



Mental Health
Ireland

Annual Report 2024

Educating,
Empowering
and Connecting
Communities



www.mentalhealthireland.ie

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Educating, Empowering and Connecting Communities

www.mentalhealthireland.ie

Our Vision
is for an Ireland
where mental health
is understood,
valued and supported
as an essential part
of everyone's health.





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Chairperson's Address

Hugh Kane, Chairperson

I am very pleased to present Mental Health Ireland's Annual Report for 2024.

2024 was a year of change and growth for Mental Health Ireland with the first full year under the direction of a new CEO and the retirement of our outgoing CEO, Martin Rogan. It has been a very productive year for us, and we have built good foundations to grow further from. As a national charity, we are very proud of our ability to work at a local, regional, national, European and international level and to be able to bring insights and share ideas across these connections.

During 2024 we reached out to all our volunteers, partners and collaborators to reimagine our strategic focus. This inclusive process of engagement formed a dialogue which helped us to create our next strategy '**Educating, Empowering and Connecting Communities**'. This Strategy has been developed in the context of the ongoing implementation of the national mental health policy 'Sharing the Vision' and outlines the work that we will undertake over the next three years in that context.

The theme of connecting communities, a critical priority for us in our new Strategy, highlights the importance of the work undertaken by volunteers in Mental Health Associations and other member organisations in communities across the country. The focus on connections and community is at the heart of our work as a national charity. Our work at this level is supported by the recommendations

in 'Sharing the Vision' and the process of reporting on our work annually enables us to reflect on our impact and progress. It highlights the breadth and depth of the work that we do. This Annual Report aims to illustrate the strides we took during 2024.

Our team at Mental Health Ireland takes policy recommendations and breathes life into them. This work isn't just done by our team of staff on the ground locally but by every member of the organisation. The work that we do wouldn't be possible without everyone in Mental Health Ireland playing their role from the members of the Board who provide governance and oversight to the team in Head Office, and everyone in every workstream in the organisation. As Chairperson, I value the work of every single team member and volunteer whose passion, and commitment makes possible.

In Mental Health Ireland, we incorporate the experience, strengths and hopes of people with lived experience of mental health challenges so that our work makes a tangible difference to the society that we live in. We engage and learn from local communities, and using a strengths-based approach we can support communities to thrive.

We are supported in our work by the Health Service Executive, and we greatly appreciate it's collaboration and support. On behalf of the Board of Mental Health Ireland, I would like to thank each of our volunteers, staff members and all our many project partners for making our work possible and our impact visible.

Our Annual Report can only provide a small glimpse of the work that was done during the year, but it will give you a flavour of the progress made. I believe that we can be very positive about the future.

Hugh Kane

Chairperson, Board of Directors

Mental Health Ireland

CEO'S Message

Dr Lisa Cuthbert, CEO

“It is only the farmer who faithfully plants seeds in the Spring, who reaps a harvest in the Autumn.”

— B. C. Forbes

Planting the seed

It has been one year since I took up my appointment as Chief Executive Officer of Mental Health Ireland. Looking back on the year, it has been a time of continuous change for me personally and for the organisation. I have spent a lot of time saying “hello”, listening to the people who work for and with Mental Health Ireland and learning from their experiences. This has been extremely helpful in understanding the journey that Mental Health Ireland has been on over the years and seeing the possible future direction of our journey going forward.

2024 was a period of growth for Mental Health Ireland and saw us undertake a substantial restructuring of the organisation to ensure that we are positioned to grow further and to undertake our work in a meaningful way. This restructuring involved us looking at the work and exploring how we can bring the workstreams together under a different line management structure. By changing our structure, we were able

to ensure that every workstream has the clear line management support needed to grow and further develop whilst also being able to cross pollinate the work between complementary workstreams to ensure that they are of benefit to each other. The restructuring saw the introduction of two new senior management roles to the organisation. The National Development Manager for Community and the National Development Manager for Programmes. This change has had an immediate impact on our work, and we are already seeing the benefits of the change. In terms of future growth, the work that we have begun in 2024 was very much preparing the soil and planting the seeds to ensure that we have a harvest in terms of future work.

National work

As a national organisation, it is important that we are focused on our impact both at a local level through the work of our Development Officers, Recovery Education teams, and our member organisations including our Mental Health Associations as well as our impact at national level. We have a diverse team located around the country covering different geographical areas and the “same but different” needs of those areas. For me as CEO, it is important that we are balancing the focus on the local needs with the demands for a national and consistent response. We have the potential to have a greater impact by ensuring that we have that consistency and focus to our work and that we aren’t diluting our potential impact by spreading our resources too thin. As we look to the development of a new strategic plan in 2025, we will have to ensure that we are putting the structures in place that will support that focus and consistency going forward.

International aspects of our work

Part of my work during 2024, was representing the work of Mental Health Ireland at both a European as well as an international level. Mental Health Ireland has a long tradition of working with other sister organisations across the world and I was delighted to be able to continue this work. This included my being elected to the Board of Directors of Mental Health Europe and attending the Global Leadership Exchange where I participated in the Thrive Amsterdam I-CIRCLE match. As we expanded Thrive in Ireland in 2024 by starting a new Thrive in Swords as well as in Connemara, the opportunity to see Thrive in action in Amsterdam and to learn about Thrive initiatives elsewhere was a welcome one. It helped to cement the commitment that we, in Mental Health Ireland, have to Thrive and the importance of sustainable communities.

Connecting

Our work in Mental Health Ireland is based on the importance of connecting with others and encouraging connections. This was evidenced in 2024 during our national mental health promotion campaign held on the May 15th, Hello, How Are you?. For my very first Hello campaign, I was delighted to spend time with Limerick Mental Health Association and volunteers from both Limerick and MHI in the train station encouraging people to connect and to say hello. The positive energy generated through this campaign was wonderful to see and has room for lots more growth in future years. Connecting was also the theme of our mental health promotion campaign during Mental Health Month in October 2024. We reached over 600 participants during our daily free webinar, Five Ways to Wellbeing.

Thanks

As you get ready to delve further into the report and to learn more about the work that we undertook on 2024, I want to take a moment to say thanks. I want to thank the members of the Executive Management Team, each of whom has worked tirelessly throughout the year as we continued to achieve our targets whilst re-structuring. Their commitment to their work is humbling and it is a privilege to work with them. I also want to thank the rest of the team, too many to name, who have worked through the change process and continued to work in an effective and meaningful way.

I want to thank Hugh Kane, Chairperson, and the Board of Directors for their leadership, support and guidance throughout the year. It has been much appreciated.

Finally, I want to thank our funders and partner organisations for their ongoing support that enables us to continue our work.

Dr Lisa Cuthbert

Chief Executive Officer

Mental Health Ireland

2024 in numbers





390

mental health training sessions



278

registered 'Hello, How Are You?' events in 26 counties



655

attendees at the free 'Five Ways to Wellbeing' webinars during 'Mental Health Month'



115k

new Mental Health Ireland website users



6,610

'Mental Health Month' resources delivered



18

'Woodlands for Health' programmes across 14 counties



62

new roles in partnership with Mental Health Engagement and Recovery



384

participants in 'Woodlands For Health' programmes

About Mental Health Ireland

Established in 1966, Mental Health Ireland (MHI) is the longest established national mental health charity in Ireland. We are a leading organisation dedicated to promoting mental health and wellbeing and to supporting people with mental health challenges in their recovery journey. **MHI educates, empowers and connects communities** by delivering education and training, campaigns and projects, and resources. We work collaboratively in coproduction and by influencing public policy and practice to foster a more inclusive and supportive society.

EDUCATING

We provide evidence based mental health awareness education and training in workplaces and communities.

Our Bursaries and Awards support access to mental health recovery and peer support courses.

We co-create and distribute free resources on mental health, wellbeing and recovery topics such as Stress, Anxiety, Menopause and Family Recovery.

EMPOWERING

We work in partnership with the HSE to grow the network of Recovery Education Services, Recovery Educators, Family Recovery Workers and Community Connectors across the country.

Peer support is facilitated through networks and programmes that enable individuals with lived experience of mental health challenges to support each other.

We create and run evidence-based mental health and promotion campaigns nationally and locally, such as Hello, How Are You? and Mental Health Month.

CONNECTING COMMUNITIES

We develop evidence-based Projects and Initiatives that create opportunities for people and communities to enhance and protect their mental health, such as Thrive and Woodlands for Health.

With our team of Development Officers, MHI supports a network of regional Mental Health Associations, volunteers and community groups that deliver community-based mental health initiatives. These associations are crucial in promoting mental wellbeing at the grassroots level. We also work in partnership with key agencies to develop programmes for marginalised groups.

We work with a range of partners in the statutory, community, voluntary and corporate sectors in Ireland, Europe and Internationally.

Mission, Vision and Values

MISSION (2025-2027)

Our Mission is to educate, empower, and connect communities, creating a culture where everyone is treated with respect and supported, especially when our mental health is challenged.

VISION (2027-2027)

Our Vision is for an Ireland where mental health is understood, valued and supported as an essential part of everyone's health.

VALUES

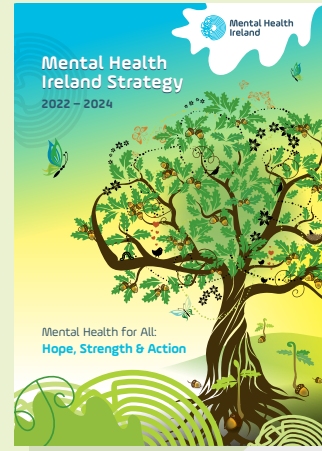
- 1. Collaboration:** We recognise the value of working collaboratively and in coproduction to foster connection with and between all communities.
- 2. Integrity:** We are true to our word and put our words into action for the best outcomes for all.
- 3. Innovation:** We are courageous in our innovation and always hold space to learn and grow.
- 4. Empowerment:** We celebrate and recognise the potential of people to support themselves, hold hope and to thrive.

Our Strategy

2024 is the final year of our Strategic Plan 'Mental Health for All, Hope, Strength and Action'. The Strategy is built upon five linked priority themes which build upon our existing work and place a new emphasis based on emerging needs.

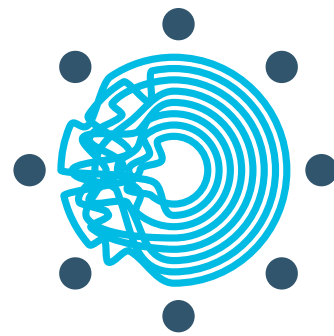
They are:

- 1 Strengthening mental health promotion and the process of recovery
- 2 Embedding coproduction
- 3 Improving inclusion and accessibility
- 4 Being an evidence-based and knowledge-sharing organisation
- 5 Building sustainability and organisational capacity



How We Work

In 2024, Mental Health Ireland continued to evolve in order to respond to need and make space for future growth in the most impactful way. This saw the restructuring of the organisation and the development of new management roles with a focus on connecting communities and further developing our work.



OUR TEAM



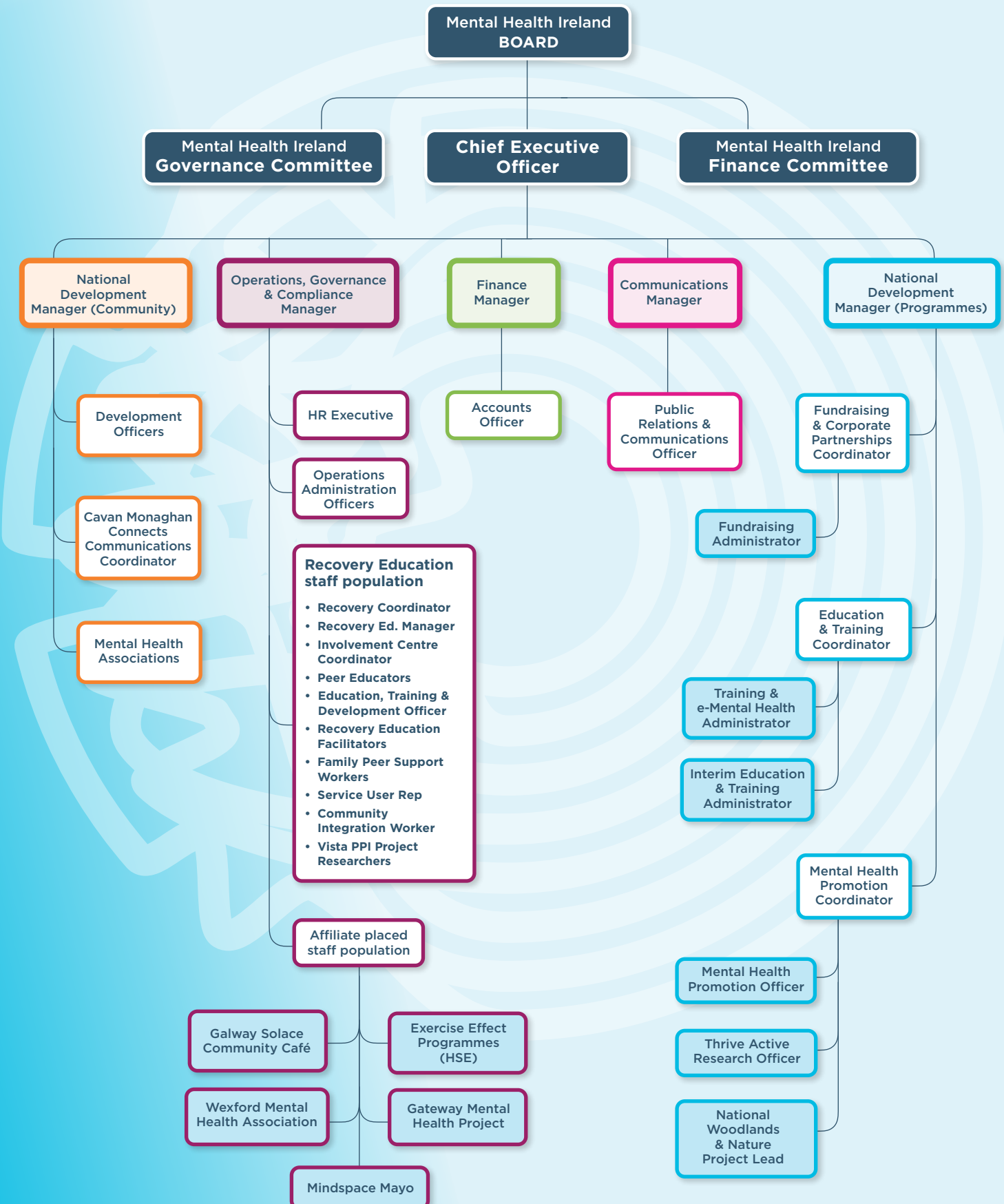
Our multiskilled and dedicated Head Office team is made up of:

- Operations
- Finance
- Communications
- Fundraising
- Mental Health Promotion
- Education, Training, & e-Mental Health
- Human Resources
- Administration

OUR BOARD

Mental Health Ireland is governed by a Board of Directors who all operate in a voluntary capacity and are not paid for their time. Board member selection and recruitment is conducted to ensure that board members are capable, diverse, and questioning persons that enhance the process and quality of our decision making.

