



The Voice of
Adult Learning

FINANCIAL STATEMENTS 2025

AONTAS National Adult Learning Organisation

Company registration number: 80958

CRA number: 20013042

Charity number: CHY6719

**AONTAS National Adult Learning Organisation
Financial Statements
For the year ended 31 December 2025**

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AONTAS, the National Adult Learning Organisation

Directors' Report and Financial Statements 2025

To the members of AONTAS, the National Adult Learning Organisation, the Directors present this report together with the audited financial statements for the year ended 31 December 2025.

AONTAS delivered an ambitious and impactful workplan within the framework of our strategic plan 'Leading Collective Action for Social Change' 2023-2026.

About AONTAS

AONTAS was established in 1969. The principal activity of the Charity is to ensure that every adult in Ireland has access to appropriate and affordable learning opportunities throughout their lives, thus enabling them to contribute to and participate in the social, economic and cultural development of Irish society. The Charity is a company limited by guarantee not having a share capital.

Board of Directors



John D'Arcy
AONTAS Chairperson/ Director /
Governance Sub Committee
Chairperson



Lilian Nwanze
AONTAS Vice-Chairperson / Director



Martin Flynn
Treasurer/ Director/
ARC Committee
Chairperson



Cora Rafter
Director / ARC
Committee Member



Imelda Gaffney
Director / ARC Committee Member



Anne Whelan
Director / ARC Committee Member



Charis Hughes
Director



Deborah Oniah
Director



Deirdre Arnold
Director



Chidiogo Blessing
Director (co-opted July 2025)



Fergus Craddock
Director



Lynn Simpson
Director



Pamela Latimer
Director / Governance Sub
Committee Member



Stephanie Kirwan
Director (co-opted July 2025)

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Secretary

Marta Feragalli

Registered Office and Business Address

AONTAS
2nd Floor, 83-87 Main Street
D06 E0H1, Ranelagh
Dublin

Company Number

80958

Charity Number

20013042

Charity Revenue Number CHY

6719

Auditors

Forvis Mazars
Chartered Accountants & Statutory Audit Firm,
Harcourt Centre
Block 3, Harcourt Road
Dublin 2.

Bankers

Bank of Ireland
50-55 Lower Baggot St.
Dublin 2

Solicitors

Ken Kennedy Solicitors
31 Heytesbury Lane
Ballsbridge
Dublin 4

Section One

Structure, Governance and Management

Governing Document

The Charity is a Company Limited by Guarantee in Ireland governed by its Constitution, the Companies Act 2014 and the Charities Act 2009. The Charity does not have share capital and consequently the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets of the charity on winding up such amounts as may be required not exceeding €1.00.

AONTAS' model of delivery and goals are led by its objectives outlined in its Constitution.

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Organisational Structure

The AONTAS Constitution states that the Board must have a minimum of 5 members and can include up to 14 members maximum. The Board of Directors shall comprise of:

- Chairperson
- Vice-Chairperson (included from the remaining 13 members elected)
- A maximum of 10 organisational members' representatives (three from community education)
- One individual member
- Two adult learners

The Board has overall responsibility for the Charity and how it operates. They are responsible for the strategic direction and policy of AONTAS. The AONTAS Board are committed to maintaining the highest standard of governance. The CEO attends Board meetings as a guest to report on activities and engage in discussions but they are not a member of the Board of Directors.

Division of Responsibility

The Board delegates responsibility to the CEO for operations, management, and day-to-day service delivery. The CEO is accountable to the Board and must ensure that AONTAS meets its charitable objectives and delivers on agreed key performance indicators. The Board may reserve the right to approve new staff appointments and their remuneration. They are also responsible for approving AONTAS' overall staffing levels and salary bands for new posts. While overall responsibility is retained by the Board and they control all major decisions, the Board delegate executive authority for the Charity's operations to the CEO. The CEO in turn delegates responsibility of specific functions to the Leadership Team (senior management).

Recruitment and Appointment of the Board

As a membership organisation, AONTAS' Board of Directors are elected by the members at the Annual General Meeting. Membership is composed of people, organisations, education providers, networks, practitioners, learners, and academics both interested in adult education and committed to the principles such as equality and inclusion, set out by the Charity.

In the case of all elected positions not being filled, there is an additional mechanism whereby the elected Board can co-opt a person to fill the vacancy. Candidates for co-option must be agreed upon by the Board and will be selected based on relevant skills and expertise required to allow the Board to function at the optimum level of excellence.

Directors' Voluntary Capacity and Expenses

The Directors of the Board are volunteers, and they receive no remuneration (financial benefit). The Directors may be paid all travelling, hotel and other expenses properly incurred by them in accordance with the Company's Expenses Policy in respect of attending and returning from meetings of the Directors or any committee of the Directors or general meetings of the Company or otherwise in connection with the business of the Company.

Terms of Office for Board Members

The term for a director is three years with a total of two terms served, including the Board appointed Vice-Chairperson. The Chairperson may serve up to a maximum of nine years consecutively. The Chairperson must receive a minimum of five votes from the Board, and it is proposed (not mandatory)

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that they shall have served three years or one term as a Director previously. If a member of the Board is co-opted due to an unexpected vacancy or to bring new expertise, within the maximum number of Directors permitted, they must run for election at the following annual general meeting.

Board Induction, Staff Engagement, and Training

Upon election to the AONTAS Board, the Directors are provided with a Board Induction Pack, that includes key contacts, information on the Charity and ways of working, the AONTAS Constitution, information on the Charities Governance Code, the Expenses Policy, the latest financial statements, communication channels and approaches, and more. Directors are also given access to a private 'shared drive folder' online with a range of materials and resources and added, with consent, to the AONTAS Board group chat.

Following the AGM in May 2025, the Board was given an induction session in July led by the AONTAS CEO and Chairperson. This included:

- A peer mentor on the Board
- Induction Pack
- Information on the Constitution and other key documents
- The current strategic plan goals and objectives
- The financial situation and current context of staffing and service provision
- Insights on the boundaries between the Board and staff to protect both respectively

Annually, the Board and staff are brought together in-person to build relationships, understanding, and expertise. This helps the Board to learn about the work of the organisation, share their ideas and feedback, and reduce the risk of misinformation or potential abuse in power dynamics from the CEO or Leadership Team now or in the future. The CEO presents the results of a confidential staff survey to the Board on this day, before the AONTAS team arrive for the joint session.

The Board undertake a range of education and training opportunities annually as set out by the Governance Subcommittee, led by the Chairperson. This is designed to build the expertise of the Board and ensure Directors have the capacity to meet their responsibilities. In 2025, training included risk management, cyber security, governance, and aboard induction.

AONTAS Board of Directors, Subcommittees, and Attendance

The AONTAS Board met five times in 2025. There are two subcommittees of the Board: Audit and Risk Committee (ARC), and the Governance Subcommittee.

With delegated responsibilities for key items and policies such as risk, finance, human resource policies, and the Charities Governance Code, representatives from each committee report to the Board at every meeting. The Board review and discuss key items and have access to all the materials through their shared drive folder. The latest management accounts or finance report is included in every board pack.

The Board is supported with secretarial support from Crowe for governance information, meeting attendance, meeting minutes, and matters arising.

Representation of board attendance:

Y: indicated they attended the meeting

N: indicated that they didn't attend the meeting

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N/A: indicated that they were not part of the Board or Subcommittee at the time

Name	28 Feb	31 Mar	23 Jul	26 Sep	08 Dec	Total	Attendance
John D'Arcy	Y	Y	Y	Y	Y	5/5	100%
Lilian Nwanze	Y	Y	Y	N	Y	4/5	80%
Martin Flynn	Y	Y	N	Y	Y	4/5	80%
Cora Rafter	Y	Y	N	Y	Y	4/5	80%
Imelda Gaffney	Y	N	Y	Y	Y	4/5	80%
Pamela Latimer	Y	Y	Y	N	Y	4/5	80%
Anne Whelan	Y	Y	N	N	Y	3/5	60%
Charis Hughes	Y	N	Y	N	Y	3/5	60%
Deirdre Arnold	Y	Y	Y	Y	N	4/5	80%
Fergus Craddock	Y	Y	Y	Y	Y	5/5	100%
Lynn Simpson	N/A	N/A	Y	Y	Y	3/3	100%
Chidiogo Blessing Ebeledike	N/A	N/A	Y	Y	Y	3/3	100%
Stephanie Kirwan	N/A	N/A	Y	Y	Y	3/3	100%

Former Directors during 2025 included Louise Mullins (stepped down on 23 July 2025), Liam McCarthy (completed two terms of office on 22 May 2025), and Kayla Dibble (stepped down on 23 July 2025).

