

ANNUAL REPORT



Mental
Health
Reform



| 2022



*Our Vision
is an Ireland
where everyone
can access the
support they
need in their
community to
achieve their
best possible
mental health*

Company Number: 506850

Charity Number: CHY19958

Charities Regulatory Authority Number: 20078737



Our Members

Governing Members

- | | | |
|---|---|---|
| * 3Ts (Turn the Tide of Suicide) | * Dual Diagnosis Ireland | * MyMind |
| * A Lust For Life | * Dublin Simon Community | * National Council for the Blind of Ireland |
| * ADHD Ireland | * Dyspraxia/ DCD Ireland | * National Women's Council |
| * AHEAD | * Exchange House | * Pavee Point – Traveller and Roma Centre |
| * AkiDwA | * Fighting Blindness | * Peer Advocacy in Mental Health |
| * Alcohol Action Ireland | * Finglas Addiction Support Team (FAST) | * Peter McVerry Trust |
| * ALONE | * First Fortnight | * Pieta |
| * The Alzheimer Society of Ireland | * Focus Ireland | * The Rehab Group |
| * Amnesty International Ireland | * Gateway Mental Health Project | * Respond! Housing Association |
| * Association for Agency-Based Counselling and Psychotherapy in Ireland | * GROW | * Samaritans |
| * Barnardos | * Hail – Housing Association of Integrated Living | * Shine |
| * Bodywhys | * Helplink Mental Health | * Slí Eile Housing Association |
| * Cairde | * HUGG | * Smashing Times Theatre and Film Company |
| * Children's Rights Alliance | * Huntington's Disease Association of Ireland | * SpunOut |
| * Chime | * Irish Penal Reform Trust | * Suicide or Survive |
| * Cork Mental Health Foundation | * Irish Society for the Prevention of Cruelty to Children (ISPCC) | * Talk to Tom |
| * The Daughters of Charity Child and Family Service (DoCCFS) | * Jigsaw | * Threshold Training Network |
| * Disability Federation of Ireland | * Kerry Diocesan Youth Service (KDYS) | * Traveller Counselling Service |
| * Doras | * Mental Health Ireland | * Union of Students in Ireland |
| | * Merchants Quay Ireland | |



Associate Members

- ★ The Association for Psychoanalysis and Psychotherapy in Ireland
- ★ Association of Occupational Therapists of Ireland
- ★ BelongTo
- ★ Bloomfield Health Services
- ★ Cork Counselling Services
- ★ Depaul Ireland
- ★ Dyslexia Association of Ireland
- ★ European Association of Professional Hypnotherapists
- ★ Family Therapy Association of Ireland
- ★ Irish Association for Counselling & Psychotherapy
- ★ Irish Association of Creative Arts Therapists
- ★ Irish Association of Social Workers
- ★ Irish Association of Speech and Language Therapists
- ★ Irish Council for Psychotherapy
- ★ Irish Foster Care Association
- ★ Irish Online Counselling & Psychotherapy Service
- ★ Irish Refugee Council
- ★ Irish Society of Chartered Physiotherapists
- ★ National Association for Professional Counselling and Psychotherapy
- ★ Psychological Society of Ireland
- ★ St. John of God Hospital
- ★ St. Patrick's University Hospital
- ★ turn2me.org



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| INTRODUCTION



Reference and Administrative Information

Directors	Ali Rochford Michele Kerrigan Mark Kennedy Robert McCafferty Michael Joseph Duffy Michael Culhane Louise Jennings Fiona Tuomey Martin Markey (Appointed 14 June 2022) Sean Sheridan (Appointed 14 June 2022) Carol Spain (Appointed 14 June 2022) Sheila Gilheany (Appointed 14 June 2022) Conor Anthony Daly (Resigned 14 June 2022) Pádraig John Love (Resigned 14 June 2022)		
Company Secretary	Michael Culhane		
Chief Executive Officer	Fiona Coyle Róisín Clarke (Interim CEO 16.5.2022 – 21.3.2023)		
Charity Number	CHY19958		
Charities Regulatory Authority Number	20078737		
Company Number	506850		
Registered Office and Principal Address	Coleraine House Coleraine Street Dublin 7		
Auditors	Whelan Dowling & Associates		
Accountants	Chartered Accountants and Statutory Auditors Block 1, Unit 1 & 4, Northwood Court, Santry Dublin 9, D09 E438, Ireland.		
Bankers	Bank of Ireland 34 College Green Dublin 2 Ireland	KBC Bank Ireland plc Sandwith Street Dublin 2	Ulster Bank 33 College Green Dublin 2
Solicitors	Mason Hayes & Curran South Bank House, Barrow Street, Dublin 4.		



Chairpersons Report



Michele Kerrigan
Chairperson
Mental Health Reform

I am delighted to present to you Mental Health Reform's (MHR) Annual Report for 2022.

As we transitioned into a post-pandemic world, 2022 brought unprecedented challenges due to the war in Ukraine. Many of our members played a critical role in Ireland's response to the war, providing vital mental health services and supports to Ukrainian refugees. The Cost of Living crisis also placed additional pressure on the mental health sector as many more people sought support to cope with the effects of rising inflation and economic adversity.

We are proud that as a coalition, we have risen to the challenges and demands of this ever-changing context. I am pleased to say that MHR has been steadfast in its efforts to promote the progressive reform of mental health services and supports in Ireland.

In 2022, we have had an exceptional year of activity, achieving great successes and progress as a coalition, some of which I would like to highlight below:



In March, we celebrated our **10th anniversary** with a half-day hybrid conference with over 200 in attendance. During the conference we launched the second report in our Brave New Connections series '*Resetting the Not for Profit voluntary and community Mental Health sector after the pandemic*'.



In September, following a successful campaign, we welcomed changes to the **Assisted Decision-Making (Capacity) (Amendment) Bill 2022**, that will extend the rights in the legislation to people involuntarily detained under Part 4 of the Mental Health Act, 2001.

€
72.8M

In October, we welcomed the announcement of **€72.8M** for mental health services in **Budget 2023**, the largest mental health budget in the history of the state.



In May, we held a ground-breaking EU-funded webinar on the future of eMental health '**Frontiers in eMental Health-The Future is Now**' webinar, following a three-year project in partnership with stakeholders across Europe aiming to promote the development and implementation of eMental Health.



In June, we launched '**My LGBTI+ Voice Matters**' report, one of the largest samples of LGBTI+ mental health service users to share their views and experiences of the mental health services in Ireland.



In November, we launched our '**Mental Health Act, 2001 Toolkit**' in partnership with the School of Law, University College Cork, enabling people to become educated about their rights.

Building on our interim Statement of Strategy for 2020 to 2022, during 2022 the Board of MHR instigated the development of our Strategic Plan for 2023 to 2028. Developed in consultation with our members and key stakeholders, this strategy will provide a roadmap for the next five years as the coalition goes from strength to strength.

This year, we welcomed four new Board members, and look forward to working with them in the coming years as we progress towards our shared goals. I would like to thank my fellow Board Members, past and current for the benefit of their expertise, insight and valued contributions.

Now in our 11th Year, MHR has demonstrated the strength of a coalition. Each of our members, our Grassroots Forum, service users and their supporters, through their contributions, engagement and activism have contributed to the achievements in this report. Thank you, this is your coalition.

I would like to express my thanks and appreciation to the team at MHR whose dedication, and commitment has enabled the many achievements contained within this report. I would also like to thank our funders, who have contributed to our work and enabled the outstanding progress we have seen in 2022.

Michele Kerrigan
Chairperson
Mental Health Reform



Dominika Topolska, Innovation Coordinator, Fiona Coyle, CEO, MHR, Kevin Cullen, Scientific Advisor, MHR and Dominique Phillips, Programme Officer, MHR launching a report on 'Resetting the Non-Profit Voluntary and Community Mental Health Sector After the Pandemic' at MHR's 10th Anniversary Conference in Dublin.



Róisín Clarke, Interim CEO, MHR, Sarah Hughes, Mental Health Programme Manager, Union of Students in Ireland, Martina Smith, CEO, HAIL, Dr Suzanne Denieffe, Head of the School of Humanities, Waterford Institute of Technology and Rory Hearne, Assistant Professor in Social Policy at Department of Applied Social Studies, Maynooth University pictured at the Coalition Conversation Conference in Dublin.



MHR members and mental health advocates pictured at the launch of MHR's Cost of Waiting campaign at Leinster House



Derry Mescal, Mental Health Advocate pictured at the launch of Mental Health Reform's Cost of Waiting campaign at Leinster House





MHR staff pictured with TDs and fellow members of the Oireachtas Disability Group in Leinster House.



MHR members and mental health advocates pictured with Mary Butler, Minister of State for Mental Health and Older People at MHR's 'Meet & Greet' event in Leinster House for politicians and members.



Directors' Annual Report

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2022.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the directors of Mental Health Reform present a summary of its purpose, governance, activities, achievements and finances for the financial year 2022.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital.





Mission, Purpose and Objectives

Our Origins

Initially named The Irish Mental Health Coalition, MHR was founded in 2006. It began with five organisations: Shine, Bodywhys, Grow Mental Health, Peer Advocacy in Mental Health and Amnesty International. The coalition had three service providers, an advocacy organisation and a human rights organisation. Those pillars (service providers, advocacy and human rights) were present from the very beginning, and they were what was needed to move the coalition forward.

Ireland's mental health policy *A Vision for Change*, was launched in 2006. The coalition was focused on holding the Government accountable for its delivery of that policy.

Over the coming years, a strong membership was developed. That membership expanded to incorporate other organisations which had something to offer, particularly those that had strong grassroots involvement, so that we could hear the voices of mental health service users.

In February 2011, the Irish Mental Health Coalition was renamed and formally established as Mental Health Reform. This marked the transition from a campaigning coalition operated as a project of Shine, to the establishment of a national support organisation for NGOs representing service users, families and community groups engaged in mental health.

Our Purpose

- * The company was set up under a Memorandum of Understanding. Articles of Association which established the objects and powers of the charitable company, is governed by this constitution and is managed by a Board of Directors. The objectives for which MHR exist are:
- * To benefit the community by promoting best practice in all aspects of service provision to people experiencing mental health difficulties,
- * Advancing the education of the public at large to the benefits of an Ireland where people achieve and enjoy the highest attainable standard of mental health.

Our Vision

An Ireland where everyone can access the support they need in their community to achieve their best possible mental health.

Our Mission

To be the unifying voice that drives progressive reform of mental health services and supports in Ireland.

..one
unifying
voice..





Core Values



Best international standards and human rights norms

We consistently invoke best international standards and human rights norms as the benchmark we expect all parties to aspire to and progressively deliver.



Equitable access to high quality mental health services

We promote a model of health and social care where everyone has equal access to affordable, sustainable and high quality, primary care and recovery oriented mental health services.



Empowerment of individuals and mobilisation of local communities

We operate from a conviction that the views and active participation of the person who experiences mental health difficulties and their support networks are pivotal to achieving best outcomes and that integrated services at local community level constitute the best enabling context.



Independence and integrity

Our authority stems from our independence. We campaign with integrity demonstrating respect for all stakeholders and without fear or favour.



Focus on value-added activity

Our focus is on activity that adds distinctive value to the work of the members and avoids duplication of their efforts.



Financial stewardship

We operate efficiently, making best use of the resources entrusted to us.



Accountability

We are accountable for our effectiveness to our members via the Board with timely, accurate and comprehensive information.



Authoritative voice

We root our recommendations in consultation with stakeholders and in international and national evidence of good practice.



Principled pragmatism

We hold true to our principles while working towards pragmatic steps forward in reform of the mental health system.



Key Activities

MHR's key ongoing activities are outlined below.

MHR's approach is to provide a unified voice to government, its agencies, the Oireachtas and the general public on mental health issues. In 2022, this was particularly crucial as there was a clear need for a strong, coordinated voice to ensure that the experiences of members, service users, family, friends, carers, and supporters were reflected in the response to the COVID-19 pandemic and the Cost of Living crisis.