MENTAL HEALTH IRELAND ORGANISATIONAL CHART



OUR DEVELOPMENT OFFICERS

We have a team of Development Officers linking with a regional network of member organisations who deliver mental health campaigns and initiatives at the grassroots level.

The work of our Development Officers team includes:

Supporting Mental Health Ireland and our partners in the coproduction and delivery of national projects and initiatives such as 'Hello, How Are You?', Woodlands for Health, Thrive and Mental Health Month.

Working with the Regional Suicide Prevention Officers and supporting the delivery of accredited training programmes.

Actively supporting HSE's Office of Mental Health Engagement & Recovery through their work with Recovery Colleges and Recovery Education services across the country.

Delivering mental health and recovery awareness raising initiatives and training in partnership with statutory and voluntary organisations.

Providing guidance and support to the Mental Health Associations in the delivery of local and national initiatives and in the coproduction of strategies and activities.



"There is no power for change greater than a community discovering what it cares about."

Margaret J. Wheatley

ABOUT OUR COMMUNITY

Mental Health Ireland collaborates with a vast and diverse community of volunteers, groups and teams across the country to educate, empower and build connections.

The members of the Mental Health Ireland community are our team, our network and our partners, and we all work together to achieve the vision of creating an Ireland where mental health is understood, valued and supported as an essential part of everyone's health.

We believe that by working with every aspect of the community in Ireland, we can effect change and have a positive impact for people through our work.

MENTAL HEALTH ASSOCIATIONS

Across the country, Mental Health Ireland and our team of Development Officers work with a regional of Mental Health Associations (MHAs). The volunteer-led MHAs have a particular interest in mental health, wellbeing and recovery including;

- People from the local community
- People with lived experience of mental health challenges
- Family members/carers and professionals working in the mental health area

The activities of a Mental Health Association include:

- The promotion of mental health awareness in communities
- Working with local recovery initiatives such as peer-led day services, Recovery Colleges, Recovery Fairs
- Working alongside our Development Officers in the delivery of national mental health promotion campaigns, projects and training at a local level
- The roll out of other activities and developments in line with our Strategy



Community Development

Mental Health Ireland has a team of **Development Officers (DO)** who work across **HSE Regional Health Areas (RHAs)** throughout the country and link with our network of Mental Health Associations (MHA), volunteers and community groups, promoting mental health and supporting recovery in their communities.

The 6 Health Regions cover the following healthcare areas:

HSE Dublin & North East:

- HSE Cavan Monaghan
- HSE Louth Meath
- HSE Dublin North City & West
- HSE Dublin North County

HSE Dublin & Midlands:

- HSE Dublin South City and West
- HSE Dublin South West
- HSE Kildare West Wicklow
- HSE Midlands

HSE Dublin & South East:

- HSE Carlow Kilkenny & Tipp. South
- HSE Waterford Wexford
- HSE Dublin South & Wicklow

HSE Mid West:

- HSE Limerick City & Tipp. North
- HSE Clare & Limerick County

HSE South West:

- HSE Cork North & East
- HSE Kerry
- HSE Cork South & West

HSE West & North West:

- HSE Donegal
- HSE Sligo Leitrim
- HSE Mayo
- HSE Galway Roscommon



Bill Vaughan Donegal
Emer McFadden Sligo & Leitrim
Teresa Keane Mayo & Roscommon
Sarah Fahy Galway City & County



Cillian Keane
 Limerick, Clare & North Tipperary



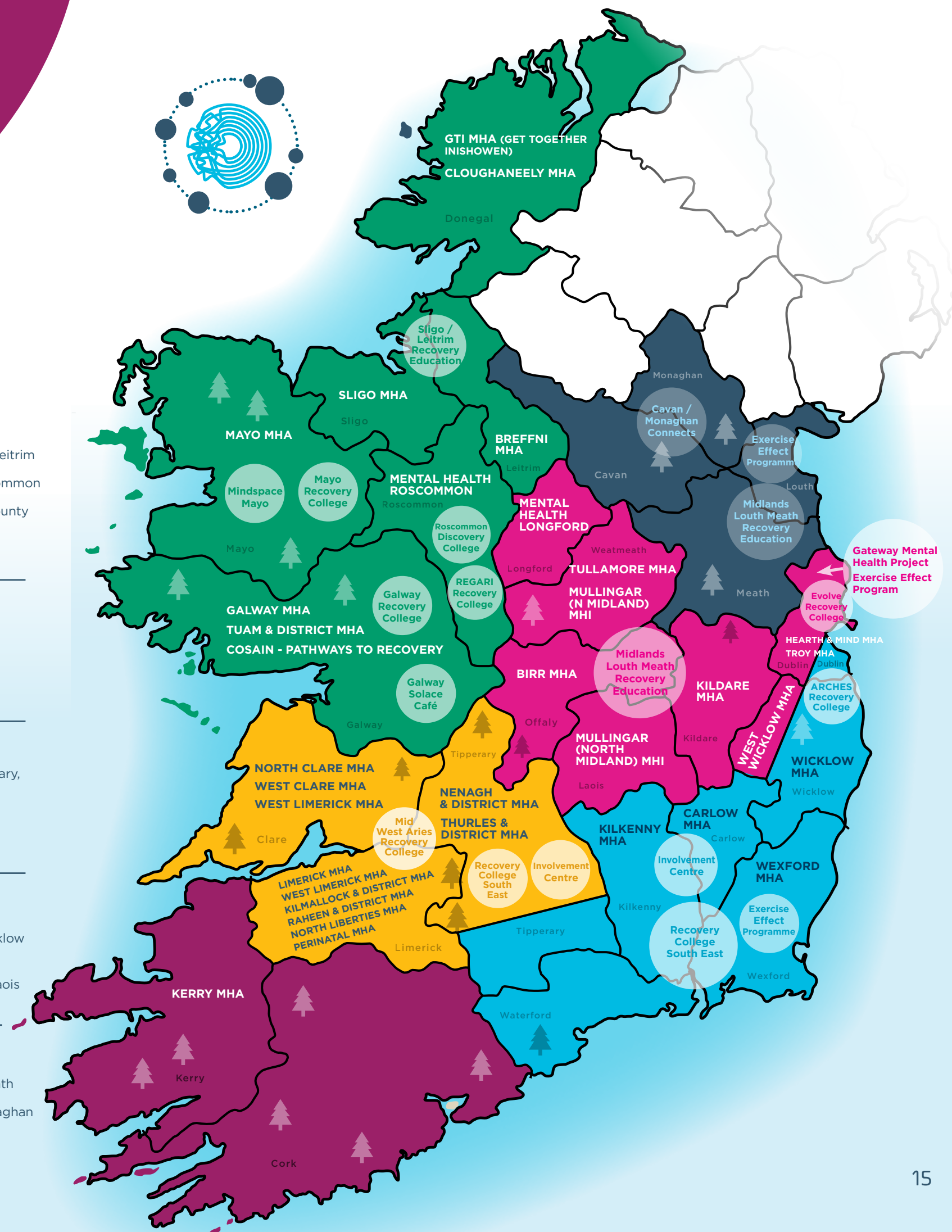
Gina Delaney
 Waterford, Wexford, South Tipperary, Carlow, Kilkenny
Noeleen Wills
 East Wicklow & South Dublin



Caroline Brogan
 North Dublin, Kildare & West Wicklow
Finola Colgan
 Longford, Westmeath, Offaly & Laois



Finola Colgan Louth & Meath
Kim Doherty Cavan & Monaghan





RECOVERY

Mental Health Ireland is a recovery focused organisation and all our work is undertaken in alignment with the recovery principles of Connectedness, Hope, Identity, Meaning, and Empowerment. (CHIME).

This alignment is evident not only in our own work but also in our strong partnerships with the HSE Mental Health Services nationally, local Integrated Health Areas, Regional Health Areas and through our ongoing working relationship with the National Office of Mental Health Access and Integration (Mental Health Engagement and Recovery).

This is done through the recruitment and deployment of employees into local roles, based on local needs and requirements. Mental Health Ireland is the leading employer of people working into Recovery Education

services across the country, which requires lived experience and recovery of Mental Health challenges as an essential expertise.

Additionally, we employ people in other recovery orientated roles that operate under specific funding arrangements with HSE Mental Health Services. These include Family Peer Support, Galway Solace Café, Exercise Effect, Vista Research, and Community Health and Wellbeing. Through these funding arrangements and our ongoing partnership with the HSE, our employees occupy an abundance of roles on behalf of local Mental Health Services, including service coordinators, support workers, relief support workers, administrative support workers, research contributors, service user representatives and peer connectors, across a broad range of recovery orientated initiatives in Regional Health Areas.



Picture courtesy of Mindspace Mayo.

AFFILIATE PARTNERSHIPS

As an organisation that values partnerships and working in collaboration to innovate and provide support locally, we collaborate with and support partner organisations across Ireland, including:

- **Mindspace Mayo**
- **Gateway Mental Health Project**
- **Wexford Mental Health Association**
- **Cavan Monaghan Connects**

We also support other projects operated by HSE Mental Health Services under specific funding arrangements. These include:

- **Exercise Effect Programmes**
- **Family peer supporters**
- **Service user representatives**
- **Research contributors**
- **Crisis Café peer workers**



Over 100 people attended the ARCHES Recovery College website launch in the dlr Lexicon, Dun Laoghaire, on Friday 22nd March 2024 (photo courtesy of Arches).



Key Activities and Impact in 2024



Campaigns, Projects and Initiatives

HELLO, HOW ARE YOU?



'Hello, How Are You?' is a national mental health promotion campaign about connection and engaging in open conversations about mental health. It takes place every year on May 15th. The campaign asks people, communities, workplaces, friends & family to say 'Hello' and ask the question 'How Are You?' in a meaningful way.

The Hello campaign provides multilingual resources, merchandise and training in the workplace and community, with a campaign toolkit freely available in 15 different languages. In 2024, **Hello, How Are You?** was delivered in every county with a wide variety of events rolled out including; outside broadcasts, radio interviews, coffee mornings, public events, choir performances, sports events, information stands, awareness days, social media campaigns, workshops and seminars with guest speakers, wellbeing walks/runs, road sign campaigns and many more. Participating campaign partners included Irish Rail, Parkrun, Emerald Park, Libraries, Family Resource Centres. In 2024, we were present in five large train stations on the day with the support of our staff, Mental Health Associations and volunteers and were able to reach a large number of people through these locations.



For more information, visit the website:

www.hellohowareyou.info





“Once you start the conversation it’s amazing how people then start to interact and talk and people you might not expect to come forward and speak. Gets older people talking about Mental Health and making that connection.”

(Hello, How Are You? participant)



radio interviews, public events, choir performances, spots events, information stands, awareness day, social media campaigns, workshops and seminars



Hello, How Are You? 2024 Campaign Impacts



278 EVENTS ON ‘HELLO, HOW ARE YOU?’ DAY

Before the event we distributed approximately:



228k CONVERSATION CARDS & BOOKMARKS to help have the conversation

In preparing for your events there were:



93 MERCH DISTRIBUTION POINTS

To help with your events:



113 PEOPLE ATTENDED TRAINING/INFO EVENTS

On the day there were:



52 VOLUNTEERS in TRAIN STATIONS

During the campaign:



70k VIDEO VIEWS



148 MEDIA PIECES



23k SOCIAL MEDIA ENGAGEMENTS



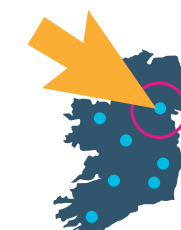
2.6k NEW FOLLOWERS



Events Breakdown

Events in 26 counties

- 44 Dublin
- 27 Galway
- 16 Carlow
- 57 FRCs
- 31 Libraries
- 43 Schools/Colleges



Participating Partners



MENTAL HEALTH MONTH

October 10th marks World Mental Health Day and for Mental Health Month 2024, our theme was ‘**Connect**’. Throughout the month, we explored different ways to build and strengthen meaningful connections on our social media channels and website with each week focusing on a different pillar: **Yourself, Others, Community and Nature.**

CONNECT for Mental Health

This October, raise money for Mental Health Ireland by **CONNECTING** with...



Yourself



Family & Friends



Nature



Your Community

We developed a digital **Brochure of Events** and we offered free online webinars every day in October with simple tips on how to mind and improve our mental health based on the Five Ways to Wellbeing.

Mental Health Ireland

Mental Health Month

This October...

Find out what our Mental Health Associations are doing!

Get involved!

Free webinar every day

CONNECT to the Five Ways to Wellbeing

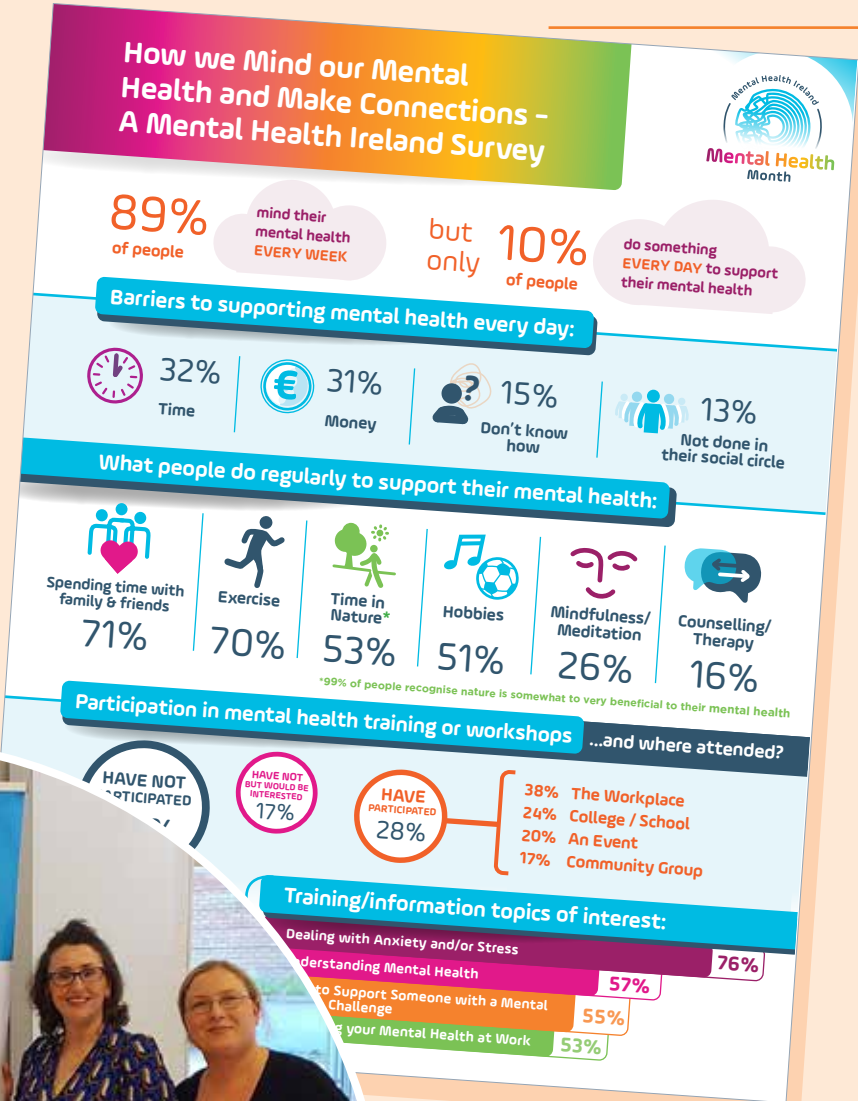
Every day in October, including weekends and bank holidays, Mental Health Ireland is offering FREE, live webinars 'Connect to the Five Ways to Wellbeing'. These 15 minute webinars are delivered by our expert speakers and offer you the opportunity to learn tips and take away your own wellbeing through Connect, Take Notice, Be Active, Give and Keep Learning.