Audit & Risk Committee Attendance

The Audit & Risk Committee met on five occasions during 2025.

Name	20 Feb	09 Apr	10 Jun	11 Sep	17 Nov	Total	Attendance
Martin Flynn	Y	Y	Y	Y	Y	5/5	100%
Imelda Gaffney	Y	Y	Y	N	Y	4/5	80%
Cora Rafter	Y	Y	Y	Y	Y	5/5	100%
Anne Whelan	Y	Y	N	N	Y	3/5	60%

The Audit and Risk Subcommittee was supported by executive attendance from the CEO, Company Secretary, and Governance and Operations Officer. Charis Hughes joined the ARC on 23 July 2025. Louise Mullins stepped down on 23 July 2025.

Governance Subcommittee Attendance

The Governance Subcommittee met on four occasions during 2025.

Name	11 Feb	16 Apr	20 Jun	16 Oct	Total	Attendance
John D'Arcy	Y	Y	Y	Y	4/4	100%
Pamela Latimer	Y	Y	Y	N	3/4	75%
Lynn Simpson	N/A	N/A	N/A	Y	1/1	100%

The Governance Subcommittee was supported by executive attendance from the CEO, Vice Chairperson and Governance and Operations Officer. Lynn Simpson joined the Governance Subcommittee on 23 July 2025. Louise Mullins stepped down on 23 July 2025.

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Policies

AONTAS has a wide range of policies to ensure and support our governance responsibilities. These policies are developed, reviewed, and updated regularly to meet legal requirements and the needs of the organisation. Each policy is reviewed in line with the set timeframe or policy cycle, or as needs arise. This information is declared on the front of each policy. In 2025, AONTAS considerably updated, reviewed, or updated the following:

- AONTAS Constitution
- Governance Code Framework
- Feedback and Complaints Policy
- Board Induction Pack
- Use of AI in the workplace
- Vouchers Policy
- Gifts and Hospitality Policy
- Risk Management Policy and Framework
- Health and Safety Statement
- Credit Card Policy
- Terms of Reference for the Governance and Audit and Risk Subcommittees
- External Providers Register
- Board Expenses Policy
- Employee Handbook

Board Governance Framework

AONTAS maintains a formal Board Governance Framework, which sets out the role, responsibilities and authority of the Board in governing the organisation. This Framework and supporting documents are provided to all new Board members as part of their induction, alongside the Constitution and key governance and financial documents.

The Board Governance Framework clarifies the matters reserved for Board decision-making, the delegation of operational authority to the Chief Executive Officer, and the Board's collective responsibilities in relation to strategy, financial oversight, risk management and regulatory compliance.

Conflict of Interest Policy and External Providers Register

As a Charity, AONTAS has a Conflict-of-Interest Policy to help Directors identify, record, and manage any conflicts of interest to protect the integrity of the organisation and to ensure the Directors act in the best interests of AONTAS. This policy was reviewed and approved in November 2025. Trustees are required to declare actual, potential or perceived conflicts, which are recorded in meeting minutes and the Register of Interests.

The 'External Providers Register' was updated and shared with Board members in 2025. By reviewing this, Board members assure their fellow Directors and the AONTAS team that their position has not been abused to secure contracts or benefit themselves, family or friends through financial gain or otherwise.

Governance Codes and Standards

In 2025, AONTAS completed a comprehensive review of its compliance with the Charities Regulatory Authority (CRA) Governance Code. Evidence has been gathered and collated for potential inspection to outline how every item of the code is successfully being met in accordance with CRA guidelines.

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The Board reviewed and approved the documentation, following a presentation and recommended approval report from the Governance Subcommittee. AONTAS submitted a 'fully compliant' report for the 31 October filing deadline.

AONTAS is committed to the principles of the Charities Governance Code. These include advancing the charitable purpose of the organisation, behaving with integrity, leading people effectively, exercising appropriate control, working effectively as a Board, and being accountable and transparent.

Risk Management

The AONTAS Board has a Risk Management Policy in place to manage and mitigate risks for the organisation. The Risk Register is a standing item on the Audit and Risk Committee meeting agenda, and it is reviewed annually by the AONTAS Board. Following improved risk management practices in late 2025, the AONTAS Leadership Team now discuss and review an area of risk with the results brought forward to the ARC for further consideration. This aims to build understanding, ownership, and improved risk mitigation.

Principal risk and uncertainties :

- Governance and Compliance
- Strategic and External
- Financial
- Operational
- Reputational and Environmental

AONTAS has no areas of risk categorised as 'high' or in the red which would indicate immediate concern and a scoring of 25+.

The Directors have assessed the risks and have taken measures to manage these risks in the Charity as follows:

a. Market Risk

In common with many government-funded charities, the Charity is affected by both the budgetary constraints implemented by the national government and the changing nature of external economic conditions. The Directors are confident that the Charity has adequate financial resources to continue in operational existence for the foreseeable future.

b. Fraud Risk

This risk is mitigated by maintaining segregation of duties for receipt of funds and the payment of creditors. The Directors have put processes and controls in place to ensure that detailed checking is carried out at all stages to ensure the accuracy and validity of all transactions.

Reserves Policy

As a key part of AONTAS' Internal Financial Controls, the purpose of the reserves policy for AONTAS is to ensure the stability of the mission, programmes, employment and on-going operations of the organisation. The reserve is intended to provide an internal source of income for situations such as sudden increase in expense, one time unbudgeted expenses, unanticipated loss in funding, or uninsured losses. The reserves are not intended to replace a permanent loss of funds or eliminate an on-going budget gap.

The Board of AONTAS judges that it needs to have a prudent reserves policy that allows it to:

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- Meet its obligations as an employer by paying redundancy payments to its staff at the statutory minimum level
- Continue to implement its activity plans, should an important income stream cease unexpectedly or be delayed
- Address an appropriate level of liability associated with the lease that it has on the office premises

The calculation of the required level of reserves is an integral part of AONTAS' annual planning, budget and forecast cycle.

Reserve levels are monitored to ensure that they are maintained at a reasonable level in the context of planned expenditure, future commitments and working capital requirements.

Investment Policy

AONTAS does not engage in investment activity and therefore does not maintain an investment policy.

Section Two

AONTAS' Purpose and Activities

The **vision** of AONTAS is a world where the pursuit of learning for all adults is valued, equal, and strengthens communities.

Objectives

AONTAS was established in 1969 as the National Adult Learning Organisation to promote and develop adult education in Ireland. This is achieved through actions including:

- Promoting quality adult learning through continuous professional development and the creation of shared spaces for learning and the exchange of best practice.
- Encouraging and facilitating cooperation between adult learning practitioners, organisations and institutions in Ireland and at European level.
- Being the primary advisory and consultative body for the development of adult and community education in Ireland.
- Being an intermediary for communication and cooperation between all individuals and groups involved in adult education in Ireland, and more.

The **AONTAS Constitution** is available [here](#).

Our work is underpinned by **core principles** that guide our approach and activities. These are:

- Social justice
- Supporting social inclusion
- Partnership
- Valuing diversity
- Advancing equality
- Feminism

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Strategic Plan

Our Strategic Plan 'Leading Collective Action for Social Change' has three goals and key directions for the delivery of work, within these goals:

Goal 1 Connect and Engage the Sector	Goal 2 Advocate for Change	Goal 3 Empower the Change
1.1 Provide a structured platform for voices and input to be heard from across the Sector	2.1 Strengthen and develop the AONTAS organisational voice	3.1 Develop a socially inclusive framework for AONTAS as an employer
1.2. Inform national research on the importance of social equality	2.2 Highlight how social equality is impacted by adult learning	3.2 Integrate a Problem-Solving Culture
1.3. Build capacity within the sector	2.3 Inform and Influence	3.3 Enhance organisational infrastructure
		3.4 Funding Diversification Planning

Main Activities

Advocacy and Policy: AONTAS actively seeks to influence and improve policy. We use organisational advocacy to lobby policymakers and decision-makers for the removal of barriers for learners, and to improve the quality of adult education and the learner experience. AONTAS develops evidence-based policy papers and engages in consultations as 'the voice of adult learning'. In addition, we host the 'Community Education Network' and provide programmes such as 'Learners as Leaders' to facilitate collective action and to support learner voice.

