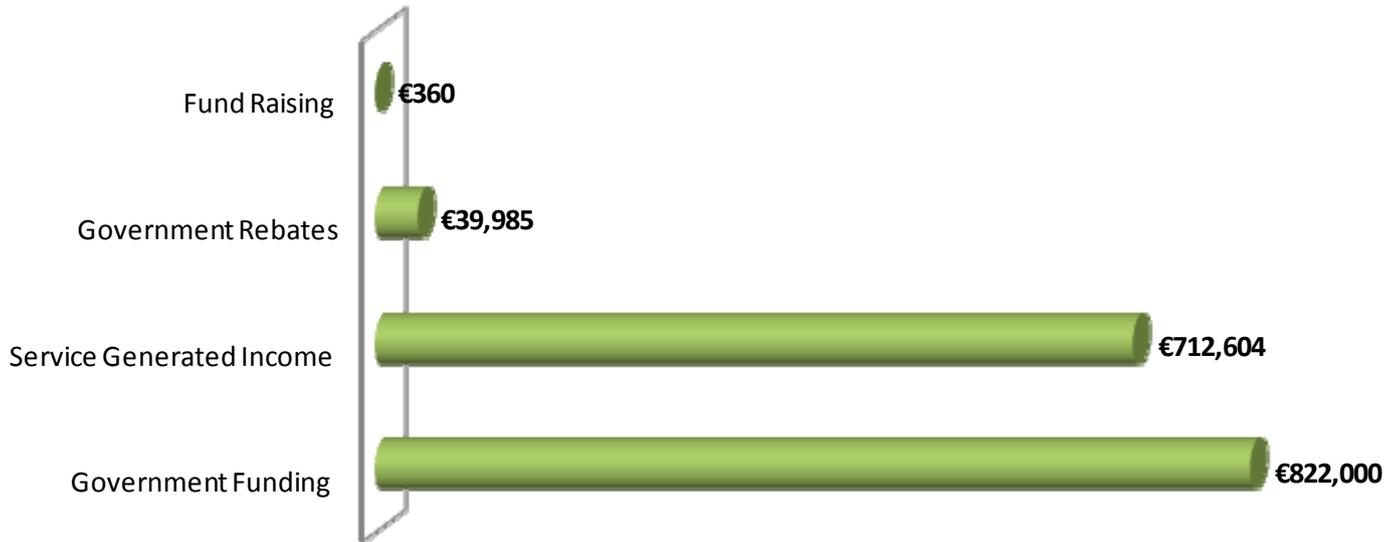
In 2013, Pobal was responsible for the management of all of Vantastic's direct Government funding. Throughout 2013, Vantastic complied fully with all the conditions of the Community Services programme under 'Strand 2—Targeted Community Services', including the submission of quarterly financial returns, business plan activities and updates.

In accordance with the maturing of the Vantastic CSP Business plan on the 31st of December 2013, Vantastic submitted a new CSP Business Plan in 2013 for the period 2014-2016. On the 14th of February 2014, Vantastic received confirmation of funding of €818,726 per annum 2014-2016.