For more information email: info@mentalhealthireland.ie or visit: <https://www.mentalhealthireland.ie>



Mental Health Ireland organised a rich program for the whole month of October and had a strong presence locally through the work of our Development Officers.

Mental Health Ireland also released a **national survey** as part of Mental Health Month which revealed that only 10% of people living in Ireland will do something every day to look after their mental health.



Some other highlights throughout the month included: a **fundraising event at the Blanchardstown Shopping Centre** on the 28th and 29th of September and the hosting of Connect Cafés around the country.



Mental Health Month 2024 Impacts



| | | | |
|--|---------------------------------------------------------------|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | Literature/ booklets distributed | 6610 | total distributed 2024 |
| | Attendees for 'Five Ways' Webinars | 665 | (240 on October 10th) |
| | Attendees at Regional & Online Connect Cafés | 4 1 101 | regional Connect Cafés online Connect Café attendees |
| | Social media engagements Sep 30 - Oct 31 | 612,241 17,380 1,651 16,614 | impressions engagements new social media followers video views on social media and YouTube |
| | Our Newsletter was sent to 14,695 people with a 45% open rate | | |
| | Mental Health Month Webpage engagements | No. 1 147% 165k 15k | most visited webpage on mentalhealthireland.ie in October spike in traffic to our website on Mental Health Day (Oct 10th) users on our website new users (the campaign brought them to the MHI website for the first time ever) |
| | Events promoted by member organisations | 102 | events from 17 member organisations advertised on the brochure |
| | Fundraising | €26,406.96 | raised |

CONNECTMAS

In 2024, Mental Health Ireland launched the first 'Connectmas' campaign - a Christmas fundraising and mental health promotion campaign to raise funds and awareness during the holiday season. The campaign encouraged people to connect with themselves and each other and provided free resources, tips and tools on how to mind our mental health during a busy and stressful time as well as Christmas gifts and a call to donate to support the organisation.



'WOODLANDS FOR HEALTH' NATURE PROGRAMME

Woodlands for Health is a 12-week woodland-based guided walking programme for adults availing of mental health services and supports in Ireland. It is an accessible and sustainable way to engage with nature, as part of a toolkit for supporting mental health and well-being. Woodlands For Health began as a pilot project in Wicklow in 2012, based on the award-winning 'Branching Out' programme in Scotland. The national partners of Woodlands For Health are Get Ireland Walking, Mental Health Ireland and Coillte and programmes are facilitated by additional programme partners through local steering groups.



WOODLANDS FOR HEALTH



National Woodlands & Nature Project Lead

Sarah Hourigan took on the role of National Woodlands for Health & Nature Projects Lead in April 2024. She holds a B.A. (Hons) from University College Cork and an M.Sc. from Trinity College Dublin both in applied psychology. After a number of years working as a researcher for the Trinity Institute of Neuroscience and The Health Research Board, Sarah went on to complete courses in Forest Bathing/ Therapy, Wild Therapy, Ecopsychology and then founded Nature Therapy Ireland in 2020. Sarah facilitated the Woodlands for Health programme in Waterford in 2022 and 2023 so understands how the programme runs from both local and national perspectives.



National Figures

2024 saw 18 programmes (3 of which were new) running across 14 counties in the Republic of Ireland. The average number of participants per programme was 15 with a total of 384 people taking part in Woodlands For Health programmes in 2024. Plans are in place to roll out 7 new programmes in 6 additional counties and to increase the total number of participants to 500+ in 2025.

Resources & Communications

The Woodlands For Health Implementation Guide has been updated to reflect the 2024 figures and other minor changes and will be virtually available on the new MHI website. This comprehensive document details the process of setting up and running a Woodlands For Health programme and can be used by prospective Local Steering Groups as well as existing facilitators, to ensure that the fidelity of the programme is upheld.

Woodlands For Health was represented at a number of conferences throughout 2024 to knowledge share about the Woodlands For Health programme and garner interest in establishing new programmes. Plans are in place to build on this in 2025.

Woodlands For Health merchandise was distributed to all programmes in 2024. An additional 550 bottles and 550 drawstring bags were purchased at the end of 2024 to cover all programme participants for 2025 roll out.

Evaluation & Reporting

The Woodlands For Health Process Evaluation involves a short virtual form to be completed by facilitators each week, compiling information such as location, number of participants, conditions, and facilitators involved, as well as an attendance sheet, which provides crucial statistics about the entire Woodlands for Health network of programmes. This has been updated for 2025 and will continue to gather data for reporting.

New Woodlands For Health Iterations & Training

A coproduction group was formed in Carlow in 2024 to develop an iteration of Woodlands For Health for New Arrivals. Plans are in place for this coproduction group to design, pilot and evaluate one Woodlands For Health for New Arrivals programme in 2025.

Plans are in place to coproduce and design an iteration of Woodlands For Health for members of the Travelling Community in 2025. A self-guided Woodlands For Health training course is under development with plans for three emodules from the national partners: Get Ireland Walking, Mental Health Ireland and Coillte to be piloted in 2025. This will benefit the consistency, standardisation (where appropriate) and sustainability of the Woodlands For Health programme.

National Steering Group

Planning the future of Woodlands for Health & Nature Programmes is guided by the national steering group.

The members are: Jo Donohoe, Mental Health Ireland National Development Manager for Programmes; Claire Flynn, Mental Health Ireland Mental Health Promotion Manager; Sarah Hourigan, National Woodlands & Nature Project Lead; Jason King, Get Ireland Walking Programme Manager; Bryan Fennell, Coillte Recreation Team Leader; and Natalia Pocolujko, Get Ireland Walking National Development Officer.



THRIVE IRELAND



Building upon the work of colleagues in Philadelphia, New York, West Midlands UK and London, Mental Health Ireland have brought the mental health model of **Thrive** to Ireland. **Thrive Balbriggan** in County Dublin was launched in October 2021 and was shaped and led by the community and supported by Mental Health Ireland and Fingal County Council. 2024 saw the expansion of Thrive into communities in Swords, County Dublin and Connemara in County Galway.



2024 Impact

Awards

- Thrive Balbriggan was shortlisted for the All-Ireland Community & Council Awards 2024
- Thrive Balbriggan received the 2024 the Balbriggan Town Awards Certificate of Recognition



Key Projects

- The **Great Places and Spaces Map** completion and launch on June 1st 2024 at the **Balbriggan Summerfest** in Bremore Castle (this project is now shortlisted for a 2025 LAMA Award)
- **Thrive Alive** programme of events to celebrate mental health in October and to mark World Mental Health Day.



International work

'Sharing Perspectives from Thriving City Models' Strathclyde University, Glasgow seminar

7 February, 2024

Representing Thrive Ireland at panel discussion alongside leads for London, Edinburgh, New York City and Glasgow (Panel: Fiona Moss, Dr. Ashwin Vasani, NYC Commissioner, Dr Linda Irvine Fitzpatrick (Strategic Programme Manager, Thrive Edinburgh), Lise Hansen (Thrive London), Caroline Brogan (Thrive Ireland, MHI).

GLE Leadership Exchange 2024, Netherlands 24-28 June, 2024

Thrive presentation on international stage: I-CIRCLE: working together for flourishing cities project with other Thriving cities. New collaborations with different shareholders.



Expansion of Thrive

Thrive Swords launched on April 22nd, 2024, in Carnegie Court Hotel in Swords. Swords is the second site where Thrive is being implemented in Fingal.

Thrive Connemara launched on July 2nd, 2024, Connemara is now the third site and first rural community where Thrive is being implemented in The Station House Hotel in Clifden.



Research

Thrive Balbriggan hosted Open Table discussion on '**Our Mental Health and the City**' on Monday October 14th, 2024, at the Open House in Dublin organised by the Irish Architecture Foundation.

Research focusing on Thrive Balbriggan: Creating a case study that showcases the development of Thrive Balbriggan from 2021 to 2024, **Thrive Guide** and **Thrive n' Conversations** and **Quick Wins Toolkit** as well as conducting Thrive Balbriggan members experience survey 2024.

Training and Education

Mental Health Ireland branded training programmes in 2024 include:

- Mental Health & Wellbeing Workshop – community setting
- Mental Health & Wellbeing Workplace Workshop – employees
- Mental Health & Wellbeing Workplace Workshop – managers
- Five Ways to Wellbeing in Tough Times Workshop
- Mental Health & Family Caring – Supporting the Supporters Programme
- Stronger Minds, Happier Lives Programme – In Partnership with Special Olympics Ireland



Mental Health Ireland carried out a full audit of its Training offerings in 2024 and recommendations were made to launch a new Training Programmes for 2025. We grew the number of new corporate training clients including ESB and Hitachi and created links between those companies and our Mental Health Promotion campaigns.

We continued to grow our partnership training programmes with the delivery of workshops with **The Men’s Sheds Association, Family Carers Ireland,** and the **Special Olympics.**

| | |
|----------------------------------------------------------------------------------|-----|
| Total Number of Mental Health Training Sessions delivered in a community setting | 338 |
| Total Number of Mental Health Training Sessions delivered in a workplace setting | 52 |
| Scholarship / Bursary recipients (Tony Leahy Scholarship - UCD) | 1 |



COMMUNITY DEVELOPMENT

Through our partnerships, collaborations and outreach in the Community through the work of our Development Officers, we continue to **Educate, Empower** and **Connect**.

Educating



Bill Vaughan (Donegal DO) co facilitated a WRAP programme with Aggie Boylan from the HSE to students from St Bernadette’s school in Letterkenny. WRAP is a very successful programme that has helped many people to manage mental health issues they are experiencing and go on to lead a fulfilling life.



DO Bill Vaughan organised a variety concert in An Grianan theatre Letterkenny. There was music from young local musicians, a self-care talk by Jacinta Kitt – well known for her work in the educational field and an interview with Petra Velzeboer – a person who had plenty of challenges to face in her youth, who now has her own company in London and is passionate about the importance of mental health care in the workplace.



Empowering



Sharing all things 'Mental Health Ireland' at Jobstown Mental Health Fair, Tallaght



In May 2024, we welcomed a group of students from SIU Carbondale School of Human Sciences. We gave an overview of the history and context of Mental Health and recovery in Ireland.



Wexford Mental Health Association launch 'Near by Nature'



Celebrating volunteers with Development Officer Gina Delaney and Carlow Mental Health Association.



Development Officer Gina Delaney was on the Judging panel for the celebrated Wexford Mental Health Association Expressions competition.



The launch of the Recovery Library in County Tipperary.



The launch of the first Wellness Café at a University – in ATU Letterkenny. We had a very successful morning with over 120 students and staff attending the launch. Students have been trained up to facilitate the weekly cafes and it has become a positive social outlet for everyone attached to ATU. The photo includes Bill Vaughan (MHI); Noreen McLaughlin (Donegal Wellness Cafes) and Sharon Ferguson (ATU).



Gateway Mental Health Project had a fantastic and very busy year celebrating their 20th anniversary in 2024.



Planting seeds of change at the Hello, How Are You? event in the Recovery Village, Newcastle hospital.



The Dun Laoghaire Rathdown Woodlands for Health programme ran during the summer.



The West Wicklow Kaleidoscope festival was a great success. Picture by Barry Hamilton, Irish Independent.



DO Kim Doherty held Five Ways to Wellbeing workshops for Family Carers week in Monaghan.



Teagasc invited MHI to deliver Five ways to wellbeing talk for Farmers at their training events in October (for mental health month) in both Cavan and Monaghan, six talks in Cavan and three talks in Monaghan, Over 260 farmers engaged with the talk.



Under the guidance of MHI and The Women's Wellness Steering Committee, the project successfully replicated the Mayo Menopause Symposium's success in Galway by organizing a Menopause Café.

In collaboration with MHI and CHO2 HSE, the event provided women with reliable information about menopause, strategies for managing it, and resources for support. The initiative, based on the Connect Café model, aimed to reduce isolation and stigma while fostering understanding and a strong sense of community among participants.



There was partnership events across the year with the Monaghan Women's Collective.



The publication of 'Sowing the Seeds of Support: Positive Mental Health Guidance for the Farming Community' was prepared by Finola Colgan, Mental Health Ireland along with Teagasc health and safety specialists Dr. John McNamara and Francis Bligh. Published by Teagasc, it is available at www.teagasc.ie/publications/2024/sowing-seeds-of-support-positive-mental-health-guidance-for-the-farming-community.php

> Connecting



Letterkenny Wellness Café members Aggie Boylan and Deirdre McDyre display some of the patchwork quilts that some of the members made and donated to the Natal Unit at Letterkenny University Hospital



Cara House FRC in Letterkenny marked the Hello, How Are You? campaign with an invite to all its users to come for refreshments and a game of bingo.



As part of Community Care Week in Donegal, a talk on the Five Ways to Wellbeing was held and how to help teenagers to care for their mental health. Other community group representatives came in during the week to inform students and parents about what they do.

The West Wicklow Mental Health Association supports the Hello, How Are You? Campaign.



Kildare Mental Health Association supports the Hello, How Are You? Campaign.