Promoting and Developing Adult Learning: We promote adult learning through campaigns, radio interviews, written media, learner stories and videos. Our 'Adult Learners' Festival' and 'STAR Awards' are national programmes led by AONTAS that promote and showcase adult learning provision across the island of Ireland. To drive educational equality, we develop change-oriented programmes in areas such as voter education, storytelling and advocacy.

Learner Voice: AONTAS organises a range of activities to ensure learners are provided with a safe, inclusive and uplifting experience to share their experiences with policymakers, staff, and others. This includes the 'National FET Learner Forum' research project, facilitating learners presenting at national and international events, and supporting learners to engage in consultations. We also share our learner voice research findings in representative spaces, and advocate on behalf of learners. AONTAS drives learner voice nationally and we provide training for adult education staff and learners to support activities at local and regional level.

Community Education: As an equality focused and politically active organisation, we work very closely with community education members and pay particular attention to the community education model. This model is underpinned by the principles of social justice and equality, and it uses change-oriented learning to empower people and create collective action with the intention of a social impact. AONTAS hosts the 'Community Education Network' (CEN) and undertakes dedicated research and lobbying providers and learners in this area.

International Engagement: We also represent Ireland at international events and through international networks to showcase Irish adult learning initiatives, build partnerships and to increase

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our knowledge and understanding. AONTAS is the National Coordinator for the New European Agenda for Adult Learning, and we work directly with the European Commission, National Agency (Léargas), and the Department of Further and Higher Education, Research, Innovation and Science on this programme. We're also part of the 'International Council for Adult Education', the 'Hall of Fame for Adult and Continuing Education', and the 'European Association for the Education of Adults'.

Connecting and Strengthening the Sector: We bring organisations, providers, academics, tutors, staff, policymakers, and learners together to provide a space for communication, cooperation, learning and discussion. AONTAS identifies challenges and opportunities from these engagements, and we try to address them in partnership with key stakeholders to strengthen the adult learning sector. Examples of this include events such as our annual policy/lobbying day, and the Adult Education Summit.

Core Services and Activities

- The Adult Learners' Festival
- National FET Learner Forum
- The STAR Awards
- Policy Day
- The Adult Learner Journal
- Policy, advocacy and lobbying
- The Community Education Network
- Community Education Map
- Campaigns and events
- News, blogs, and social media
- Learners As Leaders programme
- Learner Voice training for staff and learners
- National Coordinator for the New European Agenda for Adult Learning
- Community education and equality driven research
- Shared island activities
- Representation in the field of adult and community education.
- Creation of resources and training
- National and EU funded projects that benefit the FET sector

How we deliver our work

The AONTAS programme of work is delivered by a team of professional staff through four key areas; communications, capacity building, advocacy, and research. This work is underpinned by social justice, equality, human rights, the Sustainable Development Goals. The broader AONTAS team is made up of five teams;

1. Environmental, Social, and Governance Team
2. Advocacy Team
3. Research Team
4. Communications Team
5. Impact and Engagement Team

AONTAS Staff

In 2025, on average AONTAS had 20 staff members. The AONTAS team is responsible for different areas of work as delegated by the CEO and Leadership Team. Salaries are transparent, approved by the Board, and consistent across the team within areas of responsibility.

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During 2025, two staff members went on maternity leave. One employee left the organisation for a new role. To address this gap, one person was hired on a short-term contract through public recruitment, two teams merged and the workplan was reduced and reprioritised. In 2026, the teams will revert to their original structure.

For details on the salary bands in AONTAS, please see page 36 in the Financial Statement.

1	Dearbháil Lawless	Chief Executive Officer
2	Marta Feragalli	Head of Environmental, Social and Governance
3	Megan Fearon	Head of Impact & Engagement
4	Thomas Murray	Head of Research
5	Conor Thompson	Head of Advocacy and Policy
6	Rachael Ryan	Head of Communications
7	Eve Cobain	Senior Research Officer
8	Brian Desmond	Membership & Digital Engagement Officer
9	Aisling Meyler	Research Officer Learner Initiatives
10	Megan O'Neil	Communications and Digital Media Officer
11	Giuliana Peña	Publications and Design Officer
12	Clare Fleet	Governance and Operations Officer
13	Karyn Farrell	Learner Voice Project Officer
14	Lorraine O'Connor	Community Education Officer
15	Suzanne Kerr	Office Coordinator
16	Ruby Cooney	Education Projects Officer
17	Larisa Sioneriu	European Projects Coordinator
18	Traci Barton	Finance and Administration Officer
19	Philip Finn	Research Officer
20	Thomas Ogbemudia	Communications and Social-Media Officer
21	Rebecca Jackson	Policy and Advocacy Officer

Ecem Akarca left AONTAS in February 2025 and Kate Smyth left AONTAS in May 2025.

Section Three Achievements and Performance in 2025

The following is a summary of the key achievements and performance that advanced goals in our AONTAS' Strategic Plan during 2025.

Mainly activities are funded through our 'Core' and 'NFLF' grants from SOLAS for AONTAS' key services, operations, and the National FET Learner Forum. AONTAS also receives funding from the European Commission for the New European Agenda for Adult Learning (NEAAL) which is co-funded by SOLAS. There are also minor income streams from smaller projects, further details on AONTAS' finances can be found on page 39.

All the activities target and benefit the Further Education and Training sector in the remit of SOLAS' funding provision and were reported to SOLAS in our 2025 End of Year report. Activities within the NEAAL project are noted below with the following symbol *. Due to staff collaboration or strategic alignment, there are some crossovers in areas like communication campaigns, learner voice training, and the adult education summit.

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Goal 1 Connect and Engage the Sector to Enable Change

<p>1.1 Provide a structured platform for voices and input to be heard from across the sector</p>	<ul style="list-style-type: none"> • Our event 'From Politics to People: A Culture of Care in Community Education' brought 83 representatives together to discuss policy and lobby policymakers on 3 March. • 103 practitioners came together through 4 'Community Education Network' meetings. • 50 new community education organisations consented and joined the Community Education Map. Showcasing local opportunities, the profile of learner's supported, and the types of courses delivered nationally. • We launched a new Membership Hub on 26 March, providing a safe platform for people to connect and converse, find key information and share resources. This included 24 news items, 36 community articles, 16 videos, 67 event notifications, and more. • 91 membership emails were sent with funding opportunities, member spotlights, policy news, and more to 901 contacts. • 6 membership webinars facilitated connection in 2025. (1. Connecting Communities Information Webinar, 29 January; 2. Getting Started with the AONTAS Members Hub, 8 May; 3. Learning Unlocked: Recognition of Prior Learning and the Learner Experience, 16 May; 4. Just4All Policy Discussion, 19 June; 5. Erasmus+ Adult Education for AONTAS Members, 22 August; 6. Strengthening Learner Voice through Staff Insight and Action, 29 September.
<p>1.2 Inform national research on the importance of social equality</p>	<ul style="list-style-type: none"> • We launched the 2025 edition of the peer reviewed academic journal 'The Adult Learner' under the theme of 'challenging racism and creating a more inclusive society'. Publishing research and practice-based articles from experts in the field. • 2,274 learners shared their experience with AONTAS through the 'National FET Learner Forum' in 713 focus groups and 1,561 surveys. Systematically capturing learner voice to inform national understanding and build democratic practices for listening to the voices of adults engaged in adult learning. • 10 regional reports provided to partnering Education and Training Boards with findings and recommendations from learners in their region. • Findings from the learner forum were brought to 7 in-person consultations to inform national understanding and the future of provision, including the 'Cost of Education' event with DFHERIS (Department of Further and Higher Education, Research, Innovation and Science) on 3 April • The Head of Research presented 'Dialogue or monologue? The role of Learner Voice in adult education in Ireland' to ESREA (European Society for Research on the Education of Adults) conference, Charles University, Prague, 26 September 2025. • An evaluation of the 'REACH' grant was undertaken to build understanding of the successes and challenges in the delivery of this community education grant.