Income & Expenditure Summary

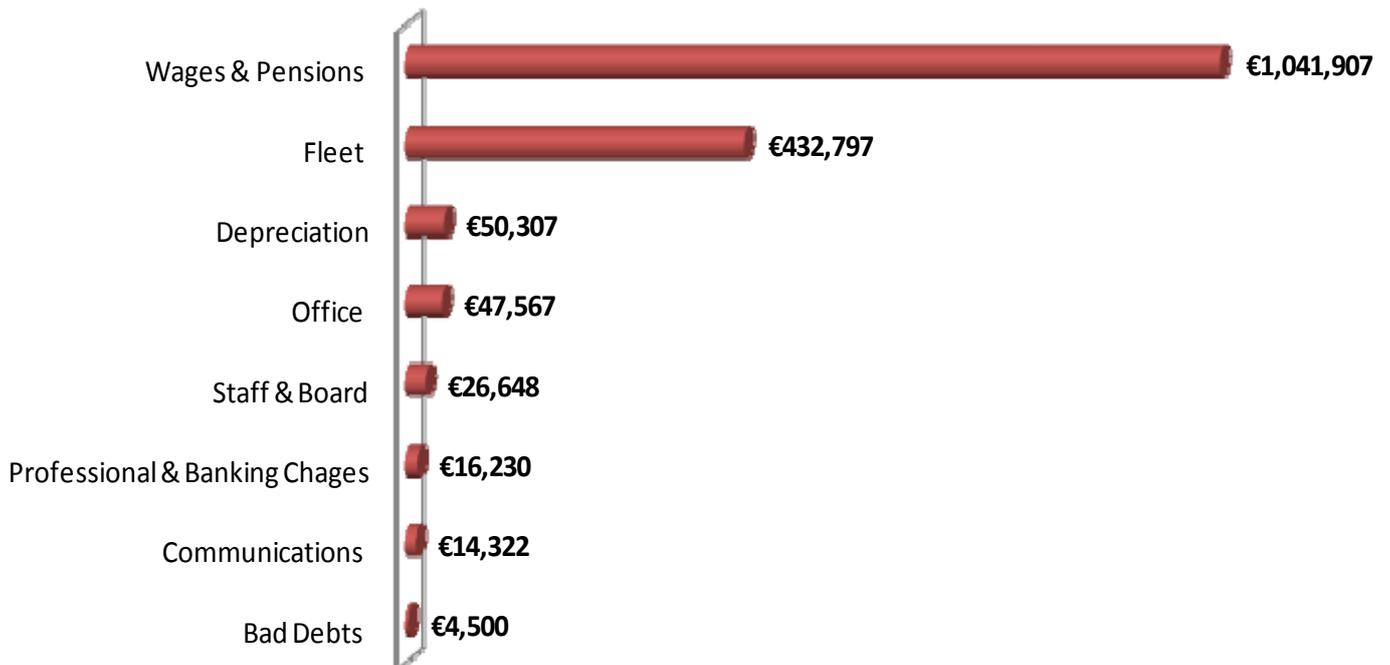
Income/Funding 2013

The total funding/income received by Vantastic in 2013 was €1,574,949 (3% increase year on year)