Leinster Connect Café took place in Mullingar in October.



Arches Recovery College held an active tea/coffee morning that included lots of activities including breathwork, yoga, positive affirmation recovery tree and lots of chats.



Mental Health Ireland is a member of Connecting for life interagency working group. This group seeks to improve access to information and support for people who may be at risk of mental health difficulties including self-harm and suicide. Through engagement with specialist and creation of comms strategy, the group decided to source funding to create website as trusted source of information related to positive mental health and suicide prevention for a range of target audiences across the two Counties.



Cavan Wellbeing Boards and Supports page Wellbeing Supports - Cavan County Council (cavancoco.ie), Cavan GAA, HSE CFL, HSE Health promotion, Youth Implementation CH01, Cavan County Council, Library, Sports Partnership, Healthy Ireland, Social inclusion, Cavan CYPSC formed a co production group to develop Wellbeing Boards for Kingspan Breffni Park and Johnston Central Library Cavan. Two boards are at the county grounds and one board greets patrons and staff at Johnston Central Library at the entry to the County Library. Thirteen Health and Wellbeing Supports Boards have been erected across 12 locations in County Cavan including Ballyjamesduff Market Square and Bounceback Youth Service Ballyjamesduff.



31 GAA club Wellbeing Boards were launched in October at Monaghan Centre of Excellence, Volumetric Building.

Farmers Wellbeing Boards will be supplied to all marts and agricultural outlets across the four counties of Cavan, Monaghan, Louth and Meath. They will be put on display in a prominent location. The Boards and the wallet cards also include a QR code which when scanned, leads directly to a copy of the Board which is being hosted on the Teagasc Farm Health & Safety webpage www.teagasc.ie/rural-economy/farm-management/farm-health--safety/



The Connaught Co-Production Café convened 47 representatives from community groups, voluntary organisations, and statutory and non-statutory bodies. Using the café model, participants provided valuable feedback to inform MHI's 2025–2027 strategy, ensuring alignment with partner priorities across sectors and fostering a collaborative approach to mental health.”



The Connect Cafés in Roscommon is about fostering a collaborative environment among mental health service workers and organisations. At least nine different community partners worked with MHI and Roscommon Health and Wellbeing Committee Healthy Roscommon. In a series of weekly cafes run out over a period of 6 and 8 weeks it brought members of the community together to have conversation that promoted understanding, collaboration, and reduced stigma and were made aware of recoruces that can support them and their families with their wellbeing.



MHI and The Women's Wellness Steering Group, in partnership with Roscommon County Council, successfully organised the 'Let's Talk About Menopause' Connect Café in Roscommon. Additionally, the event saw an exceptional response to the EduFit MenoWell (a six week online Menopause program) with a high number of sign-ups. This collaboration effectively combined education, community support, and practical resources to address women's wellness needs in the region.



Mayo has expanded the reach of the Health and Wellbeing Boards initiative by securing Healthy Mayo funding to produce 90 boards. These boards were distributed to 25 strategic sites in 2024, including town halls, primary care centres, social service centres, and art hubs etc enhancing access to vital health and wellbeing information.

COMMUNICATIONS

Throughout 2024, Mental Health Ireland worked with local and national broadcast, digital and print media to promote mental health and recovery to support balanced, accurate and respectful reporting of mental health topics and stories. Our Communications Team works to promote and represent mental health and recovery across multi digital platforms, new resources, events and in the media, engaging and listening to our stakeholders to tell stories and share information.

Media Appearance

| 2024 | |
|-----------|------------------|
| PRINT | 663 media pieces |
| ONLINE | 434 media pieces |
| BROADCAST | 224 media pieces |

Mental Health Ireland Web Traffic

| 2024 | |
|--------------------|---------------|
| Overall Users | 117k |
| Overall NEW users | 115k |
| Overall Page Views | 246,948 views |

Social Media

| FOLLOWERS | 2023 | 2024 |
|----------------------|--------------|--------------|
| X (formerly Twitter) | 26.12k | 25.94k |
| Facebook | 28.29k | 32.24k |
| Instagram | 14.35k | 17.14k |
| YouTube | 29,500 views | 30,275 views |
| LinkedIn | 19.1k | 24.4k |

FUNDRAISING

A big thank you to our fundraisers and donors in 2024 for supporting mental health, wellbeing and recovery. In 2024, we welcomed Ryan Ulrich to the team as Fundraising and Corporate Partnerships Coordinator. We will continue to find new and creative ways to work together for mental health.

Get in touch:
fundraising@mentalhealthireland.ie





GOVERNANCE AND ACCOUNTABILITY

Charity Regulation

Mental Health Ireland is a not-for-profit registered charity operating as a company limited by guarantee. Our registered charity number is 20008642.

We are fully compliant with the Charities Regulator Governance Code. Following the six governance principles ensures organisational fitness and our ongoing prioritisation of best practice and high standards of governance, compliance and accountability.

PRINCIPLE 1 Advancing its charitable purpose:

Mental Health Ireland has a clear charitable purpose defined and governed by its Memorandum and Articles of Association, which underpin our goals, objectives, and the work that we do.

PRINCIPLE 2 Behaving with integrity:

Our team uphold the mission, vision and values of the organisation and carry out their roles with core principles of being trauma informed, recovery led, volunteer and community focused. Our people are our strongest assets and by working together with shared values, the integrity of the organisation is honoured and upheld.

PRINCIPLE 3 Leading People

Our board of directors lead the organisation to occupy leadership spaces within the sector, locally, regionally and nationally. This leadership value exists within all team members, whether they lead on projects, assist in campaigns, lead teams or perform administrative tasks, the team are aware of their influence and presence in the sector and the importance of their roles.

PRINCIPLE 4 Exercising Control:

Ensuring good governance requires ongoing attention to internal policies and control measures to mitigate risk and maintain a high standard of compliance.

PRINCIPLE 5 Working Effectively:

Through coproduction, collaboration and strong community and national partnerships Mental Health works effectively to achieve the goals of national policies such as National Framework for Recovery, Sharing the Vision, and The HSE Mental Health Promotion Plan.

PRINCIPLE 6 Being Accountable and Transparent:

Mental Health Ireland are committed to maintaining full transparency and accountability at all levels. We comply with the Charity Governance Code and are a Triple Lock accredited organisation. Mental Health Ireland will continue to improve its governance, processes, and systems to ensure a future proofed, ethical and environmentally responsible organisation. Read more in the Directors Report.

Director's Report and Financial Statements

Director's Report and Audited Financial Statements
for the financial year ended 31 December 2024

Registered number: 24379
Charity Number: CHY 5594
Charity Registration: No. 20008642

DIRECTOR'S REPORT

INDEPENDENT AUDITOR'S REPORT

STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF COMPREHENSIVE INCOME

STATEMENT OF FINANCIAL POSITION

STATEMENT OF CASH FLOWS

NOTES TO THE FINANCIAL STATEMENTS

Mental Health Ireland Company Information

| | | |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| Chairperson | Hugh Kane | |
| Chairperson of Finance Committee | John Gibbons | |
| Directors | John Gibbons Kathleen Chada Ciara Gillespie Hugh Kane Eilish Kerrisk Ruairi Mulrean Robert O’Connell Ann Sheridan Sushil Teji Pauline Burke | |
| Company Secretary | John Gibbons | |
| Auditors | PFK Brenson Lawlor Brenson Lawlor House Argyle Square Morehampton Road Dublin 4 | |
| Bankers | Bank of Ireland Smithfield Dublin 7 | PTSB 11 George’s Street Upper Dun Laoghaire Dublin, A96 CK29 |
| Solicitors | Byrne Wallace 88 Harcourt Street Saint Kevin’s Dublin 2, D02 DK18 | |
| Business address / Registered Office | Marina House 11-13 Clarence Street Dun Laoghaire Co. Dublin | |

Director’s Report

For year ended 31 December 2024

The Directors present their annual report and audited financial statements of the company for the financial year ended 31st December 2024.

Mental Health Ireland is a registered charity and hence the report and results are presented in a form which complies with the requirements of Companies Act 2014 and to comply with the Charities SORP (FRS 102), the organisation has implemented its recommendations where relevant in these accounts. The main activities of the organisation are charitable.

OBJECTIVES AND ACTIVITIES

Established in 1966, Mental Health Ireland (MHI) is the longest established national mental health charity in Ireland and a leading organisation dedicated to promoting mental health and wellbeing and to supporting people with mental health challenges in their recovery journey. MHI educates, empowers and connects communities by delivering education and training, campaigns and projects, and resources for individuals, workplaces and communities. We achieve this by working collaboratively in coproduction and by influencing public policy and practice to foster a more inclusive and supportive society.

Mission

Our Mission is to educate, empower, and connect communities, creating a culture where everyone is treated with respect and supported, especially when our mental health is challenged.

Vision

Our Vision is for an Ireland where mental health is understood, valued and supported as an essential part of everyone’s health.

Values

- **Collaboration:** We recognise the value of working collaboratively and in coproduction to foster connection with and between all communities.

- **Integrity:** We are true to our word and put our words into action for the best outcomes for all.
- **Innovation:** We are courageous in our innovation and always hold space to learn and grow
- **Empowerment:** We celebrate and recognise the potential of people to support themselves, hold hope and to thrive.

Strategy: ‘Mental Health for All, Hope, Strength and Action 2022-2024’

Incorporating the recommendations of the national mental health policy ‘Sharing the Vision’ (Department of Health, 2020), Mental Health Ireland’s strategy is built upon five linked priority areas:

- 1 Strengthening metal health promotion and the process of Recovery,
- 2 Embedding coproduction,
- 3 Improving inclusion and accessibility,
- 4 Being an Evidence based and knowledge sharing organisation and
- 5 Building sustainability and organisational capacity.

Each of these priorities areas is underpinned by robust objectives and specific actions. See:

www.mentalhealthireland.ie/strategy

OUR WORK AND IMPACT

- We create and run evidence-based mental health and recovery promoting campaigns nationally and locally, such as Hello, How Are You? and World Mental Health Month.
- We develop evidence-based Projects and Initiatives that create opportunities for people and communities to enhance and protect their mental health, such as Thrive and Woodlands for Health.
- We provide evidence-based mental health awareness education and training in workplaces and communities.
- Our team of Development Officers, MHI supports a network of regional Mental Health Associations, volunteers and community groups that deliver community-based mental health initiatives. These associations are crucial in promoting mental wellbeing at the grassroots level. We also work in partnership with key agencies to develop programmes for marginalised groups.
- We work in partnership with the HSE to grow the network of Recovery Education Services, Recovery Educators, Family Recovery Workers and Community Connectors across the country. Peer support is facilitated through networks and programmes that enable individuals with lived experience of mental health challenges to support each other.
- MHI provides resources that help individuals navigate mental health services and support.
- We work with a range of partners in the statutory, community, voluntary and corporate sectors in Ireland, Europe and Internationally.
- Our bursaries and awards support access to mental health recovery and peer support courses.

Hello, How Are You?

Hello, How Are You? is a national mental health promotion campaign about connection and engaging in open conversations about mental health. It takes place every year on May 15th. The campaign asks people, communities, workplaces, friends & family to say ‘Hello’ and ask the question ‘How Are You?’ in a meaningful way. This national campaign was developed by Mental Health Ireland in 2021 with the aim of increasing meaningful connections between people and encouraging appropriate help seeking.

The objectives of the campaign are:

- Improve awareness & understanding of mental health
- Grow confidence in starting and normalising conversations about mental health
- Reduce loneliness and enhance connections for people
- Create a greater sense of community
- Increase signposting to services
- Encourage earlier help-seeking/help-finding

The **Hello, How Are You?** campaign provides multilingual resources, merchandise and training in the workplace and community, with a campaign toolkit freely available in 15 different languages. In 2024, Hello, How Are You? was delivered in every county with a wide variety of events rolled out including; outside broadcasts, radio interviews, Coffee Mornings, public events, choir performances, sports events, information stands, awareness days, social media campaigns, workshops and seminars with guest speakers, wellbeing walks/runs, road sign campaigns and many more. Participating campaign partners included Irish Rail, Parkrun, Emerald Park, Libraries, Family Resource Centres. We were present in five large train stations on the day with the support of our staff, Mental Health Associations and Volunteers and were able to reach a large number of people through these locations. The diverse groups that hosted these Hello How Are You? events included Mental Health Associations, ETBs, Educational settings e.g. universities and primary schools, youth groups e.g. Foroige, parental groups, voluntary community groups, sport groups e.g. sports partnerships and GAA clubs, MABS, healthy libraries, traveller groups, HSE (Health Service Executive) and day centres, intellectual disability services, LGBTQI+ groups e.g. Dublin Pride group, care homes, local authorities and Men’s Sheds. Corporate groups included: retail, pharmacies, delivery services, hospitality, wellbeing and fitness, banking, recruitment and consulting, and manufacturing.

ACHIEVEMENTS AND PERFORMANCE

Campaigns, Projects and Initiatives

Mental Health Ireland works with the network of Mental Health Associations and strategic multi-sector partners to develop and deliver evidence-based mental health campaigns, projects and resources in local communities.

Mental Health Month

October 10th marks **World Mental Health Day** and for **Mental Health Month 2024**, our theme was ‘**Connect**’. Throughout the month, we explored different ways to build and strengthen meaningful connections on our social media channels and website with each week focusing on a different pillar: Yourself, Others, Community and Nature

Mental Health Ireland organised a rich programme for the whole month of October and had a strong presence locally through the work of our Development Officers. We developed a digital Brochure of events with 102 events from 17 member organisations across the country with the information available on our website and free to download and share. We offered free online webinars every day in October with simple tips on how to mind and improve our mental health based on the Five Ways to Wellbeing. These workshops proved extremely successful with over six hundred people attending them. Mental Health Ireland also released a national survey as part of Mental Health Month which revealed that only 10% of people living in Ireland will do something every day to look after their mental health. Some other highlights throughout the month included a fundraising event at the Blanchardstown Shopping Centre on the 28th and 29th of September and the hosting of Connect Cafes around the country.

Connectmas

In 2024, Mental Health Ireland launched the first ‘**Connectmas**’ Campaign - a Christmas fundraising and mental health promotion campaign to raise funds and awareness during the holiday season. The campaign encouraged people to connect with themselves and each other and provided free resources, tips and tools on how to mind our mental health during a busy and stressful time as well as Christmas gifts and a call to donate to support the organisation.