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1.3 Build capacity within the sector	<ul style="list-style-type: none"> • The AONTAS Adult Education Summit* 'Connecting Communities for Collective Action' took place on 19-20 November, Aviva Stadium, Dublin. Providing 143 attendees with workshops, panel discussions, exhibition stands, and insights from experts. • We assessed community needs through a series of workshops and developed a resource titled; 'Community Education Against Disinformation'. 44 participants completed the programme in 2025. [IHREC (Irish Human Rights and Equality Commission) funded] • 'Learner Voice'* staff training sessions provided in 8 Education and Training Boards with 88 staff engaged. • 37 staff across 11 Education and Training Boards participated in a pilot of 'Learner Voice Digital Badge'* in October. • 13 people completed our 'Learners As Leaders'* programme called 'Community Changemakers' from 6 different regions in Ireland on 20 and 21 August. <p>2 students from Marino Institute of Education completed their work placements in AONTAS during the Adult Learners' Festival.</p>
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Goal 2 Advocate for Change

2.1 Strengthen and develop AONTAS' organisational voice	<ul style="list-style-type: none"> • AONTAS welcomed 71 new members in 2025 and the AONTAS team visited 51 organisational members across the island of Ireland, building our standing and expertise as a representative body. • 149 community education phone calls were undertaken to check-in on member experiences and future needs. • Over 100 nominations received from education providers for the STAR Awards. 24 groups shortlisted and 9 award winners showcasing the quality, impact, and value of adult education programmes. Brought together by AONTAS, 146 guests in Croke Park celebrated adult learning and helped us to publicly promote these initiatives. The STAR Awards judges, whom are selected key stakeholders, had the opportunity to meet with learners and practitioners, and build their understanding and expertise. • A 'Publications Guide and Checklist' was developed for improving our organisational voice and consistency within publications. • We engaged in and presented at National Coordinator meetings* in the European Commission, Brussels, with representatives from across Europe on 30-31 January and 13-14 November for the European Agenda project. • The AONTAS AGM, held on 22 May in Kilmainham brought 66-member representatives together to discuss sectoral issues, vote for new board members, constitutional changes, and inform the future of our work. Including learner and practitioner speakers from across Ireland. • The EU Projects Coordinator visited Slovakia on 15 and 16 October for 'Innovative Learning Environments', a dedicated peer group with European representatives to strengthen our capacity in this area.
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<p>2.2 Evidence and highlight how adult learning is impacted by social inequality</p>	<ul style="list-style-type: none"> • All-island research undertaken to evidence social inequality and the impact of community education. 'Community Education for Social Transformation' report launched in IHREC on October 7th. • Partnership event with NALA in Dublin, on 25 September facilitating a 'National Skills Conversation' with key stakeholders across lifelong learning. Presenting Community Education for Social Transformation (CEST) research. • The Alliance for Lifelong Learning in Northern Ireland commissioned AONTAS on behalf of the Department for the Economy NI to explore adult education measurement. The 'Measuring the Impact of Adult Education in Northern Ireland' was launched in Stormont, Belfast on 10 April with 60 guests as part of the Belfast Learning City festival. • Providing a national database of learner voice, AONTAS developed the 'Learner Voices Across Ireland' report with findings from the National FET Learner Forum on 19 November.
<p>2.3 Inform and Influence</p>	<ul style="list-style-type: none"> • Reaching nearly 8 million, AONTAS campaigned for equality in adult education and shared materials to inform and influence Government, policymakers, funders, and practitioners. Including articles in the Irish Times and Irish Independent, radio interviews, and 60 items shared on the AONTAS website. • 149 events took place across 26 counties, including 6 events in Northern Ireland as part of the Adult Learners' Festival. Promoting adult education opportunities for learners and building public awareness of adult and community education. • 'Transformative Power of Community Education' workshop delivered at the FET conference in Sligo hosted by ETBI on 26 February. • Meeting held with Minister James Lawless and Minister Marian Harkin on 3 April before the Cost of Education Event in Croke Park. • Our 'Local, Lifelong, Life Changing- Campaign'* for Adult Learning, ran from 22-26 September advocating for community education. 8 learner representatives engaged as campaign spokespeople. 137 sectoral organisations contacted directly with information on the campaign, and requests for support. 36 allies declared support. • First-ever 'National Day of Visibility for Community Education' held on 23 September with providers across Ireland utilising the opportunity to engage with and influence local media and representatives. • 28 national and European consultations engaged with to influence policymakers. 16 written submissions included Electoral Commission Strategy, 24 March, DFHERIS Statement of Strategy, 6 May and Tertiary Education Strategy, 19 September. • 174 emails sent to all TDs on 6 November - highlighting campaign activity, goals and AONTAS community education research publications. Parliamentary Questions on community education reported in the following weeks.

AONTAS, the National Adult Learning Organisation Directors' Report and Financial Statements 2025

	<ul style="list-style-type: none"> • AONTAS presented to the Oireachtas Committee on Further and Higher Education, Research, Innovation and Science (FHERIS) on 13 November. AONTAS shared NFLF findings and advocated for inclusive access to apprenticeship opportunities. 14 follow up emails to the members of JFHERIS were disseminated with information relating to queries at the meeting. • Meeting and visit organised with Minister Marian Harkin in Mullingar WCP/WCI Centre, 15 December. 4 CEN representatives and 3 AONTAS staff attended to discuss key communication issues. • AONTAS Pre-Budget Submission 2026 sent to Minister Lawless, Minister Harkin, FHERIS committee members and a range of senior civil servants. Resulting in Parliamentary Questions mentioning adult and community education and AONTAS in the Dáil. • 'Making Space for Collective Action' keynote address delivered at the SAOLTA conference, Dublin on 25 November. • Strengthening cooperation and sharing expertise, AONTAS hosted 6 European* and UK study visits including 47 colleagues from Germany, Iceland, Belgium, Slovenia, Slovakia, France and Italy. • As Vice-President for the European Association for the Education of Adults, AONTAS CEO utilised this position to lobby European policymakers on the upcoming Multi-Annual Framework that will impact Irish funding provision and policy, and influence colleagues on the need for and practices of learner voice in Germany, Poland, and Brussels.
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Goal 3 Empower the Change

<p>3.1 Develop a socially inclusive framework for AONTAS as an employer</p>	<ul style="list-style-type: none"> • 'Political Education and Anti-Racism' training was completed by the AONTAS team, in addition to a range of other programmes to build professional development. • Board and staff session organised in February to maintain healthy relationship and communication between the team and our board of Directors. Reducing the potential risk of authoritative dynamics and misinformation that often take place in work environments. • 'Employee Assistance Programme' provided to all staff by Laya Healthcare. • Confidential survey undertaken to capture feedback and employee satisfaction. Overall, positive results. Key points developed into action plan. • Hybrid Policy and Flexitime Policy maintained to facilitate work life balance and accessibility. • 'Support and Supervision' sessions provided to all staff every 4-6 weeks. • Ergonomic assessment undertaken to ensure health and safety of team members. Equipment provided as requested, including for working from home.
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AONTAS, the National Adult Learning Organisation Directors' Report and Financial Statements 2025

	<ul style="list-style-type: none"> • 2 staff fun days, and a Christmas party held to facilitate team building and show thanks for contributions made throughout 2025. • AONTAS office library updated, and snacks, tea, coffee, milk, and key facilities provided in the office kitchen for a comfortable work environment.
3.2 Integrate a Problem-Solving Culture	<ul style="list-style-type: none"> • The Leadership Team held 3 in-person strategy sessions for stakeholder mapping, 2026 landscape mapping, and campaign planning. • Inter-team meetings held throughout 2025 to build inter-team connections, improved planning and reflection. • 'Morning Meeting' sessions and all team discussions held regularly to facilitate good communication and information sharing. • Reflections organised after key events such as the Adult Education Summit to capture and improve experience and delivery in the future. • Attended external events to build peer learning including conferences led by AHEAD, the European Association for the Education of Adults, and ESREA.
3.3 Enhance organisational infrastructure	<ul style="list-style-type: none"> • Team breakfast sessions provided in early 2025 to enhance collaboration, trust, and friendships. • New service provider engaged for CRM system to improve internal processes and operations, including membership management and communications. • Salesforce training undertaken by key staff to align capacity with updated systems. • New 'Standard Operating Procedure' template developed. • Coaching provided to a range of staff to help build their capacity and confidence. • Internal working groups such as 'Membership Subgroup' held to improve organisational infrastructure. • New 'Board Induction Pack' and 'Board Induction Framework' delivered for new Board members.
3.4 Funding diversification planning	<ul style="list-style-type: none"> • A range of funding applications submitted to diversify funding including KA2 Erasmus+, Shared Island, and ReThink Ireland. • Education and Training (paid-for) programme developed with future piloting in 2026. • Successful 2026-2027 New European Agenda project proposal submitted.