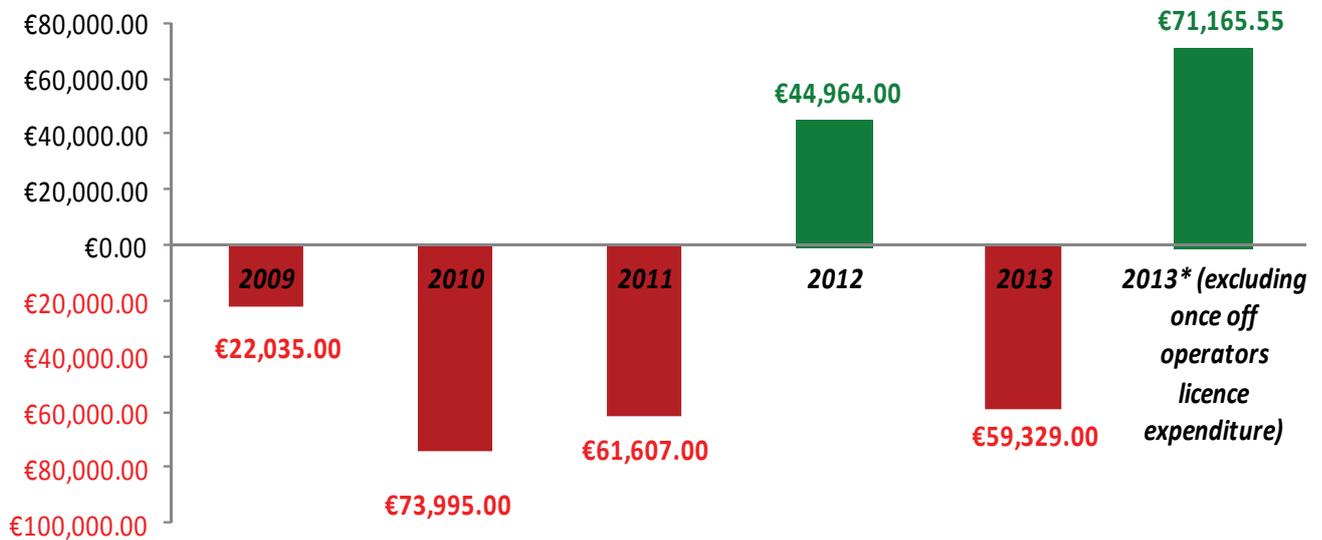
Expenditure 2013

The total expenditure for Vantastic in 2012 was €1,634,278

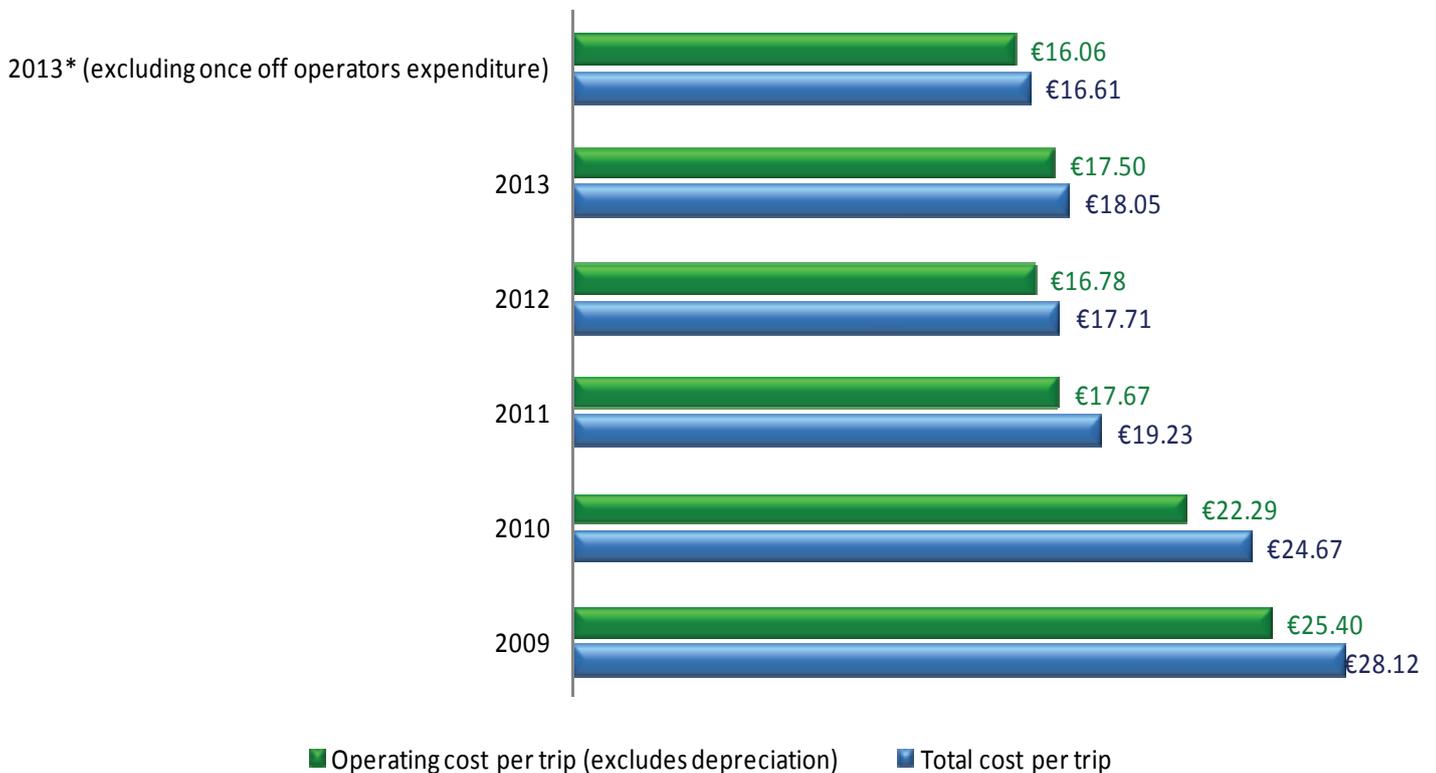


Income & Expenditure Summary

Net Year end position 2013

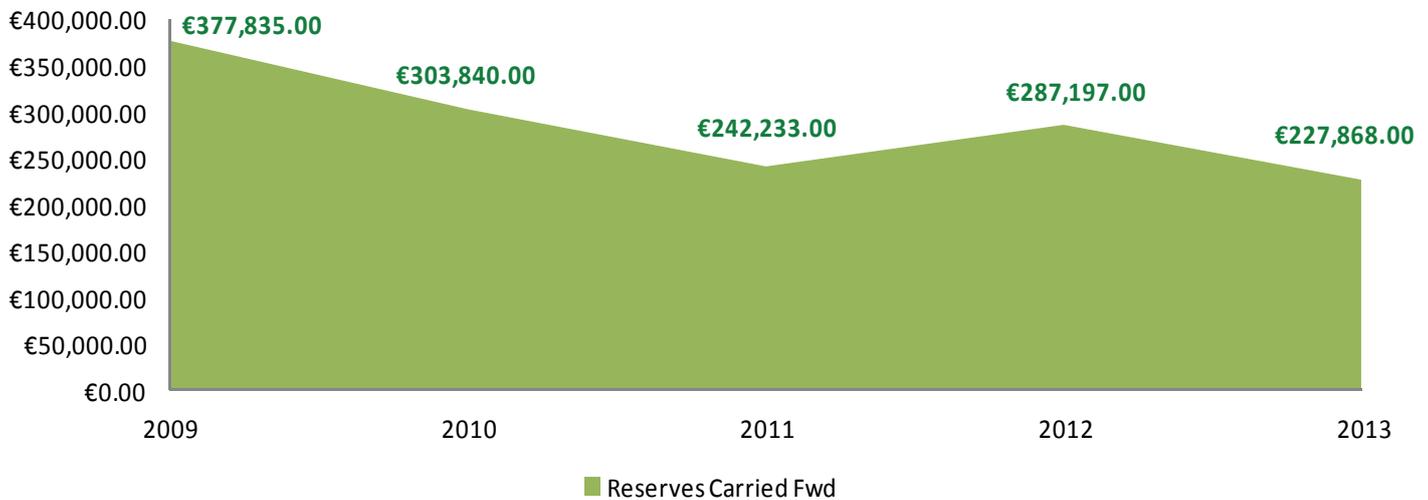


Cost per trip



Vantastic Reserve Policy

As at the 31st of December Vantastic held €227,868 in reserves. Of these reserves, fixed assets accounted for 20%.



As at the 31st of December 2013, Vantastic had identified a required reserve of €373,906 as per below

Reserves plan	Current	Required	Rationale
	as at 31st Dec 2013		
	€	€	
Working capital (cash flow): Looking at the pattern of your income and expenditure over the year, how much money do you need to have access to in order that you can cope with expenditure (payroll etc) while waiting for expected money to come in? Your CSP cash flow is intended to help you plan for this	€ 182,344	€ 182,344	Required level is based on 6 weeks operation cost
Capital maintenance: Consider your premises, equipment, vehicles. How much do you need to have in reserve to cope with breakdowns, repairs and unforeseen costs? Note: this is really to cope with contingencies and emergencies. Unless there are exceptional circumstances your group is expected to raise funds to cover complete renewal e.g. through fund-raising, borrowing etc.	€ -	€ 70,000	Required level is based on covering the cost of 2 replacement vehicles @ c€30,000.00 each and a major engine rebuild unforeseen costing c€10,000. Capital maintenance funding was utilised for the once off costs of retrofitting vehicles as required to obtain the operators licence in 2013. We expect to rebuild the contingency reserve levels in 2014 via surplus generated by the business.
Development: What are your plans for developing your community service? Do you need to make provision for the costs you incur before your new or expanded service actually starts to generate income e.g. recruiting and training staff, market research or marketing?	€ -	€ -	We currently have no Development reserve. All current development is undertaken on the basis of full cost recover within the accounting period.
Other contingencies: Looking across your community service, number of employees and level of activity, how much do you need to have in hand to keep you going in the event of other unforeseen events, e.g. a loss of income source? This is often expressed as a number of weeks of operating costs. In reaching this figure, you should be realistic but not too pessimistic. Please assume that CSP continues at the 2012 rate for the foreseeable future	€ 45,524	€ 121,563	Required level is based on 4 weeks operational cost. Part of Other contingencies funding was utilised for the once off costs of the operators licence in 2013. We expect to rebuild the contingency reserve levels in 2014 via surplus generated by the business.
Restricted funds: Larger charities often have restricted funds in their audited accounts. These are funds which may only be spent in line with the funder's wishes and intentions. If this applies to you, please state the funder and the use for which the funds are restricted	€ -		We had no Restricted funds at year end.
Totals	€ 227,868	€ 373,906	