PROJECTS

Thrive Ireland

Building upon the work of colleagues in Philadelphia, New York, West Midlands UK and London, Mental Health Ireland have brought the mental health model of Thrive to Ireland. **Thrive Balbriggan** in County Dublin was launched in October 2021 and was shaped and led by the community and supported by Mental Health Ireland and Fingal County Council. 2024 saw the expansion of Thrive into communities in **Swords**, County Dublin (April) and **Connemara** in County Galway (July). In 2024, Thrive was nominated for a LAMA award to represent the work undertaken in Fingal County Council.

Thrive-led initiatives include:

- Encouraging **conversations** about mental health and wellbeing at a local level
- Organisation of **Connect Cafés** for the local community (Connect Cafés are organised events that bring people together to connect and start conversations on mental health and wellbeing)
- Planning and organising of **SafeTalk sessions** (Suicide Alertness training) for a local community
- Hosting **Five Ways to Wellbeing Workshops** (actions to practice each day to maintain or improve our mental health and wellbeing) for the local community
- Active participation in Mental Health Ireland’s **Hello, How Are You?** Campaigns
- Participation and organisation of events to mark **World Mental Health Month** in October
- **Great Places and Spaces** – an intersectional, intergenerational project to identify places and spaces that promote good mental health and well-being in Balbriggan.
- **Representation and participation** at various events on a local and national level

Woodlands for Health nature programme

Woodlands for Health is a 12-week woodland-based guided walking programme for adults availing of mental health services and supports in Ireland. It is an accessible and sustainable way to engage with nature, as part of a toolkit for supporting mental health and well-being. WFH began as a pilot project in Wicklow in 2012, based on the award-winning “Branching Out” programme in Scotland. The national partners of WFH are Get Ireland Walking, Mental Health Ireland and Coillte and programmes are facilitated by additional programme partners through local steering groups.

2024 saw 18 programmes (three of which were new) running across 14 counties in the Republic of Ireland. The average number of participants per programme was 15 with

a total of 384 people taking part in WFH programmes in 2024. Woodlands was not staffed fully throughout the year and we saw an increase in activity once the staff member was in place. Plans are in place to roll out seven new programmes in 6 additional counties and to increase the total number of participants to 500+ in 2025.

The planning of future Woodlands for Health & Nature Programmes is guided by the national steering group consisting of representatives from Mental Health Ireland, Get Ireland Walking and Coillte. Plans are in place to open this group up to new members with decision makers from the HSE, Healthy Ireland, Sport Ireland and other organisations as suggestions. This group will meet four times in 2025.

EDUCATION AND TRAINING PROGRAMMES

Mental Health Ireland branded training programmes in 2024 include:

Mental Health & Wellbeing Workshop –
Community setting

Mental Health & Wellbeing Workplace Workshop –
Employees

Mental Health & Wellbeing Workplace Workshop –
managers

Five Ways to Wellbeing in Tough Times Workshop

Mental Health & Family Caring –
Supporting the Supporters Programme (5 weeks)

Stronger Minds, Happier Lives Programme –
In Partnership with Special Olympics Ireland (5 weeks)

2024 Highlights: Education and Training

A full audit of Mental Health Ireland’s training function/programs was conducted to examine the nature and structure of the current training activity and to recommend ways of improving and developing the training offerings and processes. A report was completed in October and the recommendations from this were used to plan a new Education and Training Programme for 2025.

We grew the number of new corporate training clients including ESB and Hitachi and created links between those companies and our Mental Health Promotion campaigns such as Hello and Mental Health Month.

We took a unique approach to training in October for **Mental Health Month** by providing a **Five Ways to Wellbeing webinar** daily. These 32 workshops were delivered by staff across all workstreams of MHI including the CEO with 655 people participating.

We continued to grow our partnership training programmes with the delivery of:

- 12 **Sheds for Life workshops** with The Men’s Sheds Association
- 1 x **5-week programmes** with Family Carers Ireland
- 1 x **Stronger Minds, Happier lives 5-week programme** with the Special Olympics
- 9 x **2-day Wellness Recovery Action Planning programmes** across Ireland to support participants mental health recovery

| | |
|----------------------------------------------------------------------------------|------|
| | 2024 |
| Total Number of Mental Health Training Sessions delivered in a community setting | 338 |
| Total Number of Mental Health Training Sessions delivered in a workplace setting | 52 |

Mental Health Engagement and Recovery

Mental Health Ireland continues to support the work of Mental Health Engagement and Recovery throughout Ireland. Without the support and funding of the Health Service Executive, it would not be possible for Mental Health Ireland to enable delivery of these programmes. Working in partnership with local Mental Health Services and the national office of Mental Health Engagement and Recovery we continue to innovate and be an active partner in following projects:

- **Service Reform Fund** (SRF) Projects
- **ARIES** (Mid-West)
- **Arches Recovery College** (Dublin and South East)
- **National Forensic Mental Health Services** (NFMHS – Dublin and North East)
- **Recovery College Mayo** (West and North West - Mayo)
- **REGARI** – (West and North West – Roscommon and Sligo) Galway
- **Recovery Education College** ((West and North West – Galway)
- **Recovery College South East** (Dublin and South East), Midlands
- **Louth Meath Recovery Education Service** (Dublin and Midlands / Dublin and North East)
- **Family Peer Support Worker service** (West and North West)

Mental Health Ireland is proud to be the charity partner enabling recovery education and family peer support services as a part of embedded recovery orientated initiatives in Irelands Mental Health Services.

| Job Title | Number of Employees | HSE Healthcare Region |
|-------------------------------------------|---------------------|--------------------------------------------------------------------|
| Family Peer Support Worker | 5 | West and North-West |
| Involvement Centre Co-Ordinator | 1 | Dublin and South-East |
| Peer Educator | 3 | Dublin and Midlands |
| Peer Educator | 2 | West and North-East (National Forensic Mental Health Service) |
| Peer Educator | 4 | West and North-West |
| Peer Educator | 4 | Dublin and South-East |
| Recovery Co-Ordinator | 1 | Dublin and South-East |
| Recovery Co-Ordinator | 1 | Dublin and Midlands |
| Community Integration Worker (CIW) | 1 | Dublin and Midlands |
| Recovery Education Manager | 1 | Mid-West |
| Education, Training & Development Officer | 2 | Mid-West |
| Service User Representative | 1 | West and North-West |
| Recovery Education Facilitator | 12 | Dublin and South-East |
| Recovery Education Facilitator | 1 | Dublin and Midlands |
| Recovery Education Facilitator | 2 | Dublin and North-East (National Forensic Mental Health Service) |
| Recovery Education Facilitator | 7 | Dublin and South-East |
| Recovery Education Facilitator | 6 | Mid-West |
| Recovery Education Facilitator | 9 | West and North-West |
| Total Employees | 63 | All regions |

HSE Mental Health Service Pilot programmes

Mental Health Ireland was approached by the Health Service Executive to support the innovation of the Integrated Exercise Practitioner pilot programme in 2022, being delivered into the Dublin & South-East region (formerly CHO5). Following the success of this pilot, Mental Health Ireland are now supporting the ongoing growth of the programme in both Dublin & South-East and Dublin & North-East areas.

The below table shows the number of Mental Health Ireland employees involved in the Integrated Exercise Practitioner Programme, per role and region:

| Job Title | Number of Employees | HSE Healthcare Region |
|----------------------------------------|---------------------|-----------------------|
| Integrated Exercise Effect Coordinator | 1 | Dublin and South-East |
| Integrated Exercise Effect Coordinator | 1 | Dublin and South-East |
| Integrated Exercise Effect Coordinator | 1 | Dublin and North-East |
| Integrated Exercise Effect Coordinator | 1 | Dublin and North-East |
| Total Employees | 4 | All regions |

Community Healthcare funded projects

Mental Health Ireland are proud to support the local initiatives of Mindspace Mayo, Galway Community Cafe, Wexford Mental Health Association and Gateway Mental Health Project, whose work is integral to furthering the Mental Health supports available in their respective areas. By recruiting, employing and working in partnership with these affiliate programmes, Mental Health Ireland aid the delivery of these services,

The below tables show the number of Mental Health Ireland employees involved in these affiliated partnerships programmes, per role, organization and region:

| Job Title | No of Employees | Organisation | HSE Healthcare Region |
|--------------------------------------|-----------------|-----------------------------------|-------------------------------------------|
| Operations Manager | 1 | Wexford Mental Health Association | Dublin and South-East |
| Project Manager | 1 | Mindspace Mayo | West and North-West |
| Acting Youth Engagement Officer | 1 | Mindspace Mayo | West and North-West |
| Administration Support Worker | 1 | Mindspace Mayo | West and North-West |
| Social Worker | 1 | Mindspace Mayo | West and North-West |
| Clinical Support Worker | 4 | Mindspace Mayo | West and North-West |
| Professional Qualified Social Worker | 1 | Mindspace Mayo | West and North-West |
| Administrative Officer | 1 | Gateway Mental Health Project | Dublin & Midlands and Dublin & South-East |
| Development Worker | 1 | Gateway Mental Health Project | Dublin & Midlands and Dublin & South-East |
| Project Co-ordinator | 1 | Gateway Mental Health Project | Dublin & Midlands and Dublin & South-East |
| Project Worker | 2 | Gateway Mental Health Project | Dublin & Midlands and Dublin & South-East |
| Solace Café Service Co-ordinator | 3 | Galway Solace Café | West and North-West |
| Operations Manager | 1 | Galway Solace Café | West and North-West |
| Peer Connector | 6 | Galway Solace Café | West and North-West |
| Total Employees | 92 | | All regions |

Community Healthcare funded projects cont.

Through the work of Mental Health Ireland supporting the areas on the previous page, a total of 92 staff are employed to deliver local roles within the HSE and community healthcare projects.

| Job Title | Number of Employees | HSE Healthcare Region |
|-----------------------------------|---------------------|-----------------------------------------------------------------|
| Wexford Mental Health Association | 1 | Dublin and South-East |
| Mindspace Mayo | 9 | West and North-West |
| Galway Mental Health Project | 5 | Dublin & Midlands and Dublin & South-East |
| Galway Solace Café | 10 | West and North-West |
| IEP Programme | 2 | Dublin and South-East |
| IEP Programme | 2 | Dublin and North-East |
| Family Peer Support | 5 | West and North-West |
| Recovery Education | 25 | Dublin and South-East |
| Recovery Education | 6 | Dublin and Midlands |
| Recovery Education | 4 | Dublin and North-East (National Forensic Mental Health Service) |
| Recovery Education | 9 | Mid-West |
| Recovery Education | 14 | West and North-West |
| Total Employees | 92 | All regions |

Tony Leahy Bursary Programme

Further education and personal capacity building plays a key role in recovery and moving forward in life, Mental Health Ireland’s Tony Leahy Scholarship Programme can provide up to 50% of the Course fees for eligible applicants and up to 100% fees for special category applicants including members of the Traveller Community and International Protection Applicants. This Programme also increases capacity for meaningful roles within Recovery, thus influencing the national dialogue and increasing opportunity for lived experience and supporting progress in mental health Recovery.

For the 2024/2025 Academic year, the Scholarship Programme was in place to support participants studying at UCC (QQI Level 6 Certificate in Mental Health in the Community). Due to low number of applicants the course did not go ahead. Therefore, no bursaries were awarded.

Collaboration

We are active members of Mental Health Reform, Green Ribbon, Irish Charities Institute, Family Carers Ireland, The Wheel and First Fortnight in Ireland. Internationally, Mental Health Ireland is networked via Mental Health Europe and the Global Leadership Exchange. Our CEO was elected to the Board of Mental Health Europe in 2024. Mental Health Ireland’s membership of INAR (Irish Network Against Racism) and participation in unconscious bias training with the Immigrant Council of Ireland spotlights cultural awareness and diversity.

Digital Engagement

See highlights of communications activity in 2024 below:

| Mental Health Ireland web traffic | 2024 |
|-----------------------------------|---------------|
| Overall users | 117k |
| Overall new users | 115k |
| Overall page views | 246,948 views |

| Social Media Platform | Followers 2023 | Followers 2024 |
|-----------------------|----------------|----------------|
| X (formerly Twitter) | 26.12k | 25.94k |
| Facebook | 28.29k | 32.24k |
| Instagram | 14.35k | 17.14k |
| YouTube | 29,500 views | 30,275 views |
| LinkedIn | 19.1k | 24.4k |

Governance/Compliance

Governance & Compliance is a vital area of ongoing focus and priority for Mental Health Ireland. The Governance Committee meets regularly in advance of Board Meetings with minutes produced for each meeting. 2 members of the senior management team are also members of the Governance Committee, with responsibility to report concerns / progresses and developments, and implement actions identified within the organisation. An active policy development practice is ongoing, and the risk register is reviewed in full during Governance Committee Meetings. Operating in a fully transparent fashion, all policies and governance documents are available on request or where applicable to download from our website. Mental Health Ireland are fully compliant with all relevant legal and regulatory requirements and are in continuous receipt of the Triple Lock Award to evidence this best practice approach to governance and compliance.

Please see full details under STRUCTURE, GOVERNANCE & MANAGEMENT.

Recruitment/growth of team

Mental Health Ireland restructured the internal head office team during 2024 to align workstream dependencies and support the work of our community networks and partnerships. This restructure resulted in the new role of National Development Manager being developed and successfully recruited.

The headcount at year end was 122 employees with the breakdown being as follows:

- 92 employees employed by Mental Health Ireland supporting HSE / Community Healthcare or affiliated roles.
- 26 employees working directly on behalf of Mental Health Ireland as per the below table with 4 vacant positions recruited at the end of 2024, with commencement dates for Q1 2025:

| | Filled Roles | Vacant Roles / Roles commencing Jan 2025 |
|-----------------------------------|--------------|------------------------------------------|
| Internal Head Office Team | 19 | 1 |
| Regional Development Officer Team | 7 | 3 |

FINANCIAL REVIEW

Summary surplus for the year:

| | 2024 | 2023 | € Change | % Change |
|-------------|------------|------------|-----------|----------|
| Income | €5,768,781 | €5,291,596 | +€477,185 | +9% |
| Expenditure | €5,716,263 | €5,103,730 | +€612,533 | +12% |
| Surplus | €52,518 | €187,666 | | |

Of the total increase in income €384k related to the WRC pay agreement for S39 workers. There was a corresponding increase in expenditure of €414k as the pay award was also given to self-funded positions. The balance of the increase in both income & cost was driven by HSE funded headcount increases in various restricted programmes.

Full results for the year are set out in the Statement of Financial Activities. A detailed breakdown of all Mental Health Ireland's sources of funding, with comparative figures for 2023, is provided in Note 4 to the Financial Statements.

Mental Health Ireland's Audit & Finance Committee

Mental Health Ireland's Audit and Finance Committee consider all relevant financial matters and make recommendations to the full Board for their consideration and approval. This includes review of management accounts, budgets, financial statements and any new opportunities for funding and/or investment that may arise from time-to-time.