Challenges

The achievements of AONTAS have been delivered in the context of internal and external challenges:

- Increasing operating costs, no financial support for maternity cover and only a 0.5% increase that was specific to staff costs from our funder in 2025.

AONTAS, the National Adult Learning Organisation Directors' Report and Financial Statements 2025

- Staff requests for higher salaries due to the ongoing cost of living crisis in Ireland and an unfortunate lack of financial capacity to increase the salary scales to support this.
- Increasing demand for additional services from AONTAS to assist with areas like learner voice training, new and additional policy steering groups, and urgent societal issues including misinformation and disinformation impacting adult education provision.
- Maintaining stability and capacity for the AONTAS team with staff movement due to maternity leaves and one person leaving the organisation, resulting in two teams merging and the recruitment of a new colleague.
- Policy and funding challenges impacting AONTAS members such as insecurity for community education providers, a lack of stability for staff, cuts to ESOL provision, and financial barriers faced by adult learners.
- Ongoing geo-political crises such as the genocide in Gaza, Russian invasion of Ukraine, and weakening democracy in the USA, and the increasing division and resulting hate crime and fear mongering in Ireland impacting the wellbeing of staff, members, and learners.

Plans for the Future

In 2026, AONTAS will deliver the final year of our current 2023-2026 strategic plan. Key areas will include:

- Seeking increased and diverse funding sources.
- Piloting an education and training programme to provide a new funding stream.
- Reducing the number of activities in AONTAS for the wellbeing of staff, and to align with the reality of our financial situation.
- Ongoing delivery of key services and activities such as the Community Education Network, the Adult Learners' Festival, the STAR Awards, lobbying, representation, and campaigns, European engagement, membership support, the Learner Forum research, Learners As Leaders, and more.
- Continued improvement of AONTAS operations, processes, and ways of working. Influencing and informing the sector to drive educational equality.

AONTAS, the National Adult Learning Organisation Directors' Report and Financial Statements 2025

Financial Review

Income

SOLAS continued to be the primary on-going source of funding, with income of €1,650,669 (82% of total income) in 2025 (2024: €1,599,260 (83% of total income)). The deficit for the year amounted to €4,133 (2024 deficit: €25,448).

The table below details the SOLAS funding approved, received and expended during 2025. All SOLAS funding is restricted and is only expended in accordance with the categories of funding detailed in the table below:

Item No.	Funding Category	Funding Approved	Funding Received	Funding Expended	Overspent - Transfer from Unrestricted Fund	2025 End of Year Balance
1	Specific Supports Core Funding	€1,306,205	€1,306,205	€1,307,069	€864	-
2	National FET Learner Forum	€344,464	€344,464	€345,053	€589	-
Total		€1,650,669	€1,650,669	€1,652,122	€1,453	-

Total funding received from SOLAS in 2025 was €1,650,669. In its 2025 End of Year report to SOLAS, AONTAS reported there is an overspent balance of €1,453 which was covered by the unrestricted fund.

Expenditure

AONTAS' 2025 expenditure on Charitable Activities amount to €2,011,215 (2024: €1,955,289). Financial position at the year end, the Charity has current assets of €484,904 (2024: €563,939) and liabilities of €139,683 (2024: €220,541) resulting in net assets of €360,109 (2024: €364,242).

Reserves

Total reserves at year end, in the amount of €360,109 (2024: €364,242) equivalent at year end to just over 2 month's average expenditure.

The overall level of reserves as at 31 December 2025 are as follows:

Unrestricted Reserves: €341,375 (2024: €341,262)

Restricted Reserves: €18,734 (2024: €22,980)

Going Concern

After making appropriate enquiries, the Directors have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason,

AONTAS, the National Adult Learning Organisation Directors' Report and Financial Statements 2025

they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Exemptions from Disclosure

There are no omissions of the names of any Directors, executive officers or senior staff members for any extenuating personal circumstances.

Funds held as Custodian Trustee on behalf of Others

The Charity does not act as Custodian Trustee on behalf of others.

Events after the end of the reporting period

There have been no significant events affecting the Charity since the balance sheet date.

Political Contributions

The organisation did not make any political contributions in the financial year (2024 - €nil).

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 Charity are located at 2nd Floor, 83-87 Main Street, D06 E0H1, Ranelagh, Dublin.

Relevant Audit Information

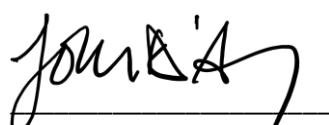
In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

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

Auditors

The auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with Section 383 (2) of the Companies Act 2014.

This report was approved by the Board of Directors on 21st April 2026 and signed on behalf of the Board by:



John D'Arcy (Chairperson)
Director



Martin Flynn
Director

AONTAS National Adult Learning Organisation

Directors' Responsibilities Statement

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

Irish company law requires the Directors to prepare financial statements for each financial year. Under that law, the Directors have elected to prepare the financial statements in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council, and Statement of Recommended Practice (Charities SORP (FRS 102)), issued by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator.

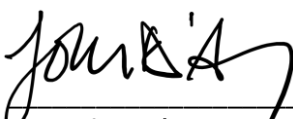
Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Charity as at the financial year end date and of the surplus or deficit of the Charity for that financial year 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 judgements and 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 reason 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 Charity will continue in business.

The Directors are responsible for ensuring that the Charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Charity, enable at any time the assets, liabilities, financial position and surplus or deficit of the Charity 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the Board


John D'Arcy (Chairperson)
Director


Martin Flynn
Director

Date: 21st April 2026

Independent Auditor’s Report To The Members Of Aontas National Adult Learning Organisation

Report on the audit of the financial statements

Opinion

We have audited the financial statements of AONTAS National Adult Learning Organisation (the “Charity”) for the year ended 31 December 2025, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in Note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council (FRS 102).

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as of 31 December 2025 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the *Auditor’s Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity’s ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Independent Auditor's Report To The Members Of Aontas National Adult Learning Organisation

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.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken during the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements;
- the accounting records of the Charity were sufficient to permit the financial statements to be readily and properly audited; and
- the financial statements are in agreement with the accounting records.

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of Sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Charity. We have nothing to report in this regard.

Independent Auditor's Report To The Members Of Aontas National Adult Learning Organisation

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 20, 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Charity'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 management either intends to liquidate the Charity or to cease operations, or has no realistic alternative but to do so.

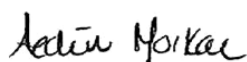
Auditor's responsibilities for the audit of the financial statements

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors'_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

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

Our report is made solely to the Charity'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 Charity'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 Charity and the Charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Aedín Morkan
for and on behalf of Forvis Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2
DATE: 24 April 2025

AONTAS National Adult Learning Organisation

**Statement of Financial Activities
(incorporating an Income and Expenditure Account)
For the year ended 31 December 2025**

	Note	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025	Total Funds 2024
		€	€	€	€
Income from:	3				
Charitable activities		-	1,959,011	1,959,011	1,895,921
Other trading activities					
- Membership fee		38,610	-	38,610	33,920
- Event income		9,461	-	9,461	-
		<u>48,071</u>	<u>1,959,011</u>	<u>2,007,082</u>	<u>1,929,841</u>
Expenditure on:	4				
Charitable activities		35,204	1,976,011	2,011,215	1,955,289
		<u>35,204</u>	<u>1,976,011</u>	<u>2,011,215</u>	<u>1,955,289</u>
Net income/ (expenditure)	6	<u>12,867</u>	<u>(17,000)</u>	<u>(4,133)</u>	<u>(25,448)</u>
Net movement in funds		12,867	(17,000)	(4,133)	(25,448)
Reconciliation of funds:					
Total funds brought forward		341,262	22,980	364,242	389,690
Transfers		(12,754)	12,754	-	-
Total funds carried forward	10	<u>341,375</u>	<u>18,734</u>	<u>360,109</u>	<u>364,242</u>

There are no recognised gains or losses other than the net income/(expenditure) set out above.