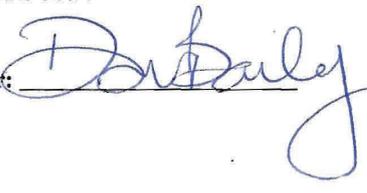
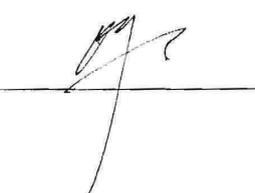
Registration number 323056

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors' Report and Financial Statements

for the year ended 31st December 2013

We certify this to be a true copy of the original Financial Statements as laid before the members at the Annual General Meeting held on the

Director:  Director: 

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

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Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors and other information

Directors	Don Bailey Hugh Harkin Edward Dempsey Sheila Whelan Michael Murphy Niamh Stanford Kenneth Garvey Laura Leeson	Chairperson Director Director Company Secretary / Director Director Director Company Treasurer / Director Director - Appointed 16th July 2013
Secretary	Sheila Whelan	
Company number	323056	
Registered office	Chase House City Junction Business Park Northern Cross Dublin 17	
Auditors	Mullen Scully & Co. Statutory Audit Firm Shanowen Business Centre Shanowen Road Santry Dublin 9	
Business address	Chase House City Junction Business Park Northern Cross Dublin 17	
Bankers	Ulster Bank Limited College Green Branch PO Box 145 33 College Green Dublin 2	

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Solicitors	Thomas Ryan & Co. Solicitors 193 New Cabra Road Dublin 7
Member Details	Members details are set out in the Directors' Report.
Charity Number	13777

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors' report
for the year ended 31st December 2013

The directors present their annual report and the audited financial statements for the year ended 31st December 2013.

About Vantastic™

Vantastic™ is a Dublin based Not for Profit Irish Charity (# CHY 13777) that offers accessible transport services to people with disabilities and citizens (65+) with mobility impairments. Vantastic™ does this by providing Door-to-Door demand responsive transport services in a combined fleet of thirty two specially converted Minibuses. All the Vantastic™ services are provided under Vantastic's National Road Passenger Transport Operators license (#3896), by our professional drivers, who are fully Garda Vetted and GLUAIS (specialised passenger driver training) certified.

Vantastic™ currently has four transport services:

1. Vantastic™ Individual Transport - This service offers individual members an accessible, affordable, accountable and demand responsive transport service. This service operates seven days a week and is for those who find it difficult to use buses, trains, taxis, luas or the dart. It can be used for all sorts of journeys, making it easier to go shopping, to attend work, to attend education facilities, to attend appointments, to visit with family and to socialise.

2. Vantastic™ Group Transport - This service allows for groups/organisations to take all their service users together to any destination within the Dublin Area regardless of it being a day outing or to go to a show/clinic/conference. We offer group discounts when 3 or more people are travelling. This service is available to any group that meets Vantastic™ membership criteria. Vantastic™ also offers customised outsourced transport solutions to groups with regular transport requirements.

3. Vantastic™ Health Route - This service offers a low cost fully accessible Door-to-Door transport service to hospital and health appointments (Doctors, Dentist, Local Clinic etc) operating five days a week (Monday-Friday) between 8am and 4pm for citizens over 65 living in:

- Dublin North Central Area
- Dublin South East (Irishtown, Ringsend, Sandymount & Ballsbridge)
- Fingal South & North East (East of M50) & Swords

4. Vantastic™ Shop Route - This service offers a free fully accessible Door-to-Door transport service to local shopping centres for older people living in the North Central Area of Dublin. The service operates five days a week (Monday-Friday) between 9am and 2pm. The service is available in each neighbourhood in the North Central Area one day a week. To use the service, you must be over 65 years of age, be living in the North Central Area and book in advance.

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors' report
for the year ended 31st December 2013

..... continued

Vision and Mission

- To provide a flexible, customer focused fully accessible and affordable transport service for our members (people with disabilities, older people with mobility impairments and Not for Profit Organisations).
- Through the provision of our transport services to contribute to the social and economic development of the areas where we operate particularly in relation to the education, training, recreation, social activities and employment of our members.
- To work with existing and new transport providers and relevant agencies to develop a comprehensive transport network that is inclusive of all Vantastic Members.
- Through the delivery of our transport services to create employment opportunities for people from disadvantaged groups.