To achieve this, MHR performed a key role in the sector by providing an information provision service, a space for members to share resources and collaborate, and a united voice when approaching policy makers. Our approach was as follows:

Key Activities



Coordination & Policy Development

- ★ We draw on the expertise and experience and coordinate the views of our member organisations.
- ★ We represent the sector in public forums.
- ★ We prepare policy submissions on behalf of our member organisations, informed by our Grassroots Forum and other advisory groups.



Research & Innovation

- ★ We consult with people who use services and family members, reporting their experiences to government and its agencies.
- ★ We conduct research to identify unmet needs and good practice solutions.
- ★ We support and demonstrate innovation in the way that mental health supports are provided.



Accountability & Advocacy

- ★ We monitor progress on government commitments and hold the government and its agencies to account for delivery.
- ★ We mobilise our membership and wider supporter network to make publicly visible the support for a better mental health system.



Operating Context

In 2022, as the world grappled with the challenges posed by the COVID-19 pandemic, mental health continued to remain a central part of the public discourse in Ireland. This was reflected in research published by MHR and the COVID-19 Psychological Research Consortium which showed favourable attitudes of the Irish public towards the prioritisation of mental health issues and value greater government investment in addressing mental health needs.

One major event that brought mental health to the forefront was the publication of the South Kerry CAMHS (Child and Adolescent Mental Health Services) review in January. The report led to national discussions on the significant gaps in mental health services for young people, including long waiting lists, inadequate staffing, and insufficient funding. MHR was well-placed to speak with media, policy makers and politicians about the service-improvement needs. Youth mental health will continue to be a priority for MHR in the coming years.

The Cost of Living Crisis dominated the airwaves in 2022, exacerbated by the knock-on effects of the Russian war in Ukraine. The annual Budget was brought forward to September and measures to address the increasing costs of household bills were prioritised. The government provided a one-off lump sum payment of €500 to people in receipt of the Disability Allowance, which was the first sign of the government addressing the increased cost of disability, of which people with psychosocial disabilities have the highest costs.

In 2022, the Irish government provided a safe haven for 67,448 Ukrainian people seeking asylum due to the war. MHR participated in a forum addressing the issues involved in accommodating large numbers of people experiencing trauma. MHR members also expanded their service offerings to Ukrainians, including translating important information and offering specific services. MHR made its Cultural Competency Toolkit available to services navigating cultural differences in addressing mental health difficulties and trauma.

The *Sharing the Vision* Implementation Plan 2022-2024 was published in March. The plan is a crucial tool for oversight and accountability of the 100 recommendations in Ireland's national mental health policy. It will be a key focus in MHR's work. The Implementation Plan will be overseen by the National Implementation Monitoring Committee (NIMC) of which MHR's CEO is a member.

In the legislative landscape, the Pre-Legislative Scrutiny of the Mental Health (Amendment) Bill to reform the Mental Health Act, 2001 was completed and the report was launched. MHR welcomed the tone of the report, as well as the 19 recommendations by the Sub-Committee on Mental Health. The Assisted Decision-Making (Capacity) Amendment Bill 2022 was also a key piece of legislation. MHR was delighted to have been invited to be on the HSE's Implementation Steering Groups and Mental Health Reference Groups, which provided ample opportunity to highlight the importance of protecting the human rights of people with mental health difficulties.

At an operational level, public fundraising remained difficult, as did identifying new donors to support our advocacy and political work. For this reason, in 2022, the coalition had to wind down its community mental health pilot project in the Midwest. However, MHR increased its overall income by securing new project funding to support its innovation work on e-mental health.

In the voluntary and community sector, there is a growing recruitment and retention crisis. According to the Wheel, some organisations have reported a 40% yearly staff turnover rate, which is a concerning trend.

The Cost of Living Crisis dominated the airwaves in 2022, exacerbated by the knock-on effects of the Russian war in Ukraine



OUR WORK



STRATEGIC REPORT

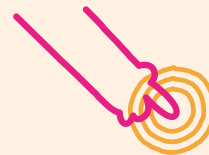
1. Secure changes in legislation and policy



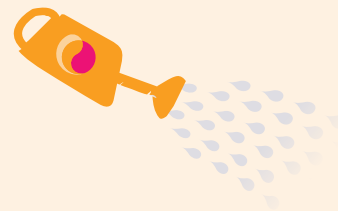
2. Improve access to services



3. Understand and respond to the impact of COVID-19





4. Strengthen the capacity, outreach and sustainability of MHR





Strategic Goals	Key Performance Indicators	Progress 2022
<p>Advocate and secure changes in legislation and policy to give meaningful effect to a human rights-based and recovery-centred approach to mental health</p> 	<ul style="list-style-type: none"> ★ Human rights compliant mental health legislation passed ★ Increased consultation with people with mental health difficulties in line with the UNCRPD ★ Mental health taken into account in key governmental policies identified as needing intervention by MHR including Health, Justice and Housing ★ Greater awareness of MHR's work among the public 	<ul style="list-style-type: none"> ★ Pre-legislative scrutiny report on the draft Heads of Bill to amend the Mental Health Act published in November and is in line with MHR's key recommendations. ★ Secured a Government amendment to extend the rights of the Assisted Decision-Making Capacity Act (2015) to some people involuntarily detained under the Mental Health Act, 2001. ★ National Housing Strategy for Disabled People 2022-2027 published in January 2022 and reflective of MHR's key asks. ★ 20 policy submissions made in 2022. ★ Increased social media audience growth by 9% in 2022.
<p>Improve access to services through the implementation of <i>Sharing the Vision</i></p> 	<ul style="list-style-type: none"> ★ Increase in investment in mental health ★ Conduct research to ensure mental health services and supports are inclusive to the needs of marginalised groups ★ Increased engagement of people experiencing mental health difficulties in formation, review and rollout of policy. ★ Promote and support implementation of e-mental health 	<ul style="list-style-type: none"> ★ Cost of Waiting campaign launched on 31st August. Investment of €72.8M for mental health services in Budget 2023, the largest mental health budget in the history of the state. ★ Research on 'My LGBTI+ Voice Matters: A Mixed Methods Exploration of the Views and Experiences of LGBTI+ Mental Health Services Users' published and presented to senior leaders in the HSE. ★ Over 100 people accessed MHR's e-mental health training toolkit online.



Strategic Goals	Key Performance Indicators	Progress 2022
<p>To understand, respond and foster innovation on the impact of COVID-19 on mental health and mental health services</p> 	<ul style="list-style-type: none"> * MHR member organisations supported to adapt and innovate to COVID-19 * Analyse and publicly communicate research on the impact of COVID-19 on Mental Health 	<ul style="list-style-type: none"> * Brave New Connections second report on 'Resetting the Non-Profit Voluntary and Community Mental Health Sector After the Pandemic' published and launched at MHR's 10th Anniversary Conference in March. * Peer-reviewed study published in collaboration with the COVID-19 Psychological Research Consortium (C19PRC) to explore public attitudes towards the mental health services during the COVID-19 pandemic.
<p>To strengthen the capacity, outreach and sustainability of MHR</p> 	<ul style="list-style-type: none"> * Increased member engagement in MHR's activities * MHR adheres to the recommendations as laid out by regulatory authorities * Strengthen internal Capacity * Diversify funding 	<ul style="list-style-type: none"> * 79% of member organisations attended at least one MHR event or briefing in 2022 compared to 65% of member organisations in 2021. * Compliance with Governance code, CRO & CRA * Mandatory training events introduced for staff and board members advised of training opportunities available * Process for development of a Fundraising strategy agreed and initial scoping complete



Statement of Strategic Intent for 2021–2022

Due to the unpredictability of COVID-19, the Board took a decision in 2020 to develop a shorter term, 'Statement of Strategic Intent 2021-2022' to guide the organisation through the unprecedented uncertainty of the pandemic and to allow time to develop the next longer-term strategic plan.

This statement of strategic intent was accompanied by the development of a detailed Operations Plan, outlining key objectives under each strategic priority; the actions to be undertaken; the risks associated with each objective; the resources required for each objective, and the timeframe for completion and outputs

In July, MHR commenced the development of our Strategic Plan 2023 - 2028. The strategic plan aims to equip MHR to adapt to the new post-COVID-19 environment, to identify ambitious yet achievable priorities for the coming years, and to support the coalition to continue to grow sustainably in size, reach and influence.

MHR received funding from the Community Foundation to support the consultation and development process. Throughout 2022, a number of meetings were held to collect feedback from the Board, staff, members, stakeholders and people with lived experience. This input will be central to informing the new strategic plan and shaping the coalition's mission over the next five years.

The strategic plan aims to equip MHR to adapt to the new post-COVID-19 environment, to identify ambitious yet achievable priorities for the coming years, and to support the coalition to continue to grow sustainably in size, reach and influence.



Guests attending MHR's 10th Anniversary Conference



STRATEGIC PRIORITY 1

Advocate and secure changes in legislation and policy to give meaningful effect to a human rights-based and recovery-centred approach to mental health



Key figures:

20
COORDINATED
POLICY
SUBMISSIONS

78
DEPUTIES
LOBBIED

13+
SPEAKING
ENGAGEMENTS

81
MEDIA
APPEARANCES

Summary

MHR is at the forefront of mental health policy and law reform in Ireland. The relationships built with elected representatives, government departments and state agencies provide the coalition with a unique opportunity to advocate for and secure changes in legislation and policy.

In 2022, work was progressed towards the following outcomes

- ★ Human rights compliant mental health legislation passed
- ★ Increased consultation with people with mental health difficulties in line with the UNCRPD
- ★ Mental health taken into account in key governmental policies identified as needing intervention by MHR including health, justice and housing
- ★ Greater awareness of MHR's work among the public

A highlight for 2022 was the meeting with Taoiseach, Micheál Martin in June to discuss the importance of investing in mental health services and supports. This meeting was a significant milestone for mental health advocacy in Ireland, as it demonstrated that mental health was being taken seriously at the highest levels of government.

MHR's political engagement efforts played a crucial role in keeping mental health issues in the spotlight. As the country faced unprecedented challenges including the rising cost of living and housing, the coalition worked tirelessly to ensure that mental health remained a national priority.

In 2022, draft new mental health legislation moved slowly through the legislative process. As part of that process MHR engaged with the Sub-Committee on Mental Health. The committee published its report in October, reflecting MHR's key asks. The coalition was also actively engaged on the Assisted Decision-Making (Capacity) Act 2015 and Amendment Bill 2022 to highlight its discriminatory exclusion of some people with mental health difficulties.



Key Outcomes

1. Moving towards Reform

As Ireland moves towards making its mental health legislation human rights compliant, MHR placed a particular focus on activities to empower people to understand their rights and make their voices heard. This included:

Regional Roadshows in each Province

In partnership with the HSE's Mental Health Engagement and Recovery (MHER) Office, MHR delivered four in-person events and one online webinar to discuss the Mental Health Act, 2001 and empower people to share their stories. The events took place in Cork, Kilkenny, Kildare and Sligo.

Over 100 people attended the events, including those with lived experience, mental health workers, peer support workers, family support workers, and volunteers. Five overarching themes emerged from the events: the system, human rights, advocacy & peer support, family, friends, carers, and supporters, and communications & information.

MHR would like to thank the Samaritans Listeners who provided support for the events. A listening report was produced based on feedback from the events, and the results were presented online in late 2022. This work will continue in 2023.



Ber Grogan, Policy and Research Manager, MHR, Dr Darius Whelan and Claire Carroll, School of Law, University College Cork





Mental Health Act Toolkit

In partnership with the School of Law, University College Cork, MHR launched a toolkit on the Mental Health Act, 2001 designed to provide accessible information to people with mental health difficulties, their families, advocates, supporters, and carers, regarding their human rights. The toolkit is a vital means of empowerment, enabling people to become educated about their rights so that they can exercise and claim those rights. The toolkit was drafted in consultation with MHR member organisations, through a series of online and in-person consultation meetings.



Graphics from the
Mental Health Act
2001 Toolkit



The Taoiseach's visit was a powerful demonstration of the importance of prioritising mental health reform at the highest levels of government

2. Strengthened Political Engagement on Mental Health

Regular engagement with the Irish government and Oireachtas members continued in 2022.

In July 2022, MHR had the honour of co-hosting a visit by Taoiseach Michael Martin at Jigsaw's Cork Office. The discussions were particularly meaningful as they included a youth panel from Jigsaw, who provided valuable insights into the challenges facing young people when it comes to accessing mental health services and supports. The Taoiseach's visit was a powerful demonstration of the importance of prioritising mental health reform at the highest levels of government.