All income and expenditure are in respect of continuing activities.

The notes on pages 27-42 form part of these financial statements.

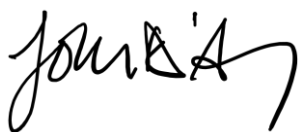
AONTAS National Adult Learning Organisation

**Balance Sheet
As at 31 December 2025**

	Note	2025 €	2024 €
Fixed assets			
Tangible assets	7	<u>14,888</u>	<u>20,844</u>
Current assets			
Debtors	8	154,714	84,121
Cash at bank and in hand		<u>330,190</u>	<u>479,818</u>
		484,904	563,939
Creditors			
Amounts falling due within one year	9	<u>(139,683)</u>	<u>(220,541)</u>
Net current assets		<u>345,221</u>	<u>343,398</u>
Total assets less current liabilities		<u>360,109</u>	<u>364,242</u>
Funds			
Restricted funds	10	18,734	22,980
Unrestricted funds	10	<u>341,375</u>	<u>341,262</u>
Total funds		<u>360,109</u>	<u>364,242</u>

The notes on pages 27-42 form part of these financial statements.

The financial statements were approved by the board of directors, authorised for issue on 21st April 2026 and are signed on its behalf by:



John D'Arcy (Chairperson)
Director



Martin Flynn
Director

AONTAS National Adult Learning Organisation

**Statement of Cash Flows
For the Year Ended 31 December 2025**

		2025	2024
	Note	€	€
Cash flows from operating activities			
Net expenditure		(4,133)	(25,448)
Adjustment for:			
Depreciation	7	5,956	2,481
Operating expenditure before working capital changes		1,823	(22,967)
(Increase) / decrease in debtors		(70,593)	62,158
Decrease in creditors		(80,858)	(100,333)
Net cash used in operating activities		<u>(149,628)</u>	<u>(61,142)</u>
Cash flows from investing activities			
Purchase of Tangible Assets	7	-	(23,325)
		<u>-</u>	<u>(23,325)</u>
Net decrease in cash at bank and in hand		(149,628)	(84,468)
Cash at bank and in hand at beginning of year		479,818	564,286
Cash at bank and in hand at end of year		<u><u>330,190</u></u>	<u><u>479,818</u></u>

The notes on pages 27-42 form part of these financial statements.

AONTAS National Adult Learning Organisation

Notes to the Financial Statements For the Year Ended 31 December 2025

1. GENERAL INFORMATION

These financial statements, comprising the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, constitute the individual financial statements of AONTAS National Adult Learning Organisation for the financial year ended 31 December 2025.

Company information

AONTAS National Adult Learning Organisation (the “Charity”) is a company limited by guarantee, domiciled, and incorporated in the Republic of Ireland with company registration number of 80958 and is a registered Charity. The Charity is a public benefit entity. The nature of the Charity’s operations and its principal activities are set out in the Directors’ Report on pages 1 to 20.

The registered office and principal place of business is 2nd Floor, 83-87 Main Street, D06 E0H1, Ranelagh, Dublin.

Statement of compliance

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102). The financial statements have also been prepared in accordance with Statement of Recommended Practice (SORP) (FRS 102) “Accounting and Reporting by Charities”.

2. ACCOUNTING POLICIES

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

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the UK Financial Reporting Council (FRC) and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator which are recognised by the FRC as the appropriate bodies to issue SORPs for the charity sector in the UK. Financial reporting in line with SORP is considered best practice for charities in the Republic of Ireland.

The financial statements are prepared and presented in Euro, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest Euro (€).

AONTAS National Adult Learning Organisation

Notes to the Financial Statements For the Year Ended 31 December 2025

2. ACCOUNTING POLICIES (Continued)

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably. Income is deferred where the Charity is limited by specific performance related conditions that are evident in the funding agreement, where there is a specification of a time period that limits the Charity's ability to recognise the income until it has performed an activity and when there are specific terms or conditions within an agreement that have not been met and are not within the control of the Charity at year end.

Income from charitable activities, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.

Support costs are incurred on those functions that assist the work of the Charity but do not directly undertake charitable activities. Salaries and associated costs which can be attributed to specific projects are charged accordingly.

Funds

Restricted funds

Restricted funds represent grants, donations and other income which can only be used for particular purposes as specified by the donors. Such purposes are within the overall aims of the Charity.

AONTAS National Adult Learning Organisation

Notes to the Financial Statements For the Year Ended 31 December 2025

2. ACCOUNTING POLICIES (Continued)

Funds (continued)

Unrestricted funds

Unrestricted funds represent amounts which are expendable at the discretion of the Directors in furtherance of the objectives of the Charity and which have not been designated for other purposes. It is the policy of the Charity to retain sufficient reserves to cover future commitments in relation to its on-going function and mandate. The provisions are intended to finance:

- Working capital requirements
- Potential setbacks in income
- Unexpected/emergency expenditure

Tangible fixed assets

Tangible assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

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

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying amount of the asset and is credited or charged in the statement of financial activities.

Prepayments

Prepayments are expenses paid in advance and recorded as assets before these are utilized. Prepayments are apportioned over the period covered by the payment and charged to the statement of financial activities when incurred. Prepayments that are expected to be realized no more than 12 months after the reporting period are classified as current assets. Otherwise, these are classified as noncurrent assets.

Deferred income

Deferred income consists of grants received in advance which will be recognised upon fulfilment of the related conditions.

Financial instruments

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

Basic financial instruments are initially recognized at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognized at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Financial assets include cash at bank and in hand and debtors (excluding prepayments).

AONTAS National Adult Learning Organisation

Notes to the Financial Statements For the Year Ended 31 December 2025

2. ACCOUNTING POLICIES (Continued)

Financial instruments (Continued)

Financial liabilities are initially recognized at the transaction value and subsequently measured at amortised cost. Financial liabilities include creditors (excluding deferred income and taxation and social welfare).

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination benefits are recognized immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Retirement benefits

The Charity operates a defined contribution pension scheme for employees. Annual contributions payable to the Charity's pension scheme are charged to the income and expenditure account in the period to which they relate.

Operating leases

Lease payments are recognized as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognized as a reduction to expense over the lease term, on a straight-line basis.

Taxation

The Charity's operations are not for profit and accordingly the company avails of the charities' exemption from corporation tax.

Judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenditure. The accounting estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about the carrying amounts of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The key judgements and estimates made in the preparation of these financial statements are as follows.

Going concern

The Charity holds surplus funds in the amount of €361,284 at 31 December 2025 (€364,242 at 31 December 2024).

Based on committed grant income of €1.8m over the next 12 months and cash at bank, the Directors are satisfied that the Charity has adequate resources to continue for at least 12 months from the date of approval of these financial statements and it is appropriate to adopt the going concern basis in the preparation of the financial statements.

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

2. ACCOUNTING POLICIES (Continued)

Judgements and key sources of estimation uncertainty (Continued)

Determining lease commitment – Company as a lessee. The Charity holds a lease for its business premises at 2nd Floor, 83-87 Main Street, D06 E0H1, Ranelagh, Dublin. The Charity has determined that the risks and benefits of ownership related to the leased property are retained by the lessor. Accordingly, the lease is accounted for as an operating lease.