Legal status and standard

- as an Irish Company, limited by Guarantee and not having a Share Capital (#323056)
- a registered charity with the Irish Revenue Commissioners (CHY13777)
- registered transport operator under National Road Transport Operator Licence (#3896)
- "Vantastic™" is a Certified registered trademark of Vantastic Limited
- Complies with The Governance Code for Community, Voluntary and Charitable Sector in Ireland.

Member details

There were 6,686 members as at the 31st December 2013. The list of members is kept at the company's registered office and is available for inspection subject to board approval. In 2013 the members completed 90,518 trips (8% growth yr on yr) across seven broad categories:

- | | |
|-------------------------|----------------------------|
| - Day Centres - 32% | - Education/Training - 48% |
| - Health/Hospital - 10% | - Social trips - 3% |
| - Shopping - 4% | - Employment - 2% |
| - Other - 1% | |

Principal activity, business review and future developments

The company provides a specialist demand responsive transport service to meet the needs of people with disabilities and ageing & older people (65 plus) with mobility difficulties.

Consistently, over the last number of years, Vantastic™ has surpassed all of its operational objectives. We are glad to report this trend continued in 2013. We have seen an annual 8% year on year growth in trips to a total of 90,518 in 2013, but unfortunately we still have to persistently refuse passenger bookings due to under capacity linked to available resources.

In accordance with Vantastic funding under the Community Service Programme at least 70% of the 22 positions funded under this programme must be recruited from the following target groups - People with disabilities, long-term unemployed, members of the Traveller community, people who are recovering from drug misuse, ex-prisoners and people transferring from community employment and job initiative schemes. At year end, 81% of the 43 staff employed by Vantastic have been recruited from the above target groups.

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors' report
for the year ended 31st December 2013

..... continued

The results for the year are considered satisfactory by the Board. Direct Statutory funding which in 2013 represented 52% of income is in line with expectations in light of the downturn in the economy. During the year, cost cutting measures continued to be applied across all areas of expenditure. As a result of the cost associated with acquiring the National Passenger Transport Operators Licence there was a deficit of €59,329 for the year, far less than the total cost associated with getting the operators licence. The board considers it prudent that the focus of Vantastic in 2014 must be to cover operational costs while rebuilding reserves that have been reduced by €149,967 since 2009.

The company's two primary sources of funding in 2013 were obtained from the State and self generated through fare income. In the current environment this is more vulnerable than it would previously have been. A small amount of income, which is variable, comes from fundraising/sponsorship. This income is also vulnerable.

Vantastic™ since incorporation has operated as a registered charity, without a Road Passenger Transport Operators Licence, chiefly engaged, on a non-commercial basis, in the transport of severely and permanently disabled persons. More recently our transport provision has expanded into providing transport for older people with mobility difficulties. Vantastic™ has always been reliant on self generated income to bridge the funding gap between Direct Government Funding and Operational Costs. In recent years given the economic climate this funding gap has widened.

Following receipt of a letter from the Department of Transport on the 17th of September 2012, the Board was in full agreement that a Road Passenger Transport Operator's licence was required and the best fit operating structure for Vantastic™ particularly in light of previously held discussions with the Department of Transport, National Transport Authority, Taxi Regulator and the Carriage Office. To this end, Vantastic™ obtained its Road Passenger Transport Operators licence in January 2013 (License Number 3896) and throughout 2013 proceeded to incorporate and register our full fleet under the licence. The costs associated with Vantastic™ moving forward and obtaining the Road Passenger Transport Operators Licence incorporating our full fleet and all employees in 2013 was €125,500. These costs include both the required retro fitting of 32 vehicles as well as staff training for 16 staff (D1 licence training for 15 drivers and the CEO completed the CPC Transport Manager Qualification).

Results, dividends and retention

The results for the year are set out on page 12. The company is limited by guarantee, does not have shares and is precluded by its Memorandum of Association from paying dividends either as part of normal operations or on a distribution of its assets in the event of a winding-up.

Principal risks and uncertainties

The main risk and uncertainty facing the organisation at this time arises from the current economic environment. The organisation has a partial dependence on grant funding received from the State. The company appreciates the pressure on the public finances and that this may have an impact on the resources that our state funders can provide.

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors' report
for the year ended 31st December 2013

..... continued

Important events since the year end

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

Directors of the Company

The directors who served during the year and their interests in the company are as stated below:

Don Bailey	Chairperson / Director	
Sheila Whelan	Company Secretary / Director	
Kenneth Garvey	Company Treasurer / Director	
Hugh Harkin	Director	
Edward Dempsey	Director	
Michael Murphy	Director	
Niamh Stanford	Director	
Laura Leeson	Director	Appointed 16th July 2013

The directors to retire in every year shall be those who have been longest in office since the last election. A retiring director shall be eligible for re-election.

Corporate Governance

The board is responsible for providing leadership, developing strategy and ensuring control. It is currently comprised of eight non-executive directors. The board is provided with regular financial and operational information. It meets regularly, as required and met in full on seven occasions in 2013. The role of Chairman and Chief Executive Officer are separate and the directors are independent of the management of the company.

The Board can confirm that Vantastic complies with The Governance Code for the Community, Voluntary and Charitable Sector in Ireland. A copy of the signed 'Governance Code Principals Statement' for Vantastic dated 28th November 2013 can be seen on the Vantastic Website.