Warm interactions continued with Minister of State for Mental Health and Older People, Mary Butler with two meetings taking place in 2022. MHR linked more closely with Minister of State for Disability, Anne Rabbitte, during 2022, in relation to the Assisted Decision-Making Act and the UNCRPD. Significant engagement also took place with Minister for Children, Equality, Disability, Integration and Youth (CEDIY), Roderic O'Gorman, on the Assisted Decision-Making Act.

Engagement continued with members of the Sub-Committee on Mental Health. In addition, MHR monitored Dáil and Seanad interactions on mental health and contacted TDs and Senators who expressed an interest in addressing mental health challenges. In total, MHR engaged with 78 deputies in 2022, strengthening knowledge and engagement on mental health across all parties.

On the 21st of June 2022, MHR took part in a 'Lobby Day' with the Oireachtas Disability Group (ODG) where three priority pieces were discussed with TDs and Senators. The three areas were decided among the members of the ODG and included the Disability Capacity Review, the Cost of Disability Report Implementation Plan, and the Assisted Decision-Making Capacity Act 2015

Taoiseach Michael Martin meets with MHR at Jigsaw's Cork Office





78% of participants surveyed felt the information they received from the training was very or extremely valuable

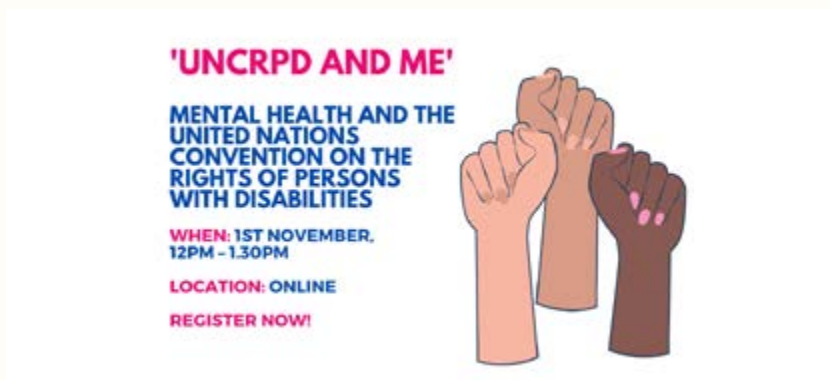
3. Making the UNCRPD a reality

In Ireland, there is a lack of understanding and awareness that mental health difficulties are considered psychosocial disabilities. Consequently, people with mental health difficulties are often unaware that they have rights and face discrimination and barriers in accessing education, employment, and healthcare, as well as social exclusion

To address this knowledge gap, MHR provided online webinars titled “The UNCRPD and Me,” which specifically focused on informing individuals about how to advocate for their rights under the UNCRPD. A total of 30 participants attended the sessions and 78% of participants surveyed felt the information they received from the training was very or extremely valuable.

A key focus for 2022 was increased consultation with people with mental health difficulties in line with the UNCRPD which says that disabled people should be consulted at all stages of policy development and implementation. As part of its role within the Disability Participation Consultation Network, in 2022, MHR developed a guide on delivering effective public consultations for people with psychosocial disabilities. The guide was finalised in December 2022 and will be distributed to all relevant State agencies and public bodies in 2023.

MHR’s work on disability in 2022 meant that we were invited to present to the Disability Matters Committee and that our working relationships with other civil society organisations grew.



4. Co-ordinated policy input

In 2022, MHR continued developing consensus-based policy submissions in consultation with our members. MHR completed more than 20 submissions. This surpassed our yearly target of 10. This also represented an increase from 17 policy positions in 2021 and is reflective of a growing emphasis being placed on mental health.



Case Study - Campaigning for Change in the Assisted Decision-Making (Capacity) Act



Rosy Wilson,
Mental Health Activist

“My four children and my doctor all have copies of my Advanced Health Directive but clearly this protection has not commenced. The present situation leaves many of us terrified and find the only protection is to stay well which, as my history shows, is not in our control.”

- Rosy Wilson

In 2022, the Assisted Decision-Making (Capacity) (Amendment) Bill 2022 progressed through the Oireachtas. The landmark legislation will bring an end to the wardship system in Ireland and replace it with a new legal framework for supported decision-making for adults who need assistance and support to maximise their ability to make decisions about themselves.

Under the new legislation, people will have the right to make an Advanced Healthcare Directive. This document sets out instructions in relation to the healthcare treatments a person may wish to refuse or request in the future, in the event they lose decision-making capacity. Under the Assisted Decision-Making (Capacity) (Amendment) Bill 2022, people involuntarily detained in in-patient mental health facilities were excluded from legally binding advance healthcare directives. There is no other group of individuals that are specifically excluded from this legal right. This is contrary to their constitutional rights and international human rights standards including the UNCRPD.

MHR called for urgent amendments to the legislation to ensure that the will and preferences of people with enduring mental health difficulties are respected, and their human rights are protected. We sent an open letter to the Taoiseach and Tánaiste containing 28 signatures from our members. We also secured meetings with Roderic O’ Gorman, Minister for Children, Equality, Disability, Integration and Youth of Ireland and Anne Rabbitte, Minister of State at the Department of Health and at the Department of Children, Equality, Disability, Integration and Youth.

MHR supported Rosy Wilson, a mental health activist and poet to share her story with the RTÉ News at One. Rosy has spoken publicly about her experience of receiving Electro Convulsive Therapy in hospital against her wishes, and the importance of having a legally binding Advanced Healthcare Directive. Rosy expressed fears that if she loses her mental capacity in the future, she could be given further treatment in hospital that goes against her wishes.

Following a successful campaign, in September, the Government announced changes to the Assisted Decision-Making (Capacity) (Amendment) Bill 2022 that will extend rights in the legislation to people involuntarily detained under Part 4 of the Mental Health Act, 2001. For Rosy, and many other people with mental health difficulties, this is a significant advancement for human rights in Ireland.



Key concerns on mental health included the lack of rights for 16 and 17 year olds to consent to or refuse mental health treatment

5. Promoting Improvements in Youth Mental Health

Following the publication of the South Kerry CAMHS Report in January, there was an increased focus on youth mental health. MHR was a leading commentator in response to the report which revealed a severe lack of clinical oversight in South Kerry CAMHS. Fiona Coyle, CEO, MHR provided interviews to a range of media outlets to highlight the need for stronger leadership and governance in the mental health system.

In April 2022, MHR and the Children's Rights Alliance had a joint meeting with Minister Butler to discuss ongoing concerns around CAMHS services and youth mental health. We look forward to continuing our work with the Minister to ensure that the rights of children and young people are protected and respected, when accessing mental health services.

The Children's Mental Health Coalition (CMHC) continued its work in holding the government to account on the UN Convention on the Rights of the Child (UNCRC), and liaised closely with a wider coalition of civil society groups ahead of a public dialogue between the Irish Government and the UN Committee on the Rights of the Child in Geneva in January.

Key concerns on mental health included the continuing practice of admitting children into adult inpatient psychiatric facilities, the lack of rights for 16 and 17 year olds to consent to or refuse mental health treatment, and the lack of progress on the Youth Pathfinder Project.

Fiona Coyle, CEO, MHR appeared on *The Tonight Show* highlighting the urgent need for stronger leadership and governance in relation to the mental health system, CAMHS services and youth mental health





The coalition increased its social media audience by 9% in 2022 up from 8% in 2021

6. Increased awareness on mental health

In 2022, MHR aimed to strengthen its media relations strategy by supporting people with lived experience to share their stories, and proactively responding to key developments in mental health. MHR supported four people with lived experience to share their views and insights with the media. Overall, this approach generated coverage in 81 media outlets including Virgin Media's The Tonight Show, RTÉ Morning Ireland, TG4 and Irish Times. While this was above target, there was a 4% decrease in coverage compared to 2021.

MHR continued to invest in digital communications, increasing its output and growing its audience. The coalition increased its social media audience by 9% in 2022 up from 8% in 2021. Mental health professionals are a key audience for MHR and this was reflected on LinkedIn which saw an increase of 2,310 followers.

MHR receives a large number of requests for speaking engagements, guest lectures and trainings from stakeholders across the country. In 2022, team members took part in speaking engagements at 13 events and provided five guest lectures which was significantly ahead of target. The return of face to face meetings and events enabled MHR to increase awareness of its work and provide information to a wide range of audiences.

Key Challenges

The Cost of Living crisis dominated political discourse in 2022 however there was a lack of recognition of the impact of economic adversity on mental health. MHR aimed to mitigate this by emphasising the mental health impact of the Cost of Living crisis in communications to media and politicians.

Another notable challenge was the limited capacity in the organisation for campaigning and political advocacy work, which is often resource-intensive. This is compounded by very few funding avenues available to support this type of work. Despite these obstacles, MHR remains committed to exploring all opportunities for impactful advocacy work with a particular focus on collaboration and partnerships.



STRATEGIC PRIORITY 2

Improve access to services through the implementation of *Sharing the Vision*

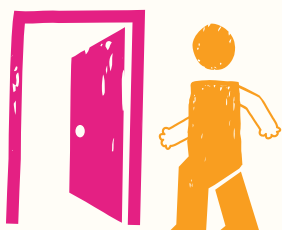
Summary

Improving access to mental health services is critical to enhancing mental health outcomes for people across Ireland. In line with the core values and principles of our national mental health policy, *Sharing the Vision*, all mental health service users should have access to timely, evidence-informed interventions that assist in their recovery.

Through work under this priority area, MHR contributes its knowledge of best practice in how mental health services can be best configured and designed to meet the needs of people with mental health difficulties. MHR endeavours to ensure that through all our processes we capture the lived experiences of mental health service users.

In 2022, MHR focused on the following outcomes:

- ★ Increase investment in mental health related support services
- ★ Ensure mental health services and supports are inclusive to the needs of marginalised groups
- ★ Support people experiencing mental health difficulties to be key actors in formation, review and rollout of policy
- ★ Represent members' voices in key policy implementation spaces
- ★ Promote and support implementation of e-mental health
- ★ In terms of impact, the Government invested an additional €72.8M for mental health services in Budget 2023. This investment represents the largest ever single-year commitment to funding for mental health services in the history of the state.



*The Government
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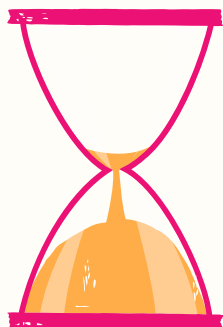
The publication of the *Sharing the Vision* implementation plan was also an important milestone. It provides a clear and comprehensive plan for how mental health services should be developed and delivered.

MHR published key research to promote improvements to mental health services for marginalised groups including 'My LGBTI+ Voice Matters' in partnership with LGBT Ireland and 'Dual Recovery' which draws on interviews with stakeholders working in the fields of mental health, addiction and homelessness in Ireland.

Funding from Interreg North-West Europe in 2022 enabled MHR to strengthen its impact in the e-mental health field by developing an eMental health training programme for mental health practitioners and service providers in partnership with our member, the Irish Association for Counselling and Psychotherapy.



Key Outcomes



The theme of the campaign is an acknowledgement of the drastic increase in waiting lists for mental health services since the pandemic

1. Increased Investment for Mental Health in Budget 2023

On 31st August 2022, MHR launched the Cost of Waiting campaign which called on the Government to invest €100 million in Ireland's mental health services for Budget 2023. This included €25M to maintain existing levels of services and €75M to be used exclusively for developing new services to drive change in the system, and deal with the new challenges faced.

On 27th September, we welcomed the Government's announcement to invest €72.8M for mental health services in Budget 2023. This investment represents the largest ever single-year commitment to funding for mental health services in the history of the state. Although it fell short of the €100M called for, we recognise the significance of this investment which will improve access to mental health services and supports during a challenging period.

The theme of the campaign is an acknowledgement of the drastic increase in waiting lists for mental health services since the pandemic, and the detrimental impact these delays can have for people who need mental health care.

Due to the pressures of the Cost of Living crisis, the Government made a decision to announce the budget early on 27th September instead of mid-October. Although this posed some challenges, the team endeavoured to deliver an impactful campaign within a short four-week period.