3. INCOME

Current Year

	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€
Income from charitable activities:			
SOLAS Core Grant	-	1,306,204	1,306,204
SOLAS Learner Forum (NFLF) Grant	-	344,460	344,460
Erasmus+ European Agenda for Adult Learning 2024-2025	-	160,689	160,689
Erasmus+ ENHANCE KA2	-	50,706	50,706
Department for the Economy - Alliance for Lifelong Learning	-	32,400	32,400
Just4All	-	29,807	29,807
GSD KA2	-	15,206	15,206
Erasmus+ VOLT Voice of the Learner	-	10,000	10,000
IHREC Human Rights and Equality Grant	-	9,747	9,747
Léargas Erasmus+ KA1 ESC	-	4,615	4,615
Learning and Work Institute Wales	-	2,341	2,341
Erasmus+ Voices	-	292	292
Erasmus+ Partner Up	-	(7,456)	(7,456)
	-	1,959,011	1,959,011
Other income:			
Membership fee	38,610	-	38,610
Event income	9,461	-	9,461
	48,071	1,959,011	2,007,082

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

3. INCOME (Continued)

Prior year

	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€
Income from charitable activities:			
SOLAS Core Grant	-	1,259,316	1,259,316
SOLAS Learner Forum (NFLF) Grant	-	339,944	339,944
Erasmus+ European Agenda for Adult Learning Grant (NEAAL) Co-Funding (SOLAS)	-	169	169
ToSwitch – Erasmus + KA2	-	(903)	(903)
RegAle – Erasmus + KA3	-	6,577	6,577
Basic Education and Empowerment for Political Participation (BEEP)	-	10,155	10,155
CitizenXelerator	-	87,710	87,710
Léargas Erasmus+ KA1 ESC, change Work Institute			
Wales to Learning and Work Institute Wales GSD KA2	-	23,549	23,549
Erasmus+ Partner Up	-	34,585	34,585
Erasmus+ ENHANCE KA2	-	4,195	4,195
IHREC Human Rights and Equality Grant	-	5,737	5,737
Just4All	-	9,014	9,014
Erasmus+ European Agenda for Adult Learning 2024-2025	-	111,257	111,257
Erasmus+ VOLT Voice of the Learner	-	4,616	4,616
	-	1,895,921	1,895,921
Other income:			
Membership fee	33,920	-	33,920
	33,920	1,895,921	1,929,841

AONTAS National Adult Learning Organisation

Notes to the Financial Statements For the Year Ended 31 December 2025

3. INCOME (Continued)

The purpose of the above grants are as follows:

Grant	Purpose
SOLAS Core Grant	Core costs of AONTAS to support the delivery of the AONTAS Strategic Plan.
SOLAS Learner Forum (NFLF) Grant	Implementation plan costs of AONTAS to support the delivery of the National FET Learner Forum.
Erasmus+ European Agenda for Adult Learning 2024-2025	To develop innovative and community-based methods, identify the needs of learners, and develop policy recommendations for engaging vulnerable and marginalised adults in Irish adult education.
Erasmus+ ENHANCE KA2	Learner voice is the key focus of this partner project across Europe.
Department for the Economy - Alliance for Lifelong Learning	Research to identify how impact is measured across the voluntary, community, and social enterprise sector in Northern Ireland under the Alliance for Lifelong Learning.
GSD KA2	European strategic partnership to develop and improve sustainable development practices in adult education
Erasmus+ VOLT Voice of the Learner	Creating a model of learner voice in the Netherlands.
IHREC Human Rights and Equality Grant	To develop a community education against disinformation programme and workbook.
Léargas Erasmus+ KA1 ESC	Providing learning and mobility opportunities for community education practitioners.
Learning and Work Institute Wales	Funding provided to host a study visit with a range of educators from the Learning and Work Institute in Wales.
Erasmus+ Voices	This project uses oral history as a method to capture the voices of immigrants to help build empathy & social cohesion
Erasmus+ Partner Up	This project is based in the findings from the Upskilling Pathways initiative

Income is derived from:

	2025	2024
	€	€
Republic of Ireland	1,708,483	1,633,180
Within EU (outside the Republic of Ireland)	263,858	296,661
United Kingdom	34,741	-
	<u>2,007,082</u>	<u>1,929,841</u>

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

4. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Current Year

Description	Department of Education and Skills – SOLAS FET Grant €	Department of Education and Skills – Solas NFLF Grant €	Erasmus + NEAAL Grant €	Others €	Total €
Premises costs	128,351	-	-	-	128,351
Management expenses	66,269	-	-	-	66,269
Office costs	51,218	-	-	-	51,218
Adult Learners' Festival and AONTAS publications	20,037	-	-	-	20,037
Information and resources	20,190	-	-	-	20,190
Learner Forum Project Membership, communications and promotions	28,057	190,069	-	-	190,069
General expenses	15,216	-	63,567	70,992	149,775
	<u>329,338</u>	<u>190,069</u>	<u>63,567</u>	<u>70,992</u>	<u>653,966</u>
Support costs	977,731	154,984	98,183	126,351	1,357,249
	<u>1,307,069</u>	<u>345,053</u>	<u>161,750</u>	<u>197,343</u>	<u>2,011,215</u>

Included within the above are support costs as follows:

	General cost €	Governance cost €	Total 2025 €
Wages and salaries	1,247,294	-	1,247,294
Audit (including VAT)	-	12,055	12,055
Others	55,125	42,775	97,900
	<u>1,302,419</u>	<u>54,830</u>	<u>1,357,249</u>

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

4. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES (Continued)

Prior Year

Description	Department of Education and Skills – SOLAS FET Grant	Department of Education and Skills – Solas NFLF Grant	Erasmus + NEAAL Grant	Others	Total
	€	€	€	€	€
Premises costs	128,272	-	-	-	128,272
Management expenses	67,937	-	-	-	67,937
Office costs	54,137	-	-	-	54,137
Adult Learners' Festival and AONTAS publications	19,654	-	-	-	19,654
Information and resources	20,128	-	-	-	20,128
Learner Forum Project Membership, communications and promotions	-	193,250	-	-	193,250
General expenses	28,435	-	-	-	28,435
	14,174	-	31,065	91,077	136,316
	<u>332,737</u>	<u>193,250</u>	<u>31,065</u>	<u>91,077</u>	<u>648,129</u>
Support costs	927,046	147,244	80,193	152,677	1,307,160
	<u>1,259,783</u>	<u>340,494</u>	<u>111,258</u>	<u>243,754</u>	<u>1,955,289</u>

Included within the above are support costs as follows:

	General cost	Governance cost	Total 2025
	€	€	€
Wages and salaries	1,202,845	-	1,202,845
Audit (including VAT)	-	10,978	10,978
Others	50,482	42,854	93,336
	<u>1,253,327</u>	<u>53,832</u>	<u>1,307,159</u>

5. EMPLOYEES

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
Administration	5	5
Project	16	17
	<u>21</u>	<u>22</u>

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

5. EMPLOYEES (continued)

The number of employees whose total employee benefits (excluding employer's pension costs) for the reporting period which fell within the bands below were:

	2025	2024
	No.	No.
In the band € 60,001 - € 70,000	2	2
In the band € 70,001 - € 80,000	-	-
In the band € 80,001 - € 90,000	-	-
In the band € 90,001 - € 100,000	1	1
In the band € 100,001 - € 110,000	-	-
	<hr/>	<hr/>
	5	5

Breakdown of wages and salaries is as follows:

	2025	2024
	€	€
Wages and salaries	1,040,754	1,018,157
Social security costs	114,735	112,947
Pension costs	91,805	76,975
	<hr/>	<hr/>
	1,247,294	1,208,079

The total employee benefits (including pension contributions and PRSI) for key management personnel for the financial year amounted to €442,530 (€425,552 in 2024). The key management personnel comprise of the CEO, Head of Environmental Social and Governance, Head of Research, Head of Advocacy and Policy, Head of Communications, and Head of Impact and Engagement. The pay of key management personnel is set by approval of the Board.

No Directors or any other persons related to the Charity had any personal interest in any contracts or transactions entered into by the Charity during the financial period.