Board Committees

The board has three sub-committees as follows:

Audit (Finance) Committee:

- The Audit Committee is a sub-committee of the full Board and is required to retain a certain amount of independence. It needs to decide what areas it will review without interference from staff members or other Board members.
- The role is to oversee all systems, controls and processes that may have an impact on the Charity's ability to meet its aims. The Audit Committee ensures that:
 - o Effective audit functions are in place (both external and internal)
 - o Adequate risk management processes are in place
 - o An adequate internal control environment is established
 - o Arrangements are in place to ensure compliance with Annual CRO returns
 - o Vantastic's financial management processes are operating effectively.
- Undertake the duties of Finance committee

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors' report
for the year ended 31st December 2013

..... continued

Nomination Committee

- The Nominations Committee exercises general oversight concerning matters pertaining to the structure, composition and effectiveness of Vantastic's Board and Committees.

Remuneration Committee

- To provide assurance to the Board that Vantastic has an effective People Strategy in place which supports the delivery of our overall Strategy, promoting an effective, high performing and diverse workforce.

- To oversee issues relating to the remuneration of staff, with specific responsibility for making recommendations to the Board regarding remuneration (including basic salary, pension & bonus) policy and the CEO's remuneration.

Budget Control

A detailed budget is prepared in line with the strategic plan and it is reviewed by the Audit (Finance) Sub-Committee and further reviewed and approved by the board. Actual results and outcomes are compared against the budget to ensure alignment with the plan, and to maintain tight budgetary control and value for money.

Organisational structure

Cormac Moloney, Chief Executive Officer, manages the operations of the charity with delegated responsibility to the executive staff.

Management and staff

We acknowledge, with appreciation the committed work of our staff. Our success and achievements of our work is due to their dedication and tremendous contribution.

Health and safety

It is the policy of the company to ensure the health and welfare of its employees and clients by maintaining a safe place and systems in which to work. This policy is based on the requirements of the following legislation:

The Safety, Health and Welfare at Work Act, 2005

The Safety, Health and Welfare at Work (General Applications) Regulations, 2007

The Safety, Health and Welfare at Work (Construction) Regulations, 2006

All Subsequent Regulations and Amendments

Environment

The Company has a proactive approach to assisting all personnel to conduct the organisation's business in a manner that protects the environment, our customers and employees. It is compliant with relevant environmental legislation.

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Directors' report
for the year ended 31st December 2013

..... continued

Development and Contingency Reserve

In line with best practice and to exercise financial prudence the board has provided for a Development and Contingency Reserve to provide for any cash flow disruption which may arise equivalent to at least three month's operating costs per the previous year's financial statements and to allow for the development and repositioning of Vantastic™. This Development & Contingency Reserve is included within accumulated funds in the Balance Sheet.

Books of Account

The measures taken by the directors to ensure compliance with the requirements of Section 202, Companies Act, 1990, regarding proper books of account 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 books of account of the company are maintained at the Registered Office.

Auditors

The auditors, Mullen Scully & Co., have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

This report was approved by the Board on and signed on its behalf by

Don Bailey  **Kenneth Garvey** 
Director Director

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Statement of Directors' responsibilities for the members' financial statements

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable Irish law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Irish company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period.

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

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

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and with Irish statute comprising the Companies Acts 1963 to 2013.

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.

On behalf of the board

Don Bailey
Director



Kenneth Garvey
Director



Independent auditors' report to the members of Vantastic Limited (A Company Limited by Guarantee and not having a Share Capital)

We have audited the financial statements of Vantastic Limited for the year ended 31 December 2013 which comprise the Income and Expenditure Account, the Balance Sheet, the Cash Flow statement and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. 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.

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 9, the directors are responsible for the preparation of the financial statements giving a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Reports and Financial Statements of Vantastic Limited to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31 December 2013 and of its deficit for the year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Acts 1963 to 2013.

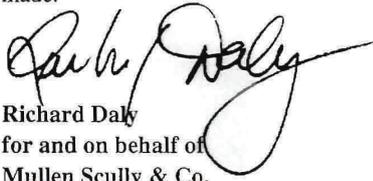
Matters on which we are required to report by the Companies Acts 1963 to 2013

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion proper books of account have been kept by the company.
- The financial statements are in agreement with the books of account.
- In our opinion the information given in the directors' report is consistent with the financial statements.

Independent auditors' report to the members of Vantastic Limited (continued)
(A Company Limited by Guarantee and not having a Share Capital)

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Acts, 1963 to 2013 which require us to report to you if, in our opinion the disclosures of directors' remuneration and transactions specified by law are not made.



Richard Daly
for and on behalf of
Mullen Scully & Co.
Statutory Audit Firm

Shanowen Business Centre
Shanowen Road
Santry
Dublin 9

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Income and Expenditure Account
for the year ended 31st December 2013

		Continuing operations	
		2013	2012
		€	€
	Notes		
Income	2	1,574,949	1,533,503
Expenditure		(1,630,620)	(1,486,081)
(Deficit)/surplus on ordinary activities before interest		(55,671)	47,422
Interest payable and similar charges	3	(3,658)	(2,458)
(Deficit)/surplus on ordinary activities before taxation		(59,329)	44,964
Tax on (deficit)/surplus on ordinary activities		-	-
Retained (deficit)/surplus for the year		(59,329)	44,964
Balance brought forward		287,197	242,233
Balance carried forward		<u>227,868</u>	<u>287,197</u>

There are no recognised gains or losses other than the (deficit)/surplus for the above two financial years.