MHR staff, member organisations and experts by experience pictured at the launch of the Cost of Waiting campaign outside Leinster House





A key objective was to increase the number of emails the public sent to their TDs compared to 2021

The campaign commenced with a photo call at Leinster House and an online launch event. MHR also organised a 'meet & greet' event in Leinster House for politicians and its member organisations, and mental health advocates to raise awareness of the campaign. The event was a great success with attendance from over 50 public representatives.

The campaign encompassed PR, digital communications, and a partnership with Uplift Ireland, which provides a platform for members of the public to contact their TDs directly and call for better mental health services. A key objective was to increase the number of emails the public sent to their TDs compared to 2021. We achieved this by collaborating with three social media influencers who helped to promote awareness of the campaign to a wider audience. This contributed to a 31% increase in emails from the previous year.



Mary Butler, Minister for Mental Health and Older People, receiving a copy of MHR's 2023 pre-budget submission from Róisín Clarke, Interim CEO, MHR



Cost of Waiting Campaign in Numbers:

313 **RESPONSES**
to pre-budget survey



80 **PARTICIPANTS** at virtual
pre-budget launch event



2,730 **EMAILS** sent to
TDs via Uplift



16 **MEDIA HITS**



60% ahead
of target

31% increase of followers on
SOCIAL MEDIA



55 **PUBLIC REPRESENTATIVES**
attended MHR event in Leinster House



75% of **MHR'S MEMBERS** surveyed
rated the campaign as good or excellent





2. Empowering People with Lived Experience

A key focus for MHR is empowering people with mental health difficulties and their families, friends, carers and supporters to influence mental health policies, and advocate for improved mental health services.

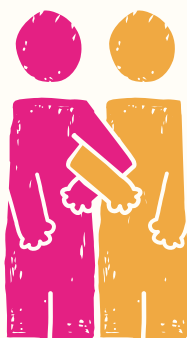
The Grassroots Forum provides a space for people with lived experience of mental health difficulties to engage directly with MHR. In 2022, a review of the Grassroots Forum was conducted to identify what steps could be taken to improve how it functions and meets the needs of MHR and its participants.

Following consultation with participants, members and other stakeholders, a new terms of reference was developed for the Forum. The review identified a need to expand and diversify the Grassroots Forum and hold meetings more regularly. Plans are in place to implement the review's recommendations in 2023.

In 2022, MHR continued to focus on facilitating people with lived experience to publicly campaign for improved mental health services. We supported 12 individuals to participate in public appearances which represents a 71% increase from 2021.

Individuals took part in media interviews, conferences and online events and discussed a range of issues including housing, the Mental Health Act, 2001 and the crisis in Child and Adolescent Mental Health Services (CAMHS).

MHR also published a two-page factsheet on how to 'Talk to Your TD' to support people with lived experience to advocate for better mental health services. MHR hopes to continue strengthening and supporting its network of mental health advocates in 2023.



We supported 12 individuals to participate in public appearances which represents a 71% increase from 2021



Justyna Maslanka,
Member of MHR's
Grassroots Forum

#CostOfWaiting



..barriers include poor collaboration between services, a lack of training for professionals, and social barriers such as homelessness and stigma

3. High level engagement with the HSE

MHR held a meeting with HSE CEO Paul Reid in 2022. During the meeting, MHR highlighted the important role of its members, the need for increased funding, and the reinstatement of the National Director for Mental Health in the HSE to provide leadership and strategic direction in the development of mental health services in Ireland. The CEO's engagement with MHR on these issues was very welcome, and the meeting provided an important opportunity to discuss strategic, policy, and operational issues with senior officials in the HSE.

4. Barriers to Recovery for People with Dual Diagnosis

In April, MHR published research on the barriers to dual recovery for individuals with a dual diagnosis of a mental health difficulty as well as a substance or alcohol use disorder.

Mayor of Dublin, Allison Gilliland kindly hosted the launch event in the Mansion House which brought together stakeholders from the HSE, members, TDs, Senators and Councillors.

The research found that individuals with a dual diagnosis face significant barriers to accessing appropriate care. These barriers include poor collaboration between services, a lack of training for professionals, and social barriers such as homelessness and stigma. MHR aims to promote this research to inform the upcoming implementation of a new Model of Care for dual diagnosis service provision, which requires adequate funding to ensure access to necessary treatment for recovery.



Fiona Coyle, CEO, MHR (centre) pictured with Riadhna Holahan (left) and Kathyan Kelly (right), authors of the Dual Diagnosis report.



Case Study - Research on LGBTI+ People's Experiences of Mental Health Services



“The threat [is] the lack of mental health professionals that have knowledge on our community because there’s a lot of unintended issues that can arise from people making assumptions about a community rather than listening or being patient-informed.”

– Focus Group Participant

In 2022, MHR in partnership with LGBT Ireland launched a new report: ‘My LGBTI+ Voice Matters: A Mixed Methods Exploration of the Views and Experiences of LGBTI+ Mental Health Services Users’.

Members of the LGBTI+ community are recognised as a priority group regarding mental health needs in our national mental health policy, *Sharing the Vision*. Despite the development of progressive LGBTI+ policies and guidance in recent years, this research shows that many LGBTI+ people continue to have negative experiences of the mental health services.

Nearly half (43%) of LGBTI+ people have had a poor experience of HSE mental health services while less than one in three (31%) felt that they were always treated with dignity and respect by community mental health services.

The knowledge, competence and sensitivity of mental health professionals was a significant moderating factor in the quality of the LGBTI+ people’s experiences of mental health services. A lack of LGBTI+ competence and sensitivity caused additional strain and led some participants to self-censor what they shared with their mental health professional.

Findings demonstrate a clear need for LGBTI+ training and education for mental health service providers. Increased investment in our mental health services must also be prioritised to improve the quality of treatment and care for people in the LGBTI+ community.

The research was launched at a virtual event during Pride Month in June which was attended by 77 participants from across the mental health sector. MHR has shared the report with TDs, Senators and senior decision makers in the HSE. The research was also presented at the Irish Global Health Network (IGHN) Conference at Trinity College Dublin. We aim to continue highlighting this research in our policy submissions throughout 2023.



This participation allowed MHR to ensure the interests of people with mental health difficulties were considered in implementation

Representing Members' Voices in Key Policy Implementation Spaces

In 2022, MHR represented members' voices in key policy implementation spaces. A full list of external advisory groups can be found [here](#). Of note this year was MHR's work in the following spaces.

HSE's Assisted Decision Making Implementation Steering Group & Mental Health Reference Group

2022 was the final year before the commencement of the long-awaited Assisted Decision-Making (Capacity) Act 2015. MHR was invited to join the HSE's Assisted Decision-Making (ADM) Implementation Steering Group and Assisted Decision-Making Reference Group to provide expertise on mental health and human rights. This participation allowed MHR to ensure the interests of people with mental health difficulties were considered in implementation. It also allowed the coalition to be aware of the rollout of the legislation and keep our members up to date. It is hoped that our relationships with these groups continue in 2023.

Advisory group for the development of new National Housing Strategy for People with a Disability

This group was set up to assist and guide the development of the new National Housing Strategy for Disabled People 2022 – 2027. Through our participation MHR continuously highlighted the specific housing needs of people with disabilities. MHR welcomes that the strategy reflects and promotes the housing recommendations in *Sharing the Vision*, Ireland's national mental health policy. The enhanced coordination between housing, health and social care is also hugely welcome.

Advancing eMental health solutions

In 2022, work concluded on the capitalisation phase of the Interreg eMEN project, which MHR had been partners on since 2016. Through this collaboration with international eMEN partners, MHR developed an eMental health training programme for mental health practitioners and service providers. The programme included an eMental Health training toolkit and pre-recorded training videos covering different modules in eMental health, such as telemental health, online interviewing and assessments, immersive technology, and wearables. These training modules were approved for CPD points by the Irish Association for Counselling and Psychotherapy (IACP). An online eMEN portal was created to allow practitioners to access the training modules at their convenience. In 2022, over 200 practitioners accessed the online training materials.



The successful training programme and webinar in partnership with IACP demonstrate MHR's work in 2022 in advancing eMental health solutions and improving the quality of mental health care in Ireland

As part of this work, MHR hosted an eMEN training webinar for mental health practitioners and service managers in April 2022, in collaboration with our eMEN partners from the Netherlands. Two experienced clinical psychologists who work in a Psychotrauma Centre in the Netherlands spoke about the digital mental health tools they use in their day-to-day work and how to effectively utilise these in various parts of the treatment pathway for Post-Traumatic Stress Disorder (PTSD) and a range of other trauma-related presentations.

More than 80 participants attended this IACP CPD recognised webinar and the event was very well-received. This successful training programme and webinar demonstrate MHR's work in 2022 in advancing eMental health solutions and improving the quality of mental health care in Ireland.

Frontiers in eMental Health – The Future is Now

In May, MHR held its final Irish eMEN webinar 'Frontiers in eMental Health – The Future is Now'. The event focused on the future of eMental health. The panel of national and international experts showcased cutting-edge technologies and novel eMental health applications, including Virtual Reality (VR), online trauma therapies such as exposure therapy and EMDR, AI, chatbots, and dynamic sign-posting.

The event featured renowned international speakers such as Professor Heleen Riper (Netherlands), Dr Tom van Daele (Belgium), Dr Mirjam J. Mink-Nijdam (Netherlands), and Bas Goossen (Netherlands). Irish speakers included Professor Maurice Mulvenna, Professor Raymond Bond (Ulster University), Ian Power (SpunOut), as well as representatives from Foróige and Galway Simon Community. Over 70 participants attended, including MHR member organisations, service providers, Irish and international academics, and mental health practitioners. The event demonstrated MHR's commitment to staying at the forefront of emerging eMental health technologies and facilitating collaboration between experts in the field.



The Government announced a commitment of €14m for new developments in mental health services but it was unclear how this funding was going to be allocated

Ongoing Research

Mapping Mental Health Services and Supports in the Irish Prison Service

The objective of this HSE funded project is to map the range of mental health services and supports available to adult prisoners across the Irish Prison Service (IPS) to identify good practices and promote knowledge sharing. Due to pandemic-related disruptions, the project was paused until the publication of the High-Level Task Force's report on mental health and addiction challenges in the criminal justice sector.

Since our previous annual report, in which we identified this research piece as a challenge, there has been some progress during 2022 to keep the project moving forward. We hope to include the final outcomes in our 2023 Annual Report.

Research & Advisory Committee

MHR's Research Advisory Committee (RAC) was established in 2019 to advise and support the organisation's research efforts. In 2022, the committee had completed its first full term, with two of the four members stepping down. A review recommended expanding the committee with a mix of researchers at different career stages and six new members were recruited to the committee from a diverse range of backgrounds.

Key Challenges

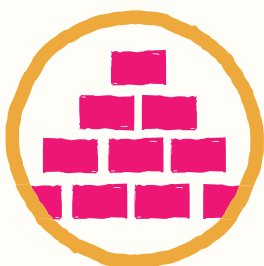
A challenge for this work stream in 2022 was the lack of transparency in Budget 2023. The Government announced a commitment of €14m for new developments in mental health services but it was unclear how this funding was going to be allocated. This can cause frustration for both the community and voluntary sector, and people with mental health difficulties who want to know what services and supports will be available in the future. MHR will call for greater transparency from government in its pre-budget submission for 2024.



STRATEGIC PRIORITY 3

To understand, respond and foster innovation on the impact of COVID-19 on mental health and mental health services

Summary



MHR has been supporting capacity-building for non-profit Voluntary and Community Sector mental health organisations adapting and responding to the challenges and disruptions of the pandemic

COVID-19 has fundamentally altered the mental health landscape both in terms of service delivery and service demand.

Due to this changing context, MHR focused on the following objectives in 2022.

- ★ Analyse and publicly communicate research on the impact of COVID-19 on mental health
- ★ Support member organisations to adapt and innovate to COVID-19 and the changing operational context
- ★ Since the pandemic began, many of our member organisations have significantly adapted their services by switching to online and remote mental health service provision. The sector's rapid and agile response to COVID-19 has helped to ensure access to essential services for those in need.