Reserves Policy

Following a recommendation of the Finance Committee, the Board has previously agreed that a prudent reserves policy is the maintenance of three to six months of self-funded operating costs with a recommended minimum reserve of €300,000. This reserves policy recognises that any change in our existing HSE funding arrangements would include financial provision for existing contractual commitments to staff members. The level of reserves is reviewed on a regular basis to ascertain whether it is appropriate to current operating conditions.

The reserves position as at 31 December 2024 was:

| | 2024 | 2023 | € Increase/ (decrease) | % Increase/ (decrease) |
|-----------------------|-------------------|-------------------|---------------------------|---------------------------|
| Unrestricted Reserves | €581,796 | €569,117 | €12,679 | 2% |
| Designated Reserves | €13,627 | €40,704 | -€27,077 | -66% |
| Restricted Reserves | €2,002,601 | €1,935,685 | +€66,916 | 3% |
| TOTAL RESERVES | €2,598,024 | €2,545,506 | €52,518 | 2% |

Mental Health Ireland has a 'no risk' approach to the investment of its reserves and only considers cash or cash equivalents as a prudent investment vehicle for the assets of the Company. Mental Health Ireland's intention is to invest available reserves in increasing activity/services it offers rather than building substantial reserves. Mental Health Ireland's budget for 2025 provides for the investment of up to €150k of retained unrestricted reserves into delivering services which would reduce unrestricted reserves to €430k.

Designated reserves relate to the Tony Leahy Scholarship Programme and it is budgeted to invest the balance of retained designated reserves into Scholarships in 2025. Due to changing eligibility for government grants for these courses there is less demand for our funding of this.

Restricted reserves relate to HSE funded programmes which Mental Health Ireland host on their behalf. These restricted reserves can only be utilised on the respective programme. In some programmes reserves have been built up to fund specific future costs.

Fundraising

Mental Health Ireland is majority funded by the HSE under a series of detailed service arrangements which set out the quantum and quality of programmes to be delivered. We also conduct fundraising nationally, while taking care not to encroach on the fundraising efforts of local Mental Health Associations. In 2024, we recruited a Fundraising and Corporate Engagement Coordinator to grow this area of work organisationally. There was a vacancy in this role for eight months in 2024.

| | 2024 | 2023 | € decrease/increase |
|--------------------|----------|----------|---------------------|
| Fundraising Income | €160,891 | €209,495 | -23% |

STRUCTURE, GOVERNANCE AND MANAGEMENT

Mental Health Ireland Board

All Board Members are volunteers and serve an initial three-year term and may commit to a second term of three years. Information and biographic details on all Directors can be viewed on Mental Health Ireland's Website www.mentalhealthireland.ie. There are 10 active directors serving on the Mental Health Ireland Board of Directors. Board meetings are held every 2 months, with additional Finance & Audit Committee meetings and Governance Committee meetings taking place bi-monthly also (see attendance record below). Conflicts of interest are declared at the commencement of each meeting, in accordance with Mental Health Ireland's formal Conflict of Interest Policy.

Our current board members are below with detail of roles and appointment dates:

| | | |
|-------------------------|--------------------------------------------------------|--------------------------------------------|
| Hugh Kane | Chairperson | 16/05/2020 |
| Robert O'Connell | Vice-Chairperson & Chairperson, Governance Committee | 29/05/2020 |
| John Gibbons | Company Secretary & Chairperson, Finance Committee | 19/05/2023 |
| Ann Sheridan | Board of Directors Member | 28/05/2021 |
| Ciara Gillespie | Board of Directors Member | 28/05/2021 |
| Dr Marina Bowe | Board of Directors Member, Governance Committee Member | 19/05/2023 resigned October 2024 |
| Eilish Kerrisk | Board of Directors Member, Governance Committee Member | 25/05/2019 |
| Kathleen Chada | Board of Directors Member | 28/05/2021 |
| Pauline Burke | Board of Directors Member, Finance Committee Member | 28/05/2021 |
| Ruairi Mulrean | Board of Directors Member, Governance Committee Member | 16/05/2020 |
| Sushil Teji | Board of Directors Member, Finance Committee Member | 29/05/2021 |

| Attendance at Board and Sub Committee Meetings 2023 | | | | | | | |
|-----------------------------------------------------|----------------------------------------------------------------------------|-------|--------|--------|--------|--------|--------|
| Name | Role on Board | Feb 9 | Mar 22 | May 24 | Jul 19 | Sep 13 | Nov 22 |
| Hugh Kane | Chairperson | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ |
| Robert O'Connell | Vice-Chairperson and Chairperson, Governance Committee | ✓ | ✓ | ✗ | ✗ | ✓ | ✓ |
| Pauline Burke | Board of Directors Member, Finance Committee & Government Committee Member | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ |
| Sushil Teji | Board of Directors Member, Finance Committee Member | ✗ | ✓ | ✓ | ✓ | ✗ | ✓ |
| Eilish Kerrisk | Board of Directors Member, Governance Committee Member | ✓ | ✗ | ✓ | ✗ | ✓ | ✗ |
| Ruairi Mulrean | Board of Directors Member, Governance Committee Member | ✗ | ✗ | ✗ | ✓ | ✓ | ✓ |
| Ann Sheridan | Board of Directors Member | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Ciara Gillespie | Board of Directors Member | ✓ | ✗ | ✗ | ✗ | ✓ | ✗ |
| Kathleen Chada | Board of Directors Member | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Dr Marina Bowe | Board of Directors Member (resigned from board October 2024) | ✓ | ✓ | ✓ | ✗ | ✗ | N/A |
| John Gibbons | Company Treasurer & Finance Committee Chairperson | ✗ | ✓ | ✓ | ✓ | ✓ | ✓ |

| Attendance at Audit & Finance Committee Meetings (including staff) 2024 | | | | | | | |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------|-------|--------|--------|--------|-------|--------|
| Name | Role on Board | Feb 9 | Mar 22 | May 17 | Jun 21 | Sep 9 | Nov 15 |
| John Gibbons | Company Treasurer & Finance Committee Chairperson | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Pauline Burke | Board of Directors Member, Finance Committee & Governance Committee Member | ✓ | ✓ | ✓ | ✓ | ✗ | ✓ |
| Sushil Teji | Board of Directors Member, Finance Committee Member | ✗ | ✓ | ✓ | ✓ | ✓ | ✗ |
| Dr Lisa Cuthbert | CEO | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Maria Meagher | Finance Manager (commenced Aug 2023) | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

| Attendance at Governance Committee Meetings 2024 | | | | | | | |
|--------------------------------------------------|-------------------------------------------------------------------------------------------|-------|--------|--------|--------|--------|--------|
| Name | Role on Board | Feb 8 | Mar 21 | May 24 | Jul 11 | Sep 11 | Nov 13 |
| Robert O'Connell | Vice-Chairperson & Chairperson, Governance Committee | ✓ | ✓ | ✓ | ✗ | ✓ | ✓ |
| Eilish Kerrisk | Board of Directors Member, Governance Committee Member | ✓ | ✓ | ✓ | ✓ | ✓ | ✗ |
| Ruairi Mulrean | Board of Directors Member, Governance Committee Member | ✗ | ✗ | ✗ | ✓ | ✓ | ✗ |
| Dr Marina Bowe | Board of Directors Member (Joined committee March 2024, resigned from board October 2024) | N/A | ✓ | ✓ | ✓ | ✗ | N/A |
| Dr Lisa Cuthbert | CEO | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Maria Walsh-Healy | Operations Governance & Compliance Manager | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

Mental Health Ireland Annual General Meeting - 24th May 2024 online via Zoom.

| | |
|----------------------------------|----|
| Number of Attendees at MHI's AGM | 48 |
|----------------------------------|----|

Mental Health Ireland's Annual Report for 2023 which includes our Audited Accounts and Directors Report was published in Q1, 2024 and is available online at: www.mentalhealthireland.ie/annual-reports

Human Resources and Recruitment

All Mental Health Ireland staff and volunteers in relevant roles are Garda Vetted to safeguard children and vulnerable adults.

| | |
|-----------------------------------------------------|----|
| Total number of New Staff members recruited in 2024 | 39 |
|-----------------------------------------------------|----|

Charity Registration

During 2024, Mental Health Ireland continued to engage with its network of Mental Health Associations to ensure that they are familiar with and engaged with the charity registration process. Like Mental Health Ireland itself, each Mental Health Association is a registered charity and works with the Charity Regulator to attain and sustain the highest standards in our sector. As new Mental Health Associations are formed, they are assisted with charity registration by their local Development Officer.

Political Donations

The Company made no political donations during the year and Lobbying Returns are up to date as required.

REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|-----------------|-------------------------------------------------------------------|
| Name of charity | Mental Health Ireland |
| Charity Number | CHY 5594 |
| Address | Marina House, 11-13 Clarence Street, Dun Laoghaire, Co. Dublin |

THE NAMES OF THE PERSONS WHO AT ANY TIME DURING THE FINANCIAL YEAR WERE DIRECTORS OF THE COMPANY ARE AS FOLLOWS:

| | |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Directors | John Gibbons Kathleen Chada Ciara Gillespie Hugh Kane Eilish Kerrisk Ruairi Mulrean Robert O’Connell Ann Sheridan Sushil Teji Pauline Burke Dr Marina Bowe (resigned October 2024) |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

CEO WHOM RESPONSIBILITY FOR THE DAY-TO-DAY MANAGEMENT OF THE CHARITY IS DELEGATED:

| | |
|-----|----------------------------------------------------------------|
| CEO | DR LISA CUTHBERT (outgoing CEO January 2024 - Martin Rogan) |
|-----|----------------------------------------------------------------|

NAMES AND ADDRESS OF PROFESSIONAL ADVISORS:

| | |
|------------|---------------------------------------------------------------------------------------------|
| Auditors | PKF Brenson Lawlor Brenson Lawlor House Argyle Square Morehampton Road Dublin 4 |
| Solicitors | Byrne Wallace 88 Harcourt Street Saint Kevin’s Dublin 2, D02 DK18 |

EXEMPTION FROM DISCLOSURE

The charity has availed of no exemptions, it has disclosed all relevant information.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The charity does not hold any funds or other assets by way of custodian arrangement.

Likely future developments

The charity plans to continue the activities outlined above in its objectives and activities in forthcoming years subject to satisfactory funding arrangements.

Events after the end of the financial year

There were no post reporting date events which require disclosure.

Accounting Records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at the charities premises, Marina House, 11-13 Clarence Street, Dun Laoghaire, Co. Dublin.

Directors’ compliance statement

The Board of Directors acknowledge that they have a responsibility to ensure that the organisation is fully compliant with their obligations under the Companies Act 2014. To this end, the audit and finance subcommittee review the internal controls in place on an annual basis. They confirm that:

- Adequate controls are in place in order to meet the obligations of the company,
- Appropriate arrangements and structures are in place that is, in their opinion, designed to secure material compliance with the company’s relevant obligations.

Statement on 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 Companies Act 2014:

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

Auditors

In accordance with section 383(2) of the Companies Act, 2014, the auditors, PKF Brenson Lawlor, will continue in office.

Approved by the board of directors and signed on its behalf by

| | |
|------------------------------------|-------------------------------------------------------------|
| Hugh Kane, Chairperson Director | John Gibbons, Chairman of the Finance Committee Director |
|------------------------------------|-------------------------------------------------------------|

Date: 21st March 2025

DIRECTORS' RESPONSIBILITIES STATEMENT

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council including FRS 102, the Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- observe the methods and principles in the charities SORP;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the board of directors and signed on its behalf by

Hugh Kane, Chairperson
Director

John Gibbons, Chairman of the Finance Committee
Director

Date: 21st March 2025

Opinion

We have audited the financial statements of Mental Health Ireland for the year ended 31 December 2024 which comprise the Statement of Financial Activities, Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2024 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

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

- the information given in the Director’s Report is consistent with the financial statements; and
- the Director’s Report has been prepared in accordance with applicable legal requirements.

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

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

Matters on which we are required to report by exception

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

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director’s remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of director for the financial statements

As explained more fully in the Director’s Responsibilities Statement, the director is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the director is responsible for assessing the company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the director either intends to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA’s website at:[http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor’s report.

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

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

John Manning

for and on behalf of PKF Brenson Lawlor Date: 21st March 2025

Chartered Accountants
Statutory Audit Firm

Argyle Square
Morehampton Road
Donnybrook
Dublin 4
D04 W9W7

Statement of Financial Activities

(incorporating an income and expenditure account)

For year ended 31 December 2024

| | Designated funds € | Unrestricted funds € | Restricted funds € | Total 2024 € | Total 2023 € |
|---------------------------------------------|--------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Income | | | | | |
| Donations (Note 4) | - | 160,891 | - | 160,891 | 209,495 |
| Earned from charitable activities (Note 4) | - | 1,991,455 | 3,545,607 | 5,537,062 | 5,022,338 |
| Earned from other activities (Note 4) | - | 70,828 | - | 70,828 | 59,763 |
| Total income and endowments | - | 2,223,174 | 3,545,607 | 5,768,781 | 5,291,596 |
| Cost of Raising Funds | | | | | |
| Fundraising Costs | - | 6,722 | - | 6,722 | 15,164 |
| Expenditure on charitable activities | | | | | |
| Staff Costs | - | 1,641,260 | 2,813,618 | 4,454,878 | 3,989,503 |
| Depreciation of Fixed Assets | - | 20,292 | - | 20,292 | 18,588 |
| Operational Costs | 27,077 | 550,573 | 656,721 | 1,234,371 | 1,080,475 |
| Total Expenditure | 27,077 | 2,218,847 | 3,470,339 | 5,716,263 | 5,103,730 |
| Transfers | - | 8,352 | (8,352) | - | - |
| Net Movements In Funds For The Year | (27,077) | 12,679 | 66,916 | 52,518 | 187,866 |
| Reconciliation of Funds | | | | | |
| Total Funds Brought Forward | 40,704 | 569,117 | 1,935,685 | 2,545,506 | 2,357,640 |
| Total Funds Carried Forward | 13,627 | 581,796 | 2,002,601 | 2,598,024 | 2,545,506 |

Statement of Comprehensive Income

For year ended 31 December 2024

| | 2024 € | 2023 € |
|-----------------------------------|---------------|----------------|
| Surplus for the financial year | 52,518 | 187,866 |
| Total comprehensive income | 52,518 | 187,866 |

Statement of Financial Position

For year ended 31 December 2024

| | Notes | 2024 € | 2023 € |
|-------------------------------------------------------|-------|------------------|------------------|
| Fixed assets | | | |
| Tangible assets | 9 | <u>13,537</u> | <u>33,829</u> |
| Current Assets | | | |
| Debtors | 10 | 674,011 | 621,842 |
| Cash at bank and in hand | 11 | <u>2,238,713</u> | <u>2,164,634</u> |
| | | 2,912,724 | 2,786,476 |
| Creditors: amounts falling due within One year | 12 | <u>(328,237)</u> | <u>(274,799)</u> |
| Net current assets | | <u>2,584,487</u> | <u>2,511,677</u> |
| Total assets less current liabilities | | 2,598,024 | 2,545,506 |
| Reserves and funds | | | |
| Designated Reserves | 15 | 13,627 | 40,704 |
| Accumulated funds – restricted | 16 | 2,002,601 | 1,935,685 |
| Accumulated funds – general | 17 | 581,796 | 569,117 |
| | | <u>2,598,024</u> | <u>2,545,506</u> |

Approved by the board of directors and signed on its behalf by:

Hugh Kane, Chairperson
Director

John Gibbons, Chairman of the Finance Committee
Director

Date: 21st March 2025

Statement of Cash Flows

For year ended 31 December 2024

| | | 2024 € | 2023 € |
|----------------------------------------------------------|----|-----------|-----------|
| Net cash flows from operating activities | 13 | 74,079 | 171,150 |
| Investing activities | | | |
| Purchase of fixed tangible assets | | - | (25,582) |
| Net (decrease)/increase in cash and cash equivalents | | 74,079 | 145,568 |
| Cash and cash equivalents at beginning of financial year | | 2,164,634 | 2,019,066 |
| Cash and cash equivalents at end of financial year | | 2,238,713 | 2,164,634 |

An Analysis of changes in Net Cash can be found in Note 20 to the Financial Statements.