The financial statements were approved by the Board on and signed on its behalf by

Don Bailey
Director



Kenneth Garvey
Director



The notes on pages 15 to 21 form an integral part of these financial statements.

Vantastic - Audited Accounts 2013

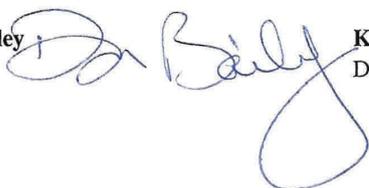
Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Balance sheet
as at 31st December 2013

	Notes	2013		2012	
		€	€	€	€
Fixed assets					
Tangible assets	5		46,495		65,504
Current assets					
Debtors	6	158,093		110,736	
Cash at bank and in hand		123,819		203,682	
		<u>281,912</u>		<u>314,418</u>	
Creditors: amounts falling due within one year	7	<u>(74,853)</u>		<u>(92,725)</u>	
Net current assets			<u>207,059</u>		<u>221,693</u>
Total assets less current liabilities			253,554		287,197
Creditors: amounts falling due after more than one year	8		<u>(25,686)</u>		<u>-</u>
Net assets			<u>227,868</u>		<u>287,197</u>
Represented by					
Retained funds			227,868		287,197
Accumulated funds	10		<u>227,868</u>		<u>287,197</u>

The financial statements were approved by the Board on and signed on its behalf by

Don Bailey
Director



Kenneth Garvey
Director



The notes on pages 15 to 21 form an integral part of these financial statements.

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Vantastic - Audited Accounts 2013

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Cash flow statement
for the year ended 31st December 2013

	Notes	2013 €	2012 €
Reconciliation of operating (deficit)/surplus to net cash (outflow)/inflow from operating activities			
Operating (deficit)/surplus		(55,671)	47,422
Depreciation and profit/loss on disposal		50,307	78,226
(Increase)/decrease in debtors		(47,357)	43,889
(Decrease)/increase in creditors		(31,684)	19,446
Net cash (outflow)/inflow from operating activities		<u>(84,405)</u>	<u>188,983</u>
Cash flow statement			
Net cash (outflow)/inflow from operating activities		(84,405)	188,983
Returns on investments and servicing of finance	12	(3,658)	(2,458)
Capital expenditure	12	(31,298)	(2,120)
		<u>(119,361)</u>	<u>184,405</u>
Financing	12	44,407	(4,610)
(Decrease)/increase in cash in the year		<u>(74,954)</u>	<u>179,795</u>
Reconciliation of net cash flow to movement in net debt (Note 13)			
(Decrease)/increase in cash in the year		(74,954)	179,795
Cash outflow from decrease in debts and lease financing		(44,407)	4,610
Change in net debt resulting from cash flows		(119,361)	184,405
Net funds at 1 January 2013		<u>198,773</u>	<u>14,368</u>
Net funds at 31 December 2013		<u>79,412</u>	<u>198,773</u>

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st December 2013

1. Statement of 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.

1.1. Basis of preparation

The audited financial statements have been prepared under the historical cost convention and comply with the financial reporting standards of the Accounting Standards Board, as promulgated by the Institute of Chartered Accountants in Ireland and the Companies Acts 1963 to 2013.

1.2. Income Policy

Turnover represents total grant income and other income received during the year.

1.3. Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and provision for impairment.

Depreciation

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost less residual value, of each asset systematically over its expected useful life, as follows:

Fixtures, fittings and equipment	-	20% Straight Line
Motor vehicles	-	20% Straight Line

1.4. Leasing

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible assets and depreciated over the shorter of the lease term and their useful lives. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce constant periodic rates of charge on the net obligations outstanding in each period.

1.5. Deferred taxation

The company has tax exempt charitable status.

1.6. Government grants

Grants towards capital expenditure are released to the profit and loss account over the expected useful life of the assets. Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred.

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st December 2013

..... continued

2. Income

The total income of the company for the year has been derived from its principal activity wholly undertaken in Ireland.

	2013	2012
	€	€
Class of Income		
Grants - Department of Social Protection under the Community Services Programme (CS275)	822,000	835,726
Members Contributions	712,604	646,497
Fuel Rebates	37,678	33,048
Statutory Sick Pay	2,307	2,132
Fundraising	360	16,100
	<u>1,574,949</u>	<u>1,533,503</u>

The annual agreement with Pobal states that, in the circumstances whereby the agreement between Pobal and the company is terminated during the year, the company shall repay to Pobal on demand all sums received in respect of the grant and in the event of default on such repayment, such sums shall be recoverable from Vantastic Limited as a simple contract debt.