Through our Brave New Connections project, MHR has been supporting capacity-building for non-profit Voluntary and Community Sector mental health organisations adapting and responding to the challenges and disruptions of the pandemic. The project has allowed the coalition to publish key research on the sector that can inform current efforts to develop the Irish mental healthcare system and achieve the objectives of our national mental health policies.

MHR has also been actively creating spaces for our member organisations to collaborate and exchange information during the pandemic.



Key Outcomes



On the day of the conference, the campaign was Twitter's second most trending topic in Ireland and generated 44,621 social media impressions

1. Celebrating 10 years of reform

In March, MHR celebrated its 10th Anniversary Conference at a half-day hybrid conference in Wood Quay, Dublin. This celebration was originally planned for 2021 but was rescheduled due to the pandemic.

The conference brought together members and supporters to mark 10 years of collective action on mental health. The aim of the event was to reflect on the key developments in mental health over the past decade and discuss key aspirations for the mental health system for the next 10 years.

Broadcaster and Journalist, Dil Wickremasinghe hosted the conference with panellists including former MHR staff, mental health activists, and representatives from the Mental Health Commission and the HSE. Minister for Mental Health and Older People, Mary Butler gave the keynote address via Zoom. 210 people attended the virtual event while 37 people attended the event in person.

To help promote awareness of the coalition's 10th anniversary, MHR launched a public survey asking people what changes they would like to see in mental health services over the next 10 years. We received over 150 responses which were used to develop a social media campaign. On the day of the conference, the campaign was Twitter's second most trending topic in Ireland and generated 44,621 social media impressions.



Blessing Dada, Mental Health Advocate, Barbara Brennan, See Change Programmes Leader and Patrick Reilly, Mental Health Worker, Pavee Point at MHR's 10th Anniversary Conference.

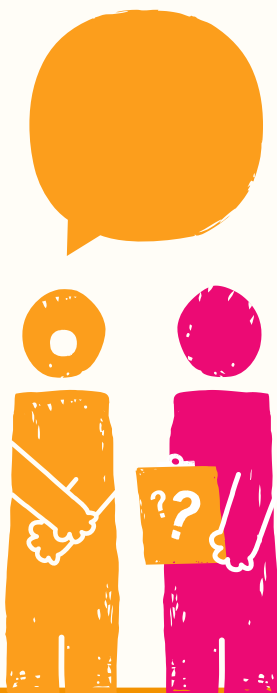


What changes would you like to see in mental health services over the next ten years?

“The normalisation of conversations about mental health in the same way physical health is discussed”

“Education on emotional intelligence, mental health and psychology topics taught in school as part of the curriculum”

“Continuity of care. Meeting the same doctor each time or at least the same doctor for one year.”



Robert McCafferty, Board Member
and Grassroots Forum Member





Speakers examined key themes including housing and mental health, culturally sensitive mental health supports, and youth mental health

2. Coalition Conversations

MHR's final event of the year: Coalition Conversations took place in Wood Quay Venue, Dublin on the 8th December.

Feedback from members in 2021 has demonstrated a desire for more meetings, events and knowledge sharing opportunities. To this end, the Coalition Conversations event series was conceived to provide a platform for our members to showcase their work and discuss new developments and innovations in mental health. This event presented a valuable opportunity to celebrate the work of the sector in 2022 and recognise its consistent ability to adapt to the challenges of the pandemic.

Several member organisations took part in the event including the Union of Students in Ireland, HAIL, ISPCC, Cairde, A Lust for Life, Jigsaw and Doras. Speakers examined key themes including housing and mental health, culturally sensitive mental health supports, and youth mental health, exploring how new approaches and reforms could shape the future of Ireland's mental health system. 45 participants attended the event including Board members, member organisations and people with lived experience of mental health difficulties.

MHR has decided to deliver Coalition Conversation as an online event in 2023 to reach a wider audience and increase access to member organisations from across Ireland.



Emilia Marchelewska, Health Advocacy Officer, Cairde, Justyna Maslanka, Grassroots Forum member and John Lannon, CEO, Doras



A large majority of survey respondents agreed that the project was well organised, that it had a positive impact personally, and that it was inclusive and accepting

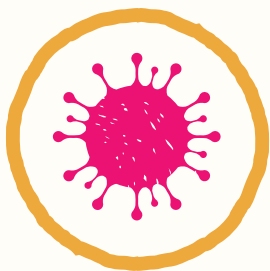
3. Fostering collaboration at regional level

In 2019, with funding from the Community Foundation for Ireland, MHR developed a community mental health pilot project in the Midwest of Ireland, that focused on building strong local activism for improvements in mental health services. The project involved working with members to train and coordinate communities of people across the Mid-West to speak out for better mental health services. This was done by engaging with mental health services management and other local stakeholders including politicians, local media and members of the public.

In 2022, funding for the project was coming to an end and MHR appointed external evaluators to undertake an evaluation of the project. The aim of the evaluation was to specifically assess the impact of this pilot during the COVID-19 pandemic and develop recommendations to support MHR in the potential roll out of the pilot in other regions.

The independent evaluators conducted an online survey of 18 people with lived experience of mental health difficulties who participated in the project. A large majority of survey respondents agreed that the project was well organised, that it had a positive impact personally, and that it was inclusive and accepting. There was good evidence that local initiatives including advocacy training and a Mid-West Members' Forum were beneficial for both member organisations and mental health service users during the pandemic.

The evaluation indicates this model of regional engagement could provide considerable added value to the ongoing reform and enhancement of mental health services in Ireland. MHR intends to draw on the evaluation to support funding applications in 2023 and identify new funding sources to replicate the model in other regions.



80% of survey participants agreed that mental health services require additional resources to deal with the impact of the COVID-19 pandemic on mental health

4. Understanding Public Attitudes Towards Prioritising the Mental Health Services

In January 2022, MHR published a peer-reviewed study in collaboration with the COVID-19 Psychological Research Consortium (C19PRC) to explore public attitudes towards the mental health services during the COVID-19 pandemic. The C19PRC is a group of mental health researchers from Ireland and the United Kingdom who are conducting projects in both countries to understand the mental health effects of the COVID-19 pandemic.

The research shows that 80% of survey participants agreed that mental health services require additional resources to deal with the impact of the COVID-19 pandemic on mental health. Overall, the findings indicate the Irish public hold very favourable attitudes towards the prioritisation of mental health issues and value greater government investment in addressing mental health needs.

MHR designed a two-page summary of the research to ensure the findings were accessible to the public. The summary was disseminated to members of the public and elected representatives to coincide with MHR's Cost of Waiting campaign in September.

WHAT DID WE FIND?

Expected Impact: ←

75% **AGREED** that the COVID-19 pandemic will have long-term implications for the mental health and well-being in our society (disagree: 6%; neither: 19%).



Resourcing Mental Health Services and Supports: €€€€

80% **AGREED** mental health services require additional resources to deal with the impact of the COVID-19 pandemic on mental health (disagree: 6%; neither: 14%).



78% **AGREED** charity and voluntary organisations require additional resources to deal with the impact of the COVID-19 pandemic on mental health (disagree: 7%; neither: 16%).



Government Response: →

75% **AGREED** that the Government should develop a mental health strategy to address the impact of the COVID-19 pandemic (disagree: 5%; neither: 19%).



67% **AGREED** that mental health and well-being should be a priority in the Government's response to the COVID-19 pandemic (disagree: 9%; neither: 24%).



44% **DISAGREED** that the Government has done enough to address the impact of the COVID-19 pandemic on mental health (agree: 23%; neither: 32%).





Case Study - Brave New Connections

‘Brave New Connections’ (BNC) is a collaborative project led by MHR and funded by the Community Foundation for Ireland (CFI). The project supports capacity-building for non-profit organisations in the mental health field, with a particular focus on where they had to adapt services in response to the challenges of the COVID-19 pandemic.

The first phase of the project commenced in 2021 and project activities continued into the first-half of 2022. Capacity-building activities included extensive research on the experiences and needs of 53 organisations, major knowledge exchange events, preparation of guidance materials, roundtables with groups of organisations sharing common interests, and seed-starting some concrete initiatives with organisations supporting vulnerable groups. Throughout 2022, approximately 40 member organisations engaged in project related events and activities. This high level of engagement has highlighted the importance of continuing activities that enhance knowledge and skills in the non-profit mental health sector in 2023.

Some key achievements and project outputs are detailed in this section.

BNC Report #2

In March 2022, MHR launched a second report in the BNC series titled, ‘Resetting the Non-Profit Voluntary and Community Mental Health Sector After the Pandemic’ at MHR’s 10th Anniversary Conference. For the first time, it presents a structured profiling of the nature and volume of the services and supports provided by the non-profit mental health sector.

The report highlights the breadth of reach of the sector across a wide range of vulnerable and more general user groups. This provides new insights, evidence, and perspectives that can inform current efforts to develop the Irish mental healthcare system and achieve the policy objectives of *Sharing the Vision*, *Connecting for Life*, *Healthy Ireland*, and *Sláintecare*.

The evidence in the report shows how the voluntary and community sector could contribute to rapidly increasing the numbers of people getting access to publicly-funded, high-volume mental health services (e.g., treatment for mild to moderate anxiety and depression) and substantially reduce waiting times for this. Coming out of the pandemic in 2022 presents a unique historical opportunity to support the reset of the sector in ways that align with the goals of key policy frameworks.

The report findings will continue to inform MHR’s work in 2023, which will include lobbying for funding and other supports for the non-profit mental health sector to ensure service-delivery can continue in a sustainable way beyond the pandemic.





Case Study - Brave New Connections

BNC Knowledge sharing event

As part of the BNC project, MHR hosted a half-day online event 'Good practice for remote mental health service provision – A knowledge-sharing event' in January. This major sector-wide knowledge-sharing event focused on experiences of voluntary and community sector organisations in implementing online/digital mental health services and supports. This topic, as well as the need for greater knowledge-sharing opportunities, were identified as key areas for capacity-building in the BNC survey and through ongoing consultation with organisations in the sector.

The next session concerned best practice guidelines for online service provision and the Irish Association for Counselling and Psychotherapy (IACP) talked through their response to the pandemic and the work they were doing to update their guidelines for working therapeutically online.

Over 100 people attended the event which included representatives from 35 MHR member organisations, as well as others working in the voluntary, public and private mental health sectors. The feedback from this event was very positive, and organisations particularly valued the opportunity to learn from other service providers' experiences delivering different digital services and through a range of online/remote channels.



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A cross-cutting theme in our work is the challenge of addressing 'digital divide' related barriers when reaching service-users through new online channels

5. Digital inclusion and access to mental health services

A cross-cutting theme in MHR's innovation work since the onset of the pandemic has been the challenge of addressing 'digital divide' related barriers when reaching service-users through new online channels. In 2022, MHR's innovation team worked on a project which explored digital inclusion and access to mental health services in partnership with the HSE Mental Health Engagement and Recovery Office (MHHER).

The project aimed to gather information on the extent/nature of digital divide issues affecting access to mental health services across a range of groups, and explore what initiatives or solutions could address these. We were particularly interested to learn how these issues impacted different user groups, including different demographics (e.g., young people; older people), specific marginalised groupings (e.g., prisoners, Travellers, ethnic minorities, homeless populations, people with disabilities etc.), and people with different mental health difficulties. Both desk research and field work were completed throughout 2022 and work will continue in 2023 in collaboration with HSE MHHER.

Key Challenges

One of the challenges concerning our innovation work was the conclusion of two large projects in 2022: eMEN and Brave New Connections. In order to build on these achievements and continue our important work in this area, MHR needed to obtain additional funding to continue our programme of innovation work in 2023.

At the time of writing this report, funding has been secured to continue developing our programme of capacity-building activities with a 'Brave New Connections 2.0' project which will be led by MHR's innovation team in 2023.

Another key challenge was the conclusion of MHR's community mental health pilot project in the Midwest. It was not possible to secure alternative funding in 2022 to sustain the project. In 2023, MHR will focus on identifying new sources of funding to support continued advocacy at a regional level.





STRATEGIC PRIORITY 4

Strengthen the capacity outreach and sustainability of Mental Health Reform

Summary

In order for MHR to deliver on its strategic objectives, it must continue to build a strong membership and ensure that it has the right people, systems, structures and resources in place.