Notes to the Financial Statements

For year ended 31 December 2024

1. GENERAL INFORMATION

These financial statements comprising the Statement of Financial Activities, the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the related notes constitute the individual financial statements of Mental Health Ireland Limited for the financial year ended 31 December 2024.

Mental Health Ireland is a charity limited by guarantee, incorporated in the Republic of Ireland. The Registered Office is Marina House, 11-13 Clarence Street, Dun Laoghaire, Co. Dublin, which is also the principal place of business of the charity. The nature of the charities operations and its principal activities are set out in the Director’s Report on pages 49 to 69.

STATEMENT OF COMPLIANCE

The financial statements of the charity have been prepared on a going concern basis and in accordance with the Statement of Recommended Practice (SORP) “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (“Charities SORP”).

CURRENCY

The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. GOING CONCERN

The charity is substantially dependent on the HSE to cover its operating expenses and to meet its stated objectives as stated in the director’s report. The directors believe that income will continue at an adequate level for the foreseeable future so that the company can continue in operational existence. The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the charity’s ability to meet it liabilities as they fall due and continue as a going concern. In these circumstances the financial statements are prepared on a going concern basis.

3. 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.

BASIS OF PREPARATION

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with Financial Reporting Standard 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 the Statement

Notes to the Financial Statements

3. ACCOUNTING POLICIES (CONTINUED)

of Recommended Practice (SORP) "Accounting and Reporting by Charities" as published by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of Scottish Charity Regulator which are recognised by the UK Financial Reporting Council (FRC) as the appropriate body to issue SORPs for the charity sector in the UK.

The Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that Act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with Section 4.7, 10.6 and 15.2 of that SORP.

FUND ACCOUNTING

The following funds are operated by the charity:

Restricted Funds

Restricted funds represents grants, donations and sponsorship received which can only be used for particular purposes, as specified by the donors/ grantors, which are binding on the charity. Such purposes are within the overall objectives of the charity.

Unrestricted Funds

Unrestricted funds consist of General and Designated funds:

General Funds

General funds represent amounts which are expendable at the discretion of the board in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Designated Funds

Designated funds are earmarked funds set aside by the directors to be used for a particular future project or commitment. Designated funds remain part of the unrestricted funds of the charity.

INCOME

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Donations and fundraising income

Donations and fundraising income are credited to income in the period in which they are receivable. Donations received in advance for specified periods are carried forward as deferred income.

Membership Fees

These are recognised in the Statement of Financial Activities of the year in which they are receivable.

Grants

The charity receives government grants in respect of certain projects. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred income.

Donated Services and facilities

Where practicable, donations of goods and services are included in donations in the financial statements at their fair value. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh the benefits, then the income and associated expenditure is not recognised.

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met. The receipt of economic benefit from the use by the charity of item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipt.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

There was no donated service and facilities during the year ended 31 December 2024.

Deferred Income

The charity recognised deferred income, where the terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, income is then deferred as a liability until it is probable that the terms and conditions imposed can be met.

Some of the grants received are subject to performance related conditions or time periods, when these performance related or other conditions are met the deferred income is released to income in the statement of financial activities.

Investment income

Interest and investment income is included when receivable and the amount can be measured reliably, this is normally upon notification of the interest paid or payable by the bank.

EXPENDITURE RECOGNITION

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

It is categorised under the following headings:

- Costs of raising funds;
- Expenditure on charitable activities; and
- Other expenditure

Notes to the Financial Statements

3. ACCOUNTING POLICIES (CONTINUED)

Costs of raising funds

Cost of raising funds includes expenditure directly associated with generating fundraising income, including attracting voluntary income and grant income.

Expenditure on charitable activities

Expenditure on charitable activities comprise those costs incurred by the charity in the pursuit of the charities objectives and in the delivery of its activities and services. It includes both costs that can be allocated directly such as wages and salaries and costs of an indirect nature necessary to support the delivery of its activities and services.

Other expenditure

Other expenditure represents those items not falling into the categories above.

RETIREMENT BENEFIT COSTS

The company operates a defined contribution scheme. Retirement benefit contributions in respect of the scheme for employees are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme. The assets are held separately from those of the company in an independently administered fund. Differences between the amounts charged in the income and expenditure account and payments made to the retirement benefit scheme are treated as assets or liabilities.

Unrestricted pension expenses relate to the pension expenses of Mental Health Ireland head office staff and Development Officers. Restricted pension expenses relate to Mental Health Engagement and Recovery (previously ARI), Mindspace Mayo, Peer Recovery West, Peer Recovery South East, Peer Recovery Dublin East, Peer Recovery Midlands, Recovery Education Facilitators and Service Reform Fund.

TANGIBLE FIXED ASSETS

All tangible fixed assets are initially recorded at historic cost. This includes legal fees, stamp duty and other non-refundable purchase taxes, and also any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, which can include the costs of site preparation, initial delivery and handling, installation and assembly, and testing of functionality.

A review for impairment of tangible fixed asset will be carried out if events or changed in circumstances indicate that the carrying value of any tangible fixed asset may not be recoverable. Shortfalls between the carrying value of tangible fixed assets and their recoverable amounts will be recognised as impairments. Impairment losses will be recognised in the Statement of Financial Activities.

DEPRECIATION

Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, on a straight line basis, as follows:

Fixtures, Fittings & equipment 20% Straight line

An amount equal to the excess of the annual depreciation charge on revalued assets over the notional historical cost depreciation charge on those assets is transferred annually from the revaluation reserve to the income and expenditure reserve.

The residual value and useful lives of tangible assets are considered annually for indicators that these may have changed. Where such indicators are present, a review will be carried out of the residual value, depreciation method and useful lives, and these will be amended if necessary. Changes in depreciation rates arising from this review are accounted for prospectively over the remaining useful lives of the assets.

TRADE AND OTHER DEBTORS

Trade and other debtors are recognised initially at transaction price (including transaction costs) unless a financing arrangement exists, in which case they are measured at present value of future receipts discounted at a market value. Subsequently these are measured at amortised costs less any provision for impairment.

A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the agreement.

Prepayments are valued at the amount prepaid net of any trade discounts due.

IMPAIRMENT

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

CASH AND CASH EQUIVALENTS

Cash consists of cash on hand and demand deposits.

TRADE AND OTHER CREDITORS

Trade creditors are measured at invoice price, unless payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate. In this case the arrangement constitutes a financing transaction, and the financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Notes to the Financial Statements

FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

COMPARATIVE FIGURES

Where necessary comparative figures have been regrouped on a basis consistent with the current year.

TAXATION

No charge to current or deferred taxation arises as the charity has been granted charitable status under section 207 and 208 of the Tax Consolidation Act 1997, Charity No CHY 5594.

OPERATING LEASES

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the period of the lease.

JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The directors consider the accounting estimates and assumptions below to be its critical accounting estimates and judgements:

Going Concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

ESTABLISHING ESTIMATED ECONOMIC USEFUL LIVES OF FIXED ASSETS

The annual depreciation and amortisation depend primarily on the estimated useful lives of each type of asset and estimates of residual values. The directors regularly review the estimated economic useful lives of these assets and change them as necessary to reflect current thinking on remaining lives in light of prospective utilisation and physical condition of the assets concerned. Changes in useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the economic useful lives is included in the accounting policies. The total carrying amount of fixed assets amounted to €13,537 (2023: €33,829).

4. INCOME FROM CHARITABLE ACTIVITIES

| Income for 2024 analysed as follows: | Unrestricted funds € | Restricted funds € | Total 2024 € | Total 2023 € |
|--------------------------------------------------------|-------------------------|-----------------------|--------------------|--------------------|
| <u>Earned from charitable activities</u> | | | | |
| H.S.E. - Core (National) | 1,202,876 | - | 1,202,876 | 1,109,341 |
| H.S.E. - Core (South East) | 87,724 | - | 87,724 | 85,652 |
| H.S.E. - Core (Dublin / Kildare) | 79,072 | - | 79,072 | 75,239 |
| H.S.E. - CHO1 (Sligo / Leitrim) | 31,531 | - | 31,531 | 69,248 |
| H.S.E. - CHO1 (Cavan / Monaghan) | 47,367 | - | 47,367 | 45,544 |
| H.S.E. - CHO1 (Donegal) | 58,922 | - | 58,922 | 56,655 |
| H.S.E. - CHO2 (West) | 134,654 | - | 134,654 | 128,598 |
| H.S.E. - CHO8 (Louth / Meath) | - | - | - | 27,316 |
| H.S.E. - CHO8 (Midlands) | 85,747 | - | 85,747 | 53,919 |
| H.S.E. - CHO3 (Midwest) | 72,490 | - | 72,490 | 69,584 |
| H.S.E. - CHO6 (Dublin / Wicklow) | 79,072 | - | 79,072 | 75,227 |
| Department of Health/HSE Grant Schemes | - | 42,780 | 42,780 | - |
| Mindspace Mayo | 5,000 | 593,892 | 598,892 | 622,424 |
| Gateway Project | - | 283,164 | 283,164 | 251,320 |
| West Clare MHA - Lighthouse Project | - | 12,438 | 12,438 | 9,879 |
| Nature based Health Promotion Programme | - | 42,967 | 42,967 | 40,000 |
| Int. Exercise Practitioners Wexford | 5,000 | 108,452 | 113,452 | 104,282 |
| Farmers Partnership EU Project | - | - | - | 25,189 |
| Mental Health Engagement and Recovery (previously ARI) | - | - | - | 8,898 |
| Service Improvement Fund (previously ARIES) | 5,000 | 278,573 | 283,573 | 145,105 |
| Peer Recovery National Forensic MHS | 5,000 | 78,829 | 83,829 | 71,938 |
| Peer Recovery South East CH05 | 5,000 | 174,909 | 179,909 | 166,462 |
| Peer Recovery West CHO2 (ex. MMHS) | 5,000 | 235,611 | 240,611 | 251,134 |
| Peer Recovery CHO6 (Dublin East) | 5,000 | 155,312 | 160,312 | 128,326 |
| Peer Recovery CHO7 (Dub/Kil/Wick) | - | - | - | 30,400 |
| Peer Recovery CHO8 (Midlands) | 5,000 | 263,643 | 268,643 | 247,545 |
| Family Peer Support CHO2 (Bealach Nua) | - | - | - | (29,422) |
| Family Peer Support CHO2 (Mayo/Gal/Ros) | 5,000 | 147,704 | 152,704 | 144,801 |
| Recovery Education Facilitators (National) | 57,000 | 741,158 | 798,158 | 615,146 |
| Community Café CHO2 | 5,000 | 210,828 | 215,828 | 197,843 |
| Roscommon Svr User Rep CHO2 | - | 22,977 | 22,977 | 18,991 |
| ESTHER Programme | - | - | - | (7,200) |
| Wexford MHA | - | 42,370 | 42,370 | 32,355 |
| Int. Exercise Practitioners Dublin | 5,000 | 20,000 | 25,000 | 120,000 |
| VISTA Research Programme | - | 31,800 | 31,800 | - |
| Cavan Monaghan Connects | - | 33,200 | 33,200 | - |
| Thrive Action Research | - | 25,000 | 25,000 | 30,600 |
| Total earned from charitable activities | 1,991,455 | 3,545,607 | 5,537,062 | 5,022,338 |
| <u>Earned from other activities</u> | | | | |
| Annual Subscription | 2,934 | - | 2,934 | 2,943 |
| Other Income | 9,470 | - | 9,472 | 9,483 |
| Bank Interest | 8,122 | - | 8,122 | - |
| Merchandise Income | 21,504 | - | 21,504 | - |
| Training | 28,798 | - | 28,798 | 47,346 |
| Total earned from other activities | 70,828 | = | 70,828 | 59,763 |
| <u>Donations</u> | | | | |
| Donations / Fundraising | 160,891 | = | 160,891 | 209,495 |

Notes to the Financial Statements

5. SURPLUS ON ORDINARY ACTIVITIES BEFORE TAXATION

Surplus on ordinary activities before taxation is stated after charging / (crediting):

| | 2024 | 2023 |
|----------------------------------------------|-------------------|-------------------|
| | € | € |
| Depreciation of tangible assets | 20,292 | 18,588 |
| Audit Remuneration (including VAT) | | |
| -Audit Fees – Statutory Financial Statements | 12,294 | 10,092 |
| -Non - Audit Services | 750 | 676 |
| | <u> </u> | <u> </u> |

6. DIRECTORS' REMUNERATION AND TRANSACTIONS

All Directors who served during the year, received no remuneration from the charity. They received reimbursement for travel expenses incurred for board meetings attended.

KEY MANAGEMENT PERSONNEL

The CEO's salary for the year was €110,467 (2023: €110,537) in addition to 7% of gross salary paid as employer contribution into a pension on behalf of the CEO.