6. NET INCOME / (EXPENDITURE) FOR THE YEAR

	2025	2024
	€	€
Net income / (expenditure) for the year is stated after charging:		
Depreciation	5,956	2,481
Rent	77,735	80,958
Auditor's remuneration for external audit services (including VAT)	12,055	11,255
	<hr/>	<hr/>

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings €	Office equipment €	Computer Equipment €	Total €
Cost				
At 1 January 2025	27,154	9,939	47,371	84,464
Additions	-	-	-	-
At 31 December 2025	<u>27,154</u>	<u>9,939</u>	<u>47,371</u>	<u>84,464</u>
Accumulated depreciation				
At 1 January 2025	(6,310)	(9,939)	(47,371)	(63,620)
Charge for the year	(5,956)	-	-	(5,956)
At 31 December 2025	<u>(12,266)</u>	<u>(9,939)</u>	<u>(47,371)</u>	<u>(69,576)</u>
Carrying amount				
At 31 December 2025	<u>14,888</u>	-	-	<u>14,888</u>
At 31 December 2024	<u>20,844</u>	-	-	<u>20,844</u>

8. DEBTORS

	2025 €	2024 €
Membership receivable	12,080	11,820
Prepayments	29,522	31,693
Accrued income	113,112	40,138
Other Debtors	-	470
	<u>154,714</u>	<u>84,121</u>

All debtors are due within one year. Membership receivable is shown net of impairment in respect of doubtful debts.

9. CREDITORS

Amounts falling due within one year

	2025 €	2024 €
Trade creditors	34,530	32,099
Deferred income	19,251	111,907
Accruals	42,440	22,932
Tax and social insurance	25,849	30,676
Other creditors	17,613	22,927
	<u>139,683</u>	<u>220,541</u>

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

9. CREDITORS (Continued)

Trade creditors, accruals and bank overdraft are payable at various dates in the subsequent year in accordance with the suppliers' usual terms and conditions.

Tax and social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

Other creditors are payables to other creditors and pension control account.

Deferred income comprises grants received in advance in which terms and conditions have not yet been met.

Movements in deferred income are as follow:

	2025	2024
	€	€
At 1 January	111,907	246,828
Deferred during the year	19,251	111,907
Credited to the income from charitable activities in the Statement of Financial Activities	<u>(111,907)</u>	<u>(246,828)</u>
At 31 December	<u>19,251</u>	<u>111,907</u>

10. MOVEMENTS IN FUNDS

Current Year

	Balance at beginning of year	Income	Expenditure	Transfers	Balance at end of year
	€	€	€	€	€
Restricted funds					
Charitable activities	22,980	1,959,011	(1,976,011)	12,754	18,734
Unrestricted funds	<u>341,262</u>	<u>48,071</u>	<u>(35,204)</u>	<u>(12,754)</u>	<u>341,375</u>
Total funds	<u>364,242</u>	<u>2,007,082</u>	<u>(2,011,215)</u>	<u>-</u>	<u>360,109</u>

Prior Year

	Balance at beginning of year	Income	Expenditure	Transfer	Balance at end of year
	€	€	€	€	€
Restricted funds					
Charitable activities	58,728	1,895,921	(1,931,669)	-	22,980
Unrestricted funds	<u>330,962</u>	<u>33,920</u>	<u>(23,620)</u>	<u>-</u>	<u>341,262</u>
Total funds	<u>389,690</u>	<u>1,929,841</u>	<u>(1,955,289)</u>	<u>-</u>	<u>364,242</u>

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

10. MOVEMENTS IN FUNDS (continued)

	Balance at beginning of year	Income	Expenditure	Transfers	Balance at end of year
	€	€	€	€	€
Projects/ activities					
SOLAS Core Grant	(992)	1,306,204	(1,307,069)	1,857	-
SOLAS Learner Forum (NFLF) Grant	(897)	344,460	(345,053)	1,490	-
Erasmus+ European Agenda for Adult Learning 2024- 2025	-	160,689	(161,750)	1,061	-
Erasmus+ ENHANCE KA2	-	50,706	(50,706)	-	-
Department for the Economy - Alliance for Lifelong Learning	-	32,400	(31,802)	-	598
Just4All	-	29,807	(29,807)	-	-
GSD KA2	(2,776)	15,206	(15,206)	2,776	-
Erasmus+ VOLT Voice of the Learner	-	10,000	(10,000)	-	-
IHREC Human Rights and Equality Grant	-	9,747	(8,170)	-	1,577
Léargas Erasmus+ KA1 ESC	-	4,615	(4,065)	-	550
Learning and Work Institute Wales	-	2,341	(2,341)	-	-
Erasmus+ Voices	-	292	(292)	-	-
ToSwitch – Erasmus + KA2	456	-	-	-	456
NEAAL 2022/23	(2,536)	-	-	2,536	-
BEEP	(1,750)	-	-	1,750	-
Erasmus+ Partner Up	15,922	(7,456)	(9,750)	1,284	-
Other Restricted Funds	15,553	-	-	-	15,553
Total Restricted Funds	22,980	1,959,011	(1,976,011)	12,754	18,734
Total Unrestricted Funds	341,262	48,071	(35,204)	(12,754)	341,375
Total Fund	364,242	2,007,082	(2,011,215)	-	360,109

Restricted funds

Restricted funds are attributable to activities/projects that have specific conditions set out in their funding grant. These are expected to be completed in the subsequent years.

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

10. MOVEMENTS IN FUNDS (continued)

Unrestricted funds

Unrestricted funds are resources that a charity can use at its own discretion, in-line with their Internal Controls, financial management and charitable objectives. Membership fees in AONTAS, for example, are a type of unrestricted funding.

Transfers

These are transfers from unrestricted funds to support deficits on individual programmes for restricted funds.

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year

	Unrestricted funds €	Restricted funds €	Total Funds €
Fixed Assets	14,888	-	14,888
Debtors	41,602	113,112	154,714
Cash at bank and in hand	287,363	42,827	330,190
Creditors	(2,478)	(137,205)	(139,683)
	<u>341,375</u>	<u>18,734</u>	<u>360,109</u>

Prior year

	Unrestricted funds €	Restricted funds €	Total Funds €
Fixed Assets	20,844	-	20,844
Debtors	11,820	72,301	84,121
Cash at bank and in hand	324,926	154,892	479,818
Creditors	(16,328)	(204,213)	(220,541)
	<u>341,262</u>	<u>22,980</u>	<u>364,242</u>

AONTAS National Adult Learning Organisation

Notes to the Financial Statements For the Year Ended 31 December 2025

12. MEMBERS' LIABILITY

The Charity is limited by guarantee not having a share capital. The liability of the members is limited.

Every member of the Charity undertakes to contribute to the assets of the Charity in the event of its being wound up while they are members, or within one year thereafter, for the payments of the debts and liabilities of the Charity contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.00.

13. FINANCIAL INSTRUMENTS

	2025	2024
	€	€
Carrying amount of financial assets		
Financial assets measured at amortised cost		
Debtors (excluding prepayments and other debtors)	12,080	11,820
Cash at bank	330,190	479,818
	<u>342,270</u>	<u>491,638</u>
Carrying amount of financial liabilities		
Financial liabilities measured at amortised cost		
Creditors (excluding a deferred income and tax and social insurance)	94,583	77,958
	<u>94,583</u>	<u>77,958</u>

14. OPERATING LEASE COMMITMENT

The Charity has a lease of twenty-five years which commenced in August 2003 relating to its business premises at 2nd Floor, 83-87 Main Street, D06 E0H1, Ranelagh, Dublin. Rent expense recognised in 2025 amounted to €82,400 plus the €11,667 service charges (2024: €80,958 plus €11,508 service charge).

The total future minimum lease payments to be paid under non-cancellable operating leases as at 31 December are as follows:

	2025	2024
	€	€
Within one year	77,735	80,958
After one year but no more than five years	22,138	99,873
More than five years	-	-
	<u>99,873</u>	<u>180,831</u>

AONTAS National Adult Learning Organisation

**Notes to the Financial Statements
For the Year Ended 31 December 2025**

15. RELATED PARTY TRANSACTIONS

The related parties of the Charity are considered to be the directors, their close family members and entities which they control or in which they have a significant interest as well as members of the Charity.

Transactions with Key Management Personnel

Other than as set out at Note 5, there were no other transactions with key management personnel during the current or previous financial year.

16. POST BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the balance sheet date.

17. APPROVAL OF FINANCIAL STATEMENTS

The Board of Directors approved these financial statements for issue on the **21st April 2026**.