In 2022, MHR continued to diversify its funding base, strengthen member engagement and ensure the highest standards of governance and accountability while developing the capacity of its staff and board.

Key Outcomes

1. Strengthening Member Engagement

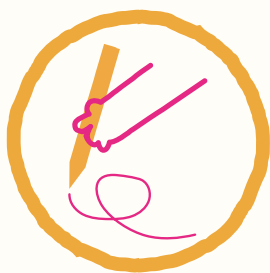
MHR relies on its membership to deliver its mission to be the unifying voice that drives progressive reform of mental health services and supports in Ireland. As a coalition, MHR's success depends on the participation and support of its members both through their fees and engagement with the network.

MHR gives great importance to ensuring it has a diverse, engaged membership that is grounded in clear processes and procedures.

The Board of MHR recently undertook a review of its current membership terms and processes. This review identified areas in which further clarity was needed. Following a review and consultation period with members, the Board developed new terms of membership which were approved by members at MHR's AGM in June.

As a result of the updated terms of membership, a new pricing structure was developed for member organisations which will come into effect in 2023. The terms of membership also introduced a new 'Affiliate Membership Category' that will be open to for-profit organisations in the mental health sector.

In 2022, four new members joined the coalition including National Council for the Blind of Ireland, Doras, The Association for Agency-based Counselling in Ireland and the Irish Association of Creative Arts Therapists. Two of our member organisations, the Transformative Recovery College and Donegal Mental Health Advocacy Services closed which brought the membership to 80.



The Board developed new terms of membership which were approved by members at MHR's AGM in June



90% of members agreed or strongly agreed that they were satisfied with the services of MHR.

2022 saw the implementation of MHR's member engagement strategy which included new meetings and activities to encourage greater collaboration in the coalition. The strategy has contributed to an increase in member engagement with 79% of member organisations attending at least one MHR event or briefing in 2022 compared to 65% of member organisations in 2021.

MHR conducted a members' survey in September to help inform its engagement and communication with members. Of the 28 respondents, 90% of members agreed or strongly agreed that they were satisfied with the services of MHR. 61% felt that MHR's lobbying and advocacy was one of the most valuable aspects of MHR's work. Strengthening collective advocacy and collaboration will continue to be a key focus in the development of MHR's strategic plan for 2023 – 2028.

2. Ensuring the highest Standards of Governance

In 2022, MHR conducted a detailed review of the charities governance code and self-assessment for full compliance. MHR continued to comply with the Charities Governance Code and all registration requirements of the Charities Regulator.

3. Strengthened internal capacity

In 2022, MHR continued to face challenges in relation to staff retention and recruitment. In order to address this, at the end of 2022 MHR's Board of Directors took the decision to carry out a review of MHR's staff benefits package. In January 2023, a staff survey was circulated to engage staff in assessment of our current benefits and where the organisation could improve. Since the survey, the Board have been presented with its findings and an action plan improving MHR's benefits package has been agreed for 2023.

Throughout 2022, MHR reviewed 13 of its internal policies and developed a Hybrid Working and Right to Disconnect Policy which aims to balance the organisation's needs and offer an improved work-life balance for our employees.

In November 2022, MHR introduced a new HR management system software which supports annual leave, time management, autonomy over their own personal data and other HR functions.



Key Challenges

With 5% of its income arising from restricted income, MHR continued to face difficulties in generating income from public fundraising activities and unrestricted income sources. Unrestricted income is vital for MHR to undertake advocacy work. In order to address this, it has developed a new fundraising strategy 2023-2027 and the board has committed to re-establishing its Fundraising Committee in 2023.

MHR has also faced challenges with a high turnover of staff over the last few years. Recruitment and retention have become increasingly difficult in the sector, and the increased cost of living is also impacting staff. The Board gave a 2% cost of living increase to staff in 2022 and have prioritised reviewing the terms and conditions of employment in 2023 to ensure that MHR is an attractive place to work and can retain talented staff.

Future Plans

In the latter half of 2022, MHR engaged a consultant to assist with the development of the coalition's new Strategic Plan. The five-year plan 2023-2028 was launched in April 2023 and details the following key areas of focus for the organisation:

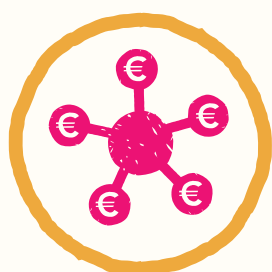
- ★ Mobilise public and political support to address inadequacies in Ireland's mental health system.
- ★ Drive evidence-based innovation in mental health to promote better outcomes for service users
- ★ Advance policies and practice towards high-quality, rights-based mental health services and supports for all
- ★ MHR strives to be a high functioning and well-resourced organisation

Diversifying Funding

Diversifying funding streams and increasing income is key to ensuring that MHR achieves sustainable growth in size, reach and influence. This is crucial for MHR to develop its team, advance its work and effectively serve the needs of the coalition.

In 2022, MHR was able to revisit public fundraising activities as COVID-19 restrictions eased. Students from UCD Smurfit School of Business took part in an 8-hour cyclothon in Decathlon, Dublin to raise funds for MHR. The event was a great success and exceeded its target by raising over €6,000. Although this event had a very positive impact, MHR did not succeed in meeting its annual fundraising target of €13,000.

MHR has begun the development of a fundraising strategy which will be implemented in 2023. The strategy will focus on new fundraising streams including corporate charity partnerships to help identify new sources of income to support the coalition's mission.



Diversifying funding streams and increasing income is key



GOVERNANCE, STRUCTURE & MANAGEMENT



Overview of Board Members

Name	Expertise	Biography	Appointed
Michele Kerrigan (Chairperson)	Mental Health	<p>Michele Kerrigan has been the Chief Executive Officer of GROW in Ireland – World Community Mental Health Movement since 2007. Prior to this, she was Deputy CEO of Multiple Sclerosis Society of Ireland with special responsibility for the MS Care Centre. She was involved at both a European and International level representing MS Ireland. She was instrumental in producing two booklets aimed at supporting people with new diagnoses of MS. She has considerable experience of the statutory and voluntary sector.</p> <p>Michele has contributed to the development of new structures within GROW in Ireland as well as the development, implementation and monitoring of strategic plans. She campaigns for improved mental health services and has a strong focus on a recovery-based approach to mental health provision, which, is in line with GROW in Ireland's Program of Recovery. Michele holds a diploma in Health and Social Care and Business Computing and a Masters in Management in the Voluntary and Community Sector.</p>	06/07/2021 – 3rd term
Michael Culhane (Company Secretary & Expert Finance Director)	Finance, Accounting	<p>Michael Culhane previously held the position of Executive Director of Finance and Services with An Garda Síochána. He has extensive experience of chairing and working with Audit Committees, management and implementation of transformation programmes including financial applications and procedures.</p> <p>He represented An Garda Síochána at Europol and other EU funded programmes and served a term as the chairman of the Europol Finance Committee.</p> <p>Michael has held senior positions in the area of finance, audit and financial analysis. He holds a Bachelor of Commerce Degree from UCD, MSc Degree in Innovation Management from the University of Ulster, postgraduate diplomas in IT and Project Management and is Fellow of the Institute of Chartered Accountants in Ireland.</p>	24/11/2020 – 1st term



Robert McCafferty (Service User Expert)	Service user experience	<p>Robert is passionate about fairness and equality for service users and in recent times, he has been passionate about how people in crisis access mental health services through A&E. These passions, and his belief in recovery led Robert to get involved in mental health activism. He has previously been a member of Amnesty International's Experts by Experience Group, and this is where he first came into contact with Mental Health Reform. He has been a member of Mental Health Reform's Grassroots Forum for the past 7 years.</p>	06/07/2021 – 2nd term
Dr Joseph Duffy (Director)	Psychology, Health, Youth Mental Health	<p>Dr Joseph Duffy is a Member Appointed Director and has been the CEO of Jigsaw – The National Centre for Youth Mental Health since 2016.</p> <p>Dr Duffy has over 25 years' experience as a qualified Clinical Psychologist and has worked in the area of mental health managing and delivering services across all age groups and within institutional and community settings. He began his career as a Clinical Psychologist with the Department of Justice/Irish Prison Service where he worked with long term serious offenders for almost 10 years. He held senior positions with the Psychological Society of Ireland and the Granada Institute. He holds a BSc (Hons) in Applied Psychology from the University of Ulster (UU), a Doctorate in Clinical Psychology from Trinity College Dublin (TCD), a Postgraduate Diploma in Statistics (TCD) and an MBA in Health Services Management from the Smurfit Graduate Business School, University College Dublin (UCD). In addition to being a board member of MHR, he is a member of the Executive of the International Association for Youth Mental Health (IAYMH) and is a member of the Advisory Board of the Irish Probation Journal (IPJ)</p>	22/07/2020 – 1st term



Mark Kennedy (Director)	Finance, Psychology, Addiction	Mark Kennedy is a Member Appointed Director. Mark joined Samaritans Ireland as Assistant Director in 2022 having previously held a number of senior management roles in Merchants Quay Ireland. He has held a number of senior management roles in Ireland, the U.S. and Eastern Europe and has spanned sectors including industry, mental health and social care. Mark places an emphasis on supportive leadership, constant improvement and healthy team dynamics. Mark is a Certified Accountant (ACCA) and holds a HDip in Psychology, a degree in Psychotherapy and has a keen interest in research within the mental health field, attaining an MSc. in Drug & Alcohol Policy from Trinity College in 2014.	22/07/2020 – 2nd term
Fiona Tuomey (Director)	Marketing, Comm- unications	Fiona Tuomey is a Member Appointed Director and the CEO of HUGG, an organisation which provides a safe, confidential environment where those who are bereaved by suicide can share their experiences and gain support from each other. Fiona has a strong background in sales and marketing, formerly running her own publishing company; and working with the commercial radio station Today FM and in Alumni Relations with UCD. She has an MSc in Loss & Bereavement from RCSI, which she was awarded in 2018.	06/07/2021 – 1st term



Louise Jennings (Expert Legal Director)	Law	<p>Louise Jennings is a qualified Solicitor and Mediator and is MHR's Expert Legal Director. Louise is currently Head of in House Legal Counsel and Data Protection with KPMG. Louise has held a number of in-house counsel positions and gained significant legal and commercial experience in the Irish, European and Middle East markets.</p> <p>Louise has worked in private practice delivering advice on matters in the areas of Commercial litigation, Company Law, Family Law, Personal Injury, Debt Collection, Insolvency and restructuring matters within the jurisdictions of District Court, Circuit Court, High Court and Supreme Court.</p> <p>Louise received a certificate in Negotiation and Leadership from Harvard Law School, has a Masters of Law from Trinity College Dublin, and Bachelor of Corporate law from University of Galway.</p>	10/08/2021 – 1st term
Carol Spain (Non-designated Director)	Finance, Governance & Risk	<p>Carol Spain MSc. BSc. (Surveying) has worked for the State's Property Valuations service, now known as Tailte Éireann, for over twenty years. She currently holds the position of Head of Appeals.</p>	19/05/2022- 1st term
Dr Sheila Gilheany (Director)	Policy & Research, Science, Education and Advocacy	<p>Dr Sheila Gilheany is the CEO of Alcohol Action. Alcohol Action Ireland (AAI) is the independent advocate for policy change on alcohol-related issues including legislation around pricing, marketing and availability of alcohol. AAI is also highly active in advocating for trauma informed services for all impacted by alcohol harm including children growing up with parental problem alcohol use.</p> <p>Sheila joined AAI in 2019. She has led a range of not-for-profit organisations in science, education and autism. She is a member of the Public Health Alcohol Research Group established by the Minister for Health in Ireland to advise on alcohol policy evaluation research and is a Board member of the European alliance of alcohol policy NGOs, Eurocare.</p>	14/06/2022- 1st term



Sean Sheridan (Public Affairs Expert Director)	Public service, Business, Governance	<p>Sean Sheridan is a retired public servant who spent most of his career in local government, including ten years as Director of Corporate Services with Donegal County Council. He holds a Master's Degree in Business Innovation.</p> <p>He has also worked in the private sector on a range of consultancy projects. He is currently a Director of Pobal and of the Citizens Information Board and has experience in a wide variety of governance and leadership roles at local, regional and national levels.</p>	19/05/2022-1st term
Martin Markey (Business Management Expert Director)	Business management, Marketing	<p>Martin has spent most of his career working with membership organisations and in the charity sector. He is CEO of Hardware Association Ireland - the trade association for builders, merchants and building material suppliers. Previously he worked as a consultant with charities in England. While there, his role was to help organisations position themselves to attract funding. Most of these organisations had promoting mental health as a core activity and for all of them it was a critical aspect of services offered. A Fellow of the Institute of Management Consultants and Advisors, he served as President from 2017-19.</p>	19/05/2022-1st term
Ali Rochford (Non-designated Director)	Mental Health services	<p>Ali Rochford previously worked as a project worker with Gateway Mental Health Project. She is a Mental health advocate and WRAP (Wellness Recovery Action Plan) trainer.</p>	14/06/2022 – 3rd term



Board structure and composition

Mental Health Reform (MHR) is governed by a Board of Directors which should not exceed 13 (including the Chairperson). It consists of up to five Expert Directors, five Member Appointed Directors and Directors with lived or service use experience. The CEO of MHR is not a member of the board. Michael Culhane acts as Company Secretary to the board. All Directors are non-executive and sit on the board on a voluntary basis, receiving no remuneration for their time and contribution.