7. STAFF COSTS

The average monthly number of persons employed by the company during the financial year analysed by category, was as follows:

| | 2024 Number | 2023 Number |
|--------------------------------------------------------|----------------|----------------|
| Head Office | 16 | 18 |
| Development Officers | 9 | 11 |
| Gateway Project | 5 | 5 |
| Mental Health Engagement and Recovery (previously ARI) | - | 1 |
| Mindspace Mayo | 9 | 8 |
| Service Improvement Fund (previously ARIES) | 3 | 3 |
| Service User | 1 | - |
| Split Role | 1 | - |
| Peer Recovery Programmes | 18 | 19 |
| Community Café | 8 | 7 |
| Recovery Education Facilitators (National) | 34 | 29 |
| National Woodlands & Nature Project | 1 | 1 |
| National Forensic Service | 2 | 2 |
| Integrated Exercise Practitioners | 3 | 2 |
| Thrive Research Project | 1 | 1 |
| West Clare MHA | 1 | 1 |
| Wexford MHA | 1 | 1 |
| WRC | 2 | - |
| Total | <u>115</u> | <u>109</u> |

Their aggregate remuneration comprised:

| | 2024 € | 2023 € |
|-----------------------|------------------|------------------|
| Wages and salaries | 3,878,743 | 3,496,581 |
| Social security costs | 400,718 | 346,918 |
| Pension costs | 168,048 | 128,004 |
| Redundancy costs | 7,369 | - |
| | <u>4,454,878</u> | <u>3,989,502</u> |

The number of higher paid employees including the CEO was:

| | 2024 | 2023 |
|--------------------|------|------|
| Salary band | | |
| €60,000- €70,000 | 7 | 5 |
| €70,001- €80,000 | 4 | 1 |
| €90,001- €110,000 | - | - |
| €110,000 + | 1 | 1 |

Notes to the Financial Statements

8. RETIREMENT BENEFIT INFORMATION

| | 2024 € | 2023 € |
|---------------------------|----------------|----------------|
| Retirement benefit charge | <u>168,048</u> | <u>128,004</u> |

Defined contribution scheme

The company operates a defined contribution scheme, 'Pension Scheme Fund', for its employees. The scheme is externally financed in that the assets of the scheme are held separately from those of the company in an independently administered fund.

9. TANGIBLE FIXED ASSETS

The average monthly number of persons employed by the company during the financial year analysed by category, was as follows:

Cost or valuation

| | Fixtures, Fittings & Equipment 2024 € |
|-----------------------------------|---------------------------------------------------|
| At 1 st January 2024 | 79,887 |
| Additions | - |
| | <u>79,887</u> |
| At 31 st December 2024 | 79,887 |
| Depreciation | |
| At 1 st January 2024 | 46,058 |
| Charge for the financial year | 20,292 |
| | <u>66,350</u> |
| At 31 st December 2024 | 66,350 |
| Net Book Value | |
| At 31 st December 2024 | <u>13,537</u> |
| | <u>33,829</u> |
| At 31 st December 2023 | |

10. DEBTORS

| | 2024 € | 2023 € |
|--------------------------------|----------------|----------------|
| Trade debtors | 636,528 | 599,368 |
| Other debtors | 12,234 | 931 |
| Prepayments and accrued income | 25,249 | 21,543 |
| | <u>674,011</u> | <u>621,842</u> |

11. COMPONENTS OF CASH AND CASH EQUIVALENTS

| | 2024 € | 2023 € |
|--------------------------|------------------|------------------|
| Cash at bank and in hand | 2,238,713 | 2,164,635 |
| | <u>2,238,713</u> | <u>2,164,635</u> |

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2024 € | 2023 € |
|--------------------------------|----------------|----------------|
| Trade creditors | 34,064 | 51,198 |
| Deferred Income | 26,517 | 46,518 |
| Procurement card (overdraft) 1 | 2,845 | 5,420 |
| Procurement card (overdraft) 2 | 1,425 | 1,483 |
| Accruals | 49,798 | 77,605 |
| Wages control | 466 | 1,560 |
| PAYE control account | 179,482 | 91,094 |
| Pension control account | 33,639 | - |
| | <u>328,236</u> | <u>274,799</u> |

Deferred income

Deferred income at the year end consists of the following:

- €26,517 from Fora Member Training

Notes to the Financial Statements

13. NET CASH FLOWS FROM OPERATING ACTIVITIES

| | 2024 € | 2023 € |
|-------------------------------------------------------|---------------|----------------|
| Surplus for the financial year | 52,518 | 187,869 |
| Depreciation on tangible assets | 20,292 | 18,588 |
| (Increase)/ Decrease in debtors | (52,169) | 204,961 |
| Increase/ (Decrease) in creditors due within one year | 73,439 | (185,375) |
| Increase/ (Decrease) in deferred income | (20,001) | (54,893) |
| | <u>74,079</u> | <u>171,150</u> |
| Net cash inflow from operating activities | <u>74,079</u> | <u>171,150</u> |

14. EVENTS AFTER THE END OF THE FINANCIAL YEAR

There were no post reporting date events which require disclosure.

15. DESIGNATED FUNDS

| | 1 Jan 2024 € | Income € | Expenditure € | Transfer from Unrestricted € | 31 Dec 2024 € |
|-----------------------------|-----------------|-------------|------------------|------------------------------------|------------------|
| Tony Leahy Scholarship Fund | 40,704 | - | (27,077) | - | 13,627 |
| Total | <u>40,704</u> | <u>-</u> | <u>(27,077)</u> | <u>-</u> | <u>13,627</u> |

Designated Funds previous year

| | 1 Jan 2023 € | Income € | Expenditure € | Transfer from Unrestricted € | 31 Dec 2023 € |
|-----------------------------|-----------------|-------------|------------------|------------------------------------|------------------|
| Tony Leahy Scholarship Fund | 90,289 | - | (49,585) | - | 40,704 |
| Total | <u>90,289</u> | <u>-</u> | <u>(49,585)</u> | <u>-</u> | <u>40,704</u> |

16. RESTRICTED FUNDS

| | 1 Jan 2024 € | Income € | Expenditure € | Transfer Unrestricted € | 31 Dec 2024 € |
|--------------------------------------------------------|------------------|------------------|--------------------|-------------------------------|------------------|
| Project | | | | | |
| MindSpace Mayo | 575,908 | 593,892 | (613,003) | - | 556,797 |
| Gateway Project | 99,197 | 283,164 | (282,771) | - | 99,590 |
| Thrive Action Research | 19 | 25,000 | (49,833) | 35,000 | 10,186 |
| Wexford MHA | 817 | 42,370 | (43,085) | - | 102 |
| West Clare MHA – Lighthouse Project | 3 | 12,438 | (12,441) | - | - |
| Nat Forensic- Garden Restoration | 130,405 | - | (58,668) | - | 71,737 |
| Int. Exercise Practitioners Wexford | 50,632 | 108,452 | (114,572) | - | 44,512 |
| Int. Exercise Practitioners Dublin | 120,000 | 20,000 | (34,735) | - | 105,265 |
| Mental Health Engagement and Recovery (previously ARI) | 52,203 | - | (7,318) | - | 44,885 |
| Service Improvement Fund (Previously ARIES) | 73,024 | 278,573 | (185,337) | - | 166,260 |
| Peer Recovery National Forensic MHS | 15,021 | 78,829 | (73,168) | - | 20,682 |
| Peer Recovery SE CHO5 | 72,656 | 174,909 | (161,501) | - | 86,064 |
| Nature Based Health Promotion | 4,824 | 42,967 | (33,078) | - | 14,713 |
| Peer Recovery West CHO2 (ex. MMHS) | 99,876 | 235,611 | (212,593) | - | 122,894 |
| Peer Recovery CHO6 (Dublin East) | 26,539 | 155,312 | (160,150) | - | 21,701 |
| Peer Recovery CHO7 (Dub/Kil/Wick) | 6,182 | - | (896) | - | 5,286 |
| Peer Recovery CHO8 (Mid) | 15,949 | 263,643 | (263,154) | 30,000 | 46,438 |
| Family Peer Support CHO2 (Gal/Mayo/Ros) | 203,918 | 147,704 | (184,122) | - | 167,500 |
| Peer Recovery CHO9 (Dublin North) | 19,624 | - | - | - | 19,624 |
| Recovery Education Facilitators (National) | 113,170 | 741,158 | (730,648) | (30,000) | 93,680 |
| Community Café CHO2 | 240,148 | 210,828 | (210,384) | - | 240,592 |
| Roscommon Svs User Rep CHO2 | 2,238 | 22,977 | (21,319) | - | 3,896 |
| Farmers Partnership EU Project | 12,761 | - | (4,764) | - | 7,997 |
| Cavan Monaghan Connects | - | 33,200 | (12,619) | - | 20,581 |
| VISTA Research | - | 31,800 | (180) | - | 31,620 |
| Department of Health/HSE Grant | 571 | 42,780 | - | (43,352) | - |
| Total | <u>1,935,685</u> | <u>3,545,607</u> | <u>(3,470,339)</u> | <u>(8,352)</u> | <u>2,002,601</u> |

Notes to the Financial Statements

Restricted Funds Previous year

| | 1 Jan 2023 | Income | Expenditure | Transfer Unrestricted | 31 Dec 2023 |
|--------------------------------------------------------|------------------|------------------|--------------------|-----------------------|------------------|
| | € | € | € | € | € |
| Project | | | | | |
| Mindspace Mayo | 417,730 | 617,424 | (459,246) | - | 575,908 |
| Gateway Project | 106,903 | 251,320 | (259,026) | - | 99,197 |
| Thrive Action Research | - | 30,600 | (30,581) | - | 19 |
| Wexford MHA | - | 32,355 | (31,538) | - | 817 |
| West Clare MHA - Lighthouse Project | 37 | 9,879 | (9,913) | - | 3 |
| Nat Forensic Garden Restoration | 130,405 | - | - | - | 130,405 |
| Int. Exercise Practitioners Wexford | 42,740 | 99,282 | (91,390) | - | 50,632 |
| Mental Health Engagement and Recovery (previously ARI) | 108,867 | 3,898 | (60,562) | - | 52,203 |
| Service Improvement Fund | 98,181 | 131,755 | (156,912) | - | 73,024 |
| Peer Recovery National Forensic MHS | 53 | 66,938 | (51,970) | - | 15,021 |
| Peer Recovery SE CHO5 | 2,409 | 161,462 | (91,215) | - | 72,656 |
| Nature Based Health Promotion | 1,482 | 40,000 | (36,658) | - | 4,824 |
| Peer Recovery West CHO2 (ex. MMHS) | 27,039 | 246,134 | (173,297) | - | 99,876 |
| Peer Recovery CHO6 (Dublin East) | 21,222 | 123,326 | (118,009) | - | 26,539 |
| Peer Recovery CHO7 (Dub/Kil/Wick) | 8,634 | 25,400 | (27,852) | - | 6,182 |
| Peer Recovery CHO8 (Midlands) | 9,453 | 242,545 | (236,049) | - | 15,949 |
| Family Peer Support CHO2 (Bealach Nua) | 29,422 | (29,422) | - | - | - |
| Family Peer Support CHO2 (Gal/Mayo/Ros) | 174,237 | 139,801 | (110,120) | - | 203,918 |
| Peer Recovery CHO9 (Dublin North) | 19,624 | - | - | - | 19,624 |
| Recovery Education Facilitators (National) | 107,764 | 564,146 | (558,740) | - | 113,170 |
| Community Café CHO2 | 219,545 | 192,843 | (172,240) | - | 240,148 |
| Roscommon Svs User Rep CHO2 | 1,386 | 18,991 | (18,139) | - | 2,238 |
| Department of Health/HSE | 571 | - | - | - | 571 |
| Farmers Partnership EU Project | 23,241 | 25,189 | (35,669) | - | 12,761 |
| ESTHER Funding | 7,200 | (7,200) | - | - | - |
| Social Inclusion (Refugees) | - | 120,000 | - | - | 120,000 |
| Total | 1,558,145 | 3,106,666 | (2,729,126) | = | 1,935,685 |

17. UNRESTRICTED FUNDS CURRENT YEAR

| | 1 Jan 2024 | Income | Expenditure /Transfer | 31 Dec 2024 |
|-----------------------------------------|-------------------|------------------|------------------------------|--------------------|
| | € | € | € | € |
| Unrestricted funds | 569,117 | 2,223,174 | (2,210,495) | 581,796 |
| Total unrestricted funds | 569,117 | 2,223,174 | (2,210,495) | 581,796 |
| Unrestricted Funds previous year | 1 Jan 2023 | Income | Expenditure /Transfer | 31 Dec 2023 |
| | € | € | € | € |
| Unrestricted funds | 709,203 | 2,184,930 | (2,325,016) | 569,117 |
| Total unrestricted funds | 709,203 | 2,184,930 | (2,325,016) | 569,117 |

18. OPERATING LEASE COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:

| | 2024 € | 2023 € |
|----------------------------|-----------|-----------|
| Within one year | 43,500 | 52,317 |
| Between one and five years | - | 52,317 |
| Over five years | - | - |

With effect from 1 September 2020, MHI entered into a lease for 2nd Floor, Marina House, 11-13 Clarence Street, Dun Laoghaire, Co. Dublin. The length of the lease is for a period of 10 years with a break clause after 5 years. The above figures represent the operating lease commitments up to the break clause date.

Notes to the Financial Statements

19. RECONCILIATION OF CAPITAL AND RESERVES

| | 2024 | 2023 |
|------------------------------|-----------|-----------|
| | € | € |
| At the beginning of the year | 2,545,506 | 2,357,637 |
| Surplus for the year | 52,518 | 187,869 |
| | | |
| Closing reserves | 2,598,024 | 2,545,506 |

21. RELATED PARTY TRANSACTIONS

Mental Health Ireland supports a number of local Mental Health Associations across Ireland. Those Mental Health Associations who completed a Memorandum of Understanding process were authorised to use Mental Health Ireland’s Charity No. 5594 until 30 June 2019. Since that date, Mental Health Associations have been required to register directly with the Charities Regulator to obtain their own Charity Number. Mental Health Ireland provide support and guidance to all MHAs who are registered members of Mental Health Ireland.

22. STATUS

The charity is a company limited by guarantee not having a share capital. The membership of the charity is its current board of directors. 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 it being wound up while they are members, or within one financial year thereafter. This contribution would be for the payment 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.

23. APPROVAL OF FINANCIAL STATEMENTS

The board of directors approved these financial statements and authorised them for issue on 21st March 2025.

20. ANALYSIS OF CHANGES IN NET CASH

| | At 01/01/2024 | Cashflows | At 31/12/2024 |
|------|---------------|-----------|---------------|
| | € | € | € |
| Cash | 2,164,634 | 74,079 | 2,238,713 |



**Mental Health
Ireland**

MENTAL HEALTH IRELAND

Educating, Empowering and Connecting Communities

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