3. Interest payable and similar charges

	2013	2012
	€	€

Included in this category is the following:

On bank loans and overdrafts	3,658	2,458
	<u>3,658</u>	<u>2,458</u>

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st December 2013

..... continued

4. Employees

Number of employees

The average monthly numbers of employees during the year were:

	2013	2012
Management and administration	3	3
Call centre	3	3
Drivers	34	33
	40	39
	40	39

Employment costs

	2013	2012
	€	€
Wages and salaries	1,006,664	1,003,937
Redundancy costs	20,500	-
Other pension costs	14,743	15,056
	1,041,907	1,018,993
	1,041,907	1,018,993

5. Tangible fixed assets

	Fixtures, fittings and equipment	Motor vehicles	Total
	€	€	€
Cost			
At 1 January 2013	49,750	904,283	954,033
Additions	1,798	29,500	31,298
Disposals	(28,115)	(138,588)	(166,703)
At 31 December 2013	23,433	795,195	818,628
	23,433	795,195	818,628
Depreciation			
At 1 January 2013	46,263	842,266	888,529
On disposals	(28,115)	(138,588)	(166,703)
Charge for the year	2,013	48,294	50,307
At 31 December 2013	20,161	751,972	772,133
	20,161	751,972	772,133
Net book values			
At 31 December 2013	3,272	43,223	46,495
	3,272	43,223	46,495
At 31 December 2012	3,487	62,017	65,504
	3,487	62,017	65,504

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st December 2013

..... continued

Included above are assets held under finance leases or hire purchase contracts as follows:

Asset description	Net book value €	Depreciation charge €	Net book value €	Depreciation charge €
Motor vehicles	-	-	-	8,668
6. Debtors			2013	2012
			€	€
Trade debtors			101,348	65,290
Prepayments and accrued income			56,745	45,446
			<u>158,093</u>	<u>110,736</u>
7. Creditors: amounts falling due within one year			2013	2012
			€	€
<i>Loans & other borrowings</i>				
Credit card			-	299
Loan - Clann Credo Limited			18,721	-
Net obligations under finance leases and hire purchase contracts			-	4,610
<i>Other creditors</i>				
Trade creditors			23,134	11,867
Accruals and deferred income			5,964	47,064
<i>Taxation creditors</i>				
Paye/Prsi/Union and pension liability			27,034	28,885
			<u>74,853</u>	<u>92,725</u>

Vantastic - Audited Accounts 2013

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st December 2013

..... continued

8.	Creditors: amounts falling due after more than one year	2013	2012
		€	€
	Loan from Clann Credo Limited	25,686	-
		<u> </u>	<u> </u>
	<i>Loans</i>		
	Repayable in one year or less, or on demand (Note 7)	18,721	-
	Repayable between one and two years	18,721	-
	Repayable between two and five years	6,965	-
		<u>44,407</u>	<u> </u>
		<u> </u>	<u> </u>

The loan from Clann Credo Limited is secured by way of a first fixed charge over the assets of the company

Net obligations under finance leases and hire purchase contracts

Repayable within one year	-	4,610
	<u> </u>	<u>4,610</u>
	<u> </u>	<u> </u>

9. Details of Borrowings

Maturity Analysis

	Within 1 year	Between 1 & 2 years	Between 2 & 5 years	After 5 years	Total
	€	€	€	€	€
<i>Repayable by instalments</i>					
Loan from Clann Credo Limited	18,721	18,721	6,965	-	44,407
At end of year	<u>18,721</u>	<u>18,721</u>	<u>6,965</u>	<u>-</u>	<u>44,407</u>
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

10.	Reconciliation of movements in members' funds	2013	2012
		€	€
	(Deficit)/surplus for the year	(59,329)	44,964
	Opening members' funds	287,197	242,233
	Closing members' funds	<u>227,868</u>	<u>287,197</u>
		<u> </u>	<u> </u>

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st December 2013

..... continued

11. Financial commitments

At 31 December 2013 the company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings	
	2013	2012
	€	€
Expiry date:		
Within one year	18,450	18,450
Between one and five years	24,600	43,050
	<u>43,050</u>	<u>61,500</u>

The company entered into a rental agreement with Chase House International whereby it agreed to rent office space for a period of four years eleven months at an annual rent of €15,000 plus VAT from 27 May 2011.

12. Gross cash flows

	2013	2012
	€	€
Returns on investments and servicing of finance		
Interest paid	(3,658)	(2,458)
	<u>(3,658)</u>	<u>(2,458)</u>
Capital expenditure		
Payments to acquire tangible assets	(31,298)	(2,120)
	<u>(31,298)</u>	<u>(2,120)</u>
Financing		
New long term bank loan	44,407	-
Capital element of finance leases and hire purchase contracts	-	(4,610)
	<u>44,407</u>	<u>(4,610)</u>

Vantastic Limited
(A Company Limited by Guarantee and not having a Share Capital)

Notes to the financial statements
for the year ended 31st December 2013

..... continued

13. Analysis of changes in net funds

	Opening balance	Cash flows	Other changes	Closing balance
	€	€	€	€
Cash at bank and in hand	203,682	(79,863)		123,819
Overdrafts	(299)	299		-
	<u>203,383</u>	<u>(79,564)</u>		<u>123,819</u>
Debt due within one year	-	-	(18,721)	(18,721)
Debt due after one year	-	(44,407)	18,721	(25,686)
Finance leases and hire purchase contracts	(4,610)	-	4,610	-
	<u>(4,610)</u>	<u>(44,407)</u>	<u>4,610</u>	<u>(44,407)</u>
Net funds	<u><u>198,773</u></u>	<u><u>(123,971)</u></u>	<u><u>4,610</u></u>	<u><u>79,412</u></u>

14. Company Limited by Guarantee

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

15. Accounting Periods

The current accounts are for a full year. The comparative accounts are for a full year.

16. Approval of financial statements

The financial statements were approved by the Board on and signed on its behalf by

Don Bailey
Director



Kenneth Garvey
Director