In 2022, no directors claimed expense to be reimbursed. The Board is made up of individuals with experience in law, telecommunications, public affairs, business, finance, risk, governance, marketing, psychology and those who have been recipients of mental health services in Ireland and can draw on their personal experiences.

Third paragraph. A Board member's term of office is for three years; however, a Director is eligible for re-election for a further two consecutive three years. The maximum term of office for a Director is three consecutive three-year terms, to a maximum of nine years. The purpose of applying a limit to the number of terms a Director can hold is to ensure a cycle of new ideas, skills and expertise.

At its AGM in June 2022, Dr Sheila Gilheany was elected and ratified as member appointed Director. In May 2022, following a competitive recruitment process, the Nominations Committee recommended Sean Sheridan for the position of Expert Public Affairs Director, replacing Pádraig Love, Martin Markey for the position of Business Expert Director replacing Conor Daly and Carol Spain for the position of Non-designated Director. Sean, Martin and Carol were co-opted to the Board in May 2022 and ratified at the AGM in June 2022.

The member appointed position which was taken up by Dr Sheila Gilheany became available following the resignation of Aisling Farrell in February 2022. The non-designated position taken up by Carol Spain became available following Anne Ellis' resignation from the Board of Directors on 17th February 2022.

Board Meetings

The Board of Directors meets a minimum of six times per year. The board met a total of six times in 2022 excluding the AGM which took place on the 15th June 2022. The overall board attendance rate in 2022 was 77%. In addition to board meetings, members of the board are available to consult over the course of the year and have met with the CEO on occasion to consider particular issues which need consideration between board meetings. In such instances, the board is kept apprised and matters are brought for decision by the board.

The CEO prepares a report for each Board meeting, which reports on outcomes and activities against the operational plan. Minutes of the Board are reviewed by the Chairperson and approved as the first order of business at the following Board meeting. The CEO and Chair monitor and maintain an attendance record of board members, however as the Board of Directors includes individuals with lived experience of mental health difficulties we have taken the decision not to provide details of individual board members' attendance records.

Due to the continuing COVID-19 situation, board meetings and committee meetings were held virtually in 2022, however a hybrid approach to meetings has been adopted for 2023.



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The Board sub committees

The Finance & Audit Committee

The Finance & Audit Committee consists of four members including the Finance Expert Director, two other members and the CEO. The Finance & Audit Committee's responsibilities relate to governance oversight of: reserves and deposits, financial reporting and external audit, internal financial control and risk, budgeting and financial performance, insurance and procurement. The committee is responsible for reviewing and recommending to the Board for approval: the annual budget, monthly management accounts, audited accounts and risk register. The committee has a Terms of Reference approved by the Board, these terms were reviewed for updates and approved by the Board on the 27th June 2023.

Nominations Committee

The Nominations Committee consists of four members of the Board, including the Chairperson of the Board. The Nominations Committee's responsibilities are: to review the role description and person specification for the role of Chairperson; to recommend suitable candidates for the position of Chairperson and to identify and recommend to the Board suitable candidates for other vacancies to the Board and evaluate the balance of skills, knowledge, experience and diversity on the board on an annual basis for effective succession planning. The Nominations Committee is also responsible for recruiting and recommending candidates for the position of CEO. The committee has a Terms of Reference which are approved by the Board, these terms were reviewed for updates and approved by the Board on the 2nd May 2023.

Fundraising Committee

The Board of Directors disbanded the Fundraising Committee in 2021 to allow for a fundraising analysis to be carried out. In 2022, MHR developed a new Fundraising Strategy which was approved by the Board on the 2nd May 2023. A new Fundraising Committee has been established from May 2023 and will be responsible for considering MHR's fundraising strategy, fundraising budget and monitoring fundraising spend, identifying suitable fundraising opportunities and monitoring implementation of the fundraising plan.

Conflicts of Interest

MHR has a conflicts of interest policy which was last reviewed for updates and approved by the Board on the 27th July 2022. The Board of Directors are required to complete a conflicts of interest declaration when taking up their position on the Board. At the beginning of each Board meeting, members have the opportunity to disclose any conflicts of interest which may arise before any agenda items are considered by the Board and if any events have arisen which may impact their independence and/or loyalty. Any instances which may arise can be recorded in the minutes.

Once an actual, potential or perceived conflict of interest is identified, it must be raised at a meeting of the Board of Directors. A record of all information related to a conflict of interest, including the nature and extent of the conflict of interest and any steps taken to address it, will be recorded as part of the proceedings of the Board.

Once a conflict of interest has been appropriately disclosed, the Director making the disclosure may be asked to refrain from debating and voting on the matter or leave the room during the debate and voting. In exceptional circumstances, such as where a conflict is very significant or likely to prevent a Director from regularly participating in discussions, the Board may need to consider whether it is appropriate for the person with the relevant conflict to resign from the Board.

All Board members are reminded that they must update the Company Secretary on any changes in this regard.

A new Fundraising Committee has been established from May 2023 and will be responsible for considering MHR's fundraising strategy, fundraising budget and monitoring fundraising spend, identifying suitable fundraising opportunities and monitoring implementation of the fundraising plan.



Board Recruitment and Induction

MHR have a comprehensive recruitment and induction plan for all new Directors as set out in our Corporate Governance Handbook. There are two board categories; 1) Member elected board members which are recruited by way of nomination from all governing members and democratically elected at the AGM and 3) Expert board members which are recruited using Boardmatch and other networks, such as The Wheel and Activelink, selecting candidates based on their skill set, experience and competencies. Candidates interested in the expert board member vacancies submit a CV, and shortlisted candidates are invited to an interview with the Nominations Committee.

Prior to initiating the recruitment process the Chairperson will instigate an audit for the Board Directorship, with a view to ensuring that the Board meets the following good practice guidelines:

- a. The Board has at least one member with relevant financial experience;
- b. The Board has an appropriate mix of experience including both sectoral and corporate, and;
- c. The Board has an appropriate gender balance

MHR's Nominations Committee is responsible for identifying and recommending suitable candidates for vacancies to the Board. In 2022, four new Board Directors joined the Board (Sean Sheridan, Martin Markey, Carol Spain and Dr Sheila Gilheany). New Directors attend an induction meeting with the CEO and the Chairperson of the board prior to attending their first board meeting and receive coaching on the activities of MHR, its aims, history and success. Prior to this meeting, new Directors will receive; a copy of the corporate governance handbook; the organisation's strategic and operational plan; minutes of the previous six Board meetings; a copy of the financial procedures and policies manual, and a copy of Articles and Memorandum of Association. Upon joining the board, new Directors must sign a Code of Conduct declaration and acknowledgement letter in respect of their role and responsibilities as board members.

On an annual basis, Board members are afforded the opportunity and encouraged to undertake training and development in support of their role as board members to learn new skills and maintain and grow specific areas of expertise. A calendar of training dates is circulated at the first Board meeting of the year and each Board member carries out a self-assessment of their individual needs.

MHR has agreed to a clearly defined mission statement which is communicated to all stakeholders through our formal communication channels via MHR's website and social media platforms and supported by MHR policy documents published online.

Engagement and communication with stakeholders

It is important that all key stakeholders of MHR understand the role of the coalition and have the utmost trust and respect for the integrity of its work. As identified through the development of MHR's strategic plans, MHR's key stakeholders include members, individuals who engage with mental health services and their supporters, those responsible for providing services, policy makers, funders, and the media. To reach this audience, MHR utilizes a mix of online platforms (website, email, social media, and newsletters) and print materials (reports, brochures, and occasional mail-outs of resources to key stakeholders via post). Salesforce and Mailchimp are used for group communications with members and policy makers regarding key activities and campaigns.

In addition to meeting our reporting requirements with our funders, we provide updates on key activities throughout the year. MHR responds to media queries via its Communications team and generates local and national coverage on key issues and campaigns across broadcast and print media.

MHR has agreed upon a clearly defined mission statement, which is communicated to all stakeholders through our formal communication channels via its website and social media platforms. This is supported by MHR's policy documents which are published online.



Risk management

MHR uses its Risk Register to monitor and mitigate controls arising from the risk across the full range of its activities. All legal, financial, strategic, operational and reputational risks are reviewed by the organisation's senior management team on a bi-monthly basis.

The Risk Register is examined by the Finance and Audit Committee at each meeting with a particular focus on any new risks, or increases in the likelihood of a risk occurring. The Board are updated at each meeting on proposed changes to the Risk Register and any updates to internal procedures and policies which will need to be introduced in order to reduce or mitigate new or existing risks. In 2022, the Finance & Audit committee reviewed the risk register, updating risks and reported to the board on key changes.

MHR's risk register identified risks under the following themes:

- ★ Loss of staff and retention issues
- ★ ICT breach, risk of a major incident interrupting operations including fraud.
- ★ Loss or reduction and over-reliance on core funding
- ★ Significant loss of MHR members

Measures identified and taken to mitigate such risks include:

- ★ Undertaking staff surveys to gain feedback on the organisation, understanding staff concerns and consultation on means to bring about a resolution. In addition, a review of staff benefits and development of hybrid and flexi working policies.
- ★ All staff members undertake mandatory Cybercrime training on an annual basis. The development of a continuity plan to provide for critical incidents, including disaster recovery procedures is a priority for 2023. Dual authentication process applies to all software and email applications used by staff. MHR's IT policy requires all mobile phones, laptops, desktops and tablets to be password protected.

- ★ In 2022, MHR began the process of developing a new fundraising strategy to diversify funding and increase unrestricted income.
- ★ In 2022, MHR developed its Membership Engagement Strategy and developed a third category of membership for private sector organisations. MHR continues to engage in one to one CEO calls to the membership to strengthen relationships and ensure members' views are incorporated in MHR positions and campaigns. In 2023, MHR has resumed its CEO Forum session online and it is intended that these will also take place in person to support the development of relationships with MHR and also across its membership.

On joining MHR and prior to carrying out activities on its behalf, all staff members are afforded time to read the organisation's key policies and procedures which set out the rights, responsibilities and conduct required of employees and of the organisation. All employees are required to sign a declaration acknowledging they have read and understood the organisation's policies and procedures on commencing employment and policy specific declarations where a policy or procedure is updated over the course of the year.

MHR has previously used external consultants ARRA for its HR needs. As of 2023, MHR is using Adare and its online platform Linea to ensure it remains informed and compliant with changes in employment legislation, best practice, employee wellbeing and ensure its remuneration and benefits are in line with the industry standard.

MHR uses its Risk Register to monitor and mitigate controls arising from the risk across the full range of its activities



Decision making

The Board has full responsibility for the governance and finances of the organisation. The Board has several matters that are specifically reserved for its decision including strategic plans, annual operational plan, annual budgets, approval of all policies, approval of new staff roles, performance review of the CEO, approval of members, approval of annual reports/accounts, procurement contracts above €10,000 and all governance issues including the composition of sub-committees. The board delegates day to day management of the business and its operations including all staff matters to the CEO.

At each Board Meeting, the CEO report gives an overview of finances, operations, HR and staffing, fundraising, services and strategy implementation. The Board monitors the CEO and the organisation's progress against its annual operational plan, provides feedback and direction to the CEO as the need arises. The Board, represented by the Chairperson, will support the CEO in delivering on all aspects of these duties and if necessary can establish subcommittees to assist in or oversee specific tasks.

All spending for goods or services in excess of €10,000 must be referred to the Finance and Audit subcommittee for approval prior to the expenditure being incurred and the subcommittee is provided with a list of all expenditure between €5,000 - €10,000 at each subcommittee meeting for that period. In addition, the committee reviews the organisation's bank statements at each meeting and have the opportunity to ask questions on transactions for the preceding period.

All other spending which occurs outside of parameters noted above are carried out in compliance with the organisation's Finance Procedures Manual and discretionary limits.

Investment policy

MHR does not hold any fixed or cash assets for the purposes of investing, therefore the organisation does not have an Investment Policy.

Governance code compliance

The Board of Directors are committed to maintaining the highest levels of corporate governance and transparency. In October 2022, MHR complied with the Charities Regulator's Governance Code and completed our annual return in 2022. MHR conducts an annual self-assessment against the Code, reviewing and updating its policies accordingly which is reviewed and approved by the Board.

In addition to the Charities Regulator's Governance Code, MHR is committed to meeting specific legislation and standards which include:

- * The Charities Regulator's "Guidelines for Charitable Organisations on Fundraising from the Public." directs MHR's fundraising activities
- * The Companies Act 2014
- * The Charities SORP (FRS 102)

MHR was the recipient of the Good Governance Award in 2022 which is evidence of our commitment to meeting the highest standards of governance standards and transparency in executing our activities.

Director's remuneration

No remuneration or other benefits were paid to any directors directly or indirectly. No expenses were incurred by the directors in 2022.

Remuneration and Key Management Team

The key management personnel in 2022 included Fiona Coyle (CEO), Róisín Clarke (Interim CEO), Niamh O'Connor (Communications and Engagement Manager), and Ber Grogan (Policy and Research Manager). The position of Interim CEO arose in the course of 2022 while the CEO took a period of maternity leave. The average number of employees in 2022 was 9. The average number of volunteers was 0. The CEO's salary for the year was €80,400. In addition, 5% of her salary was paid as employer contribution into a defined contribution pension on her behalf.



The Interim CEO's salary for the year was €48,470, as this was a short-term contract there were no paid employer contributions made on her behalf by the organisation. The CEO/Interim CEO is appointed by the Board of Directors however is not a Board member.

In 2022, all other staff members fell within the following bands:

€30,000-€39,999	4
€40,000-€49,999	3
€50,000-€64,000	2

MHR takes steps to ensure that it remunerates its staff members in line with sector norms and job category while also taking into account the level of experience and length of service. MHR staff salaries are aligned with the pay scale and associated role levels. In light of the cost of living crisis, MHR applied a 2% increase to staff salaries at the end of 2022, with the exception of the Interim CEO and one staff member who is employed on an hourly basis. The costs of this increase in salaries was absorbed by MHR's unrestricted income.



MHR has increased its engagement with its members network, the media, and participated in a number of public appearances

Performance Management

MHR engages with a range of stakeholders and strives to strengthen its engagement with its members, service providers and users and supports. Over the last year, MHR has increased its engagement with its members network, the media, and participated in a number of public appearances.

The table below shows the engagement types and the number of events held in 2021 and 2022:

Engagement type	Total amount in 2021	Total amount in 2022
Member Attended Events	6	13
Media coverage (print, online, articles and broadcast)	85	81
Social Media Total Followers	39,695	43,274
Public appearances	12	18

One week prior to each Board meeting, the Board of Directors receives an agenda pack with supporting documents for discussion, allowing them to adequately prepare. They also engage in an annual Board performance review to identify specific development needs for the forthcoming year.

MHR is committed to providing the right conditions and support for everyone to achieve excellent performance and to reach their full potential. Each year, MHR's CEO and the Board of Directors allocate a budget for training and development activities. All staff members take part in the organisation's performance management process.



To ensure staff members can perform their roles to the highest standards, MHR's CEO and senior management regularly discuss development needs and aspirations with team members. This includes setting objectives at the beginning of the year and scheduling reviews throughout the year to monitor progress against individual and organisational objectives and jointly evaluate future training and development needs, with both parties taking the initiative.

At the end of 2022, MHR acquired an HR performance management system that will support the organisation in strengthening and developing performance management processes throughout 2023. This system will enable MHR to monitor and evaluate staff performance more effectively, identify areas for improvement, and provide targeted training and development opportunities to enhance staff skills and expertise.



At the end of 2022, MHR acquired an HR performance management system that will support the organisation in strengthening and developing performance management processes



FINANCIAL REVIEW



Financial Review

The financial outcome for 2022 is set out in the statement of financial activities.

Income in 2022 was €699,992 which was a 14% decrease from 2021. In 2021, MHR had a number of larger projects which it has received funding for in 2020, these projects included Brave New Connections and eMEN and completed 2022 with the funding having been received in 2020 and deferred into 2021.

Fundraising and Donations totalled 1.20% of MHR's overall revenue in 2022. This is below the yearly target; however, is an increase of 55.5% from 2021. MHR exceeded its membership income target but was unsuccessful in securing additional unrestricted funding sources. Total expenditure totalled €749,295, a 5% decrease on 2021.

This includes:

- ★ Activity/programme costs were €93,877, which was a 41% decrease on programme costs last year. This number reflects a number of research projects, which were carried out in 2022. Programme costs represented 12.5% of overall expenditure
- ★ Staff costs totalled €578,498, which was a 5% increase on 2021, and represents 77% of total expenditure

As MHR accounts on an accrual basis, €288,176 has been deferred in revenue. This figure also reflects projects that have been extended into 2022 including capacity building activities under our Digital Inclusion Project and projects which are due to start in 2023 but funding was remitted to facilitate the same by year end 2022.

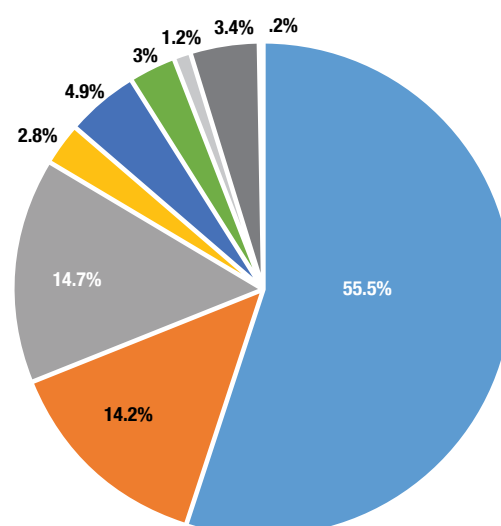
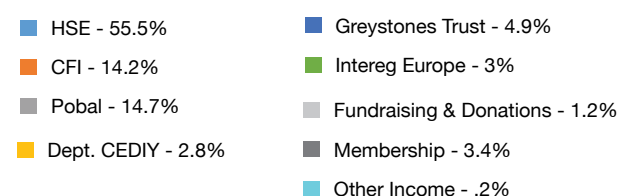
MHR accounts are compliant with SORP. This figure also represents several projects in which we received funding for in 2022 but with the project period expanding into 2023 – of 20k from DCEDIY to support activities in relation

to the Disability Participation and Consultation Network.

Funders and income sources

In 2022, MHR received funding from a variety of sources, including government grants, philanthropic grants, and other income streams. The Board of Directors is aware that 73% of MHR's funding comes from government agencies. To reduce reliance on government funding, the Board has prioritised the need to develop diverse and sustainable funding channels. As a result, MHR's operational plan for 2023 places a strong emphasis on identifying alternative funding sources for the coming year and the development of a corporate fundraising strategy. The goal of this strategy is to establish a more balanced portfolio of funding sources that will help to ensure the long-term financial sustainability of the organisation.

Funding and income streams:





Reserves policy

As part of its good governance requirements and to ensure strong financial controls and the internal management of its resources, MHR has a Board-approved reserves policy. The policy stipulates that the organisation must hold a minimum of 4 months' unrestricted reserves equal to its average expenditure. This would facilitate the remuneration of employees and maintain the organisation's running costs for the period until new funding can be sourced. The reserves policy was reviewed in 2022, and as per the policy, the unrestricted reserves can be used to:

- ★ Cover gaps in available funding as MHR does not have any long-term guaranteed annual income
- ★ Fund shortfalls in income being received from funders
- ★ Address unexpected difficulties or crises

Both the Finance & Audit Subcommittee and the Board consider the level of reserves MHR has in place on a bi-monthly basis. It is a fundamental part of the organisation's planning, budget, and forecasting cycle. It informs our strategic and budgetary planning and future activities. As of December 31st, 2022, MHR had unrestricted reserves of €171,284 based on an average monthly expenditure of €54,562. The Board and the Finance & Audit Subcommittee will continue to monitor the reserves on an ongoing basis to ensure that they remain at a level that is consistent with MHR's reserves policy.

As at December 2022, MHR was not in compliance with its reserves policy. During the course of 2022, the Board of Directors made the decision to provide a cost of living adjustment of 2% to all staff and to pay maternity leave to a staff member in response to discussions on recruitment and retention and the increase in the cost of living. While these decisions were made with the best interests of the organisation in mind, the combined costs of these initiatives, together with a shortfall in raising unrestricted income during the year, resulted in the organisation's reserves at the end of 2022 being equal to 3 months, instead of the target of 4 months.

The Board recognises the importance of maintaining adequate reserves to ensure the long-term financial stability of the organisation and will take action in 2023 to rectify the shortfall in unrestricted reserves. This will include the finalisation of a fundraising strategy and the re-establishment of a fundraising sub-committee. The new strategy will focus on the following areas:

- a. Self-generated income
- b. Corporate charity partnerships
- c. Public fundraising
- d. Philanthropy and institutional fundraising

Each area will have clear short and medium-term actions. The Fundraising Advisory Committee will be responsible for overseeing the implementation of the fundraising strategy, reporting to the Board on the strategy and fundraising issues, supporting MHR in targeting individual donors, and advising MHR on specific fundraising projects. The Board will prioritise these actions to ensure that the organisation can maintain its financial stability and continue to provide essential services to our beneficiaries.

Restricted reserves are utilised in the delivery of our funding agreements and for the purpose which they are intended. As part of MHR's new Strategic Plan (2023 - 2028) one of its core priorities is to implement sustainable funding models which includes 1. developing core funding sources to increase our capacity to achieve and deliver our strategic goals and 2. growing and diversify unrestricted funding streams.



Going Concern

The organisation has cash and cash equivalents of (€446,384) as of 31 December 2022. Additional grants have been identified and applications made.

The Directors are in a position to manage the activities of the organisation such that existing funds available together with committed funding will be sufficient to meet the organisation's obligations and to continue as a going concern for a period of at least 12 months from the date of the financial statement.

On that basis, the Directors do not consider that a material uncertainty exists in relation to going concern and have deemed it appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments that would result if the organisation was unable to continue as a going concern.

Auditors

Duignan Carthy O'Neill Limited resigned as auditors during the financial year and the directors appointed Whelan Dowling & Associates, (Chartered Accountants), to fill the vacancy.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Compliance Statement

The directors are responsible for securing the company's compliance with its relevant obligations (compliance with both company and tax law) and with respect to each of the following three items, we confirm that it has/has not been done. We confirm:

- ★ the existence of a compliance policy statement;
- ★ appropriate arrangements or structures put in place to secure material compliance with the company's relevant obligations;
- ★ a review of such arrangements and structures has taken place during the financial year

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Coleraine House, Coleraine Street, Dublin 7.

Approved by the Board of Directors on:
27th June 2023

and signed on its behalf by:

Michele Kerrigan
Director

Michael Culhane
Director



INDEPENDENT AUDITORS' REPORT



Directors' Responsibilities Statement

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity 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 apply them consistently;
- * observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities;
- * make judgements and estimates that are reasonable and prudent;
- * state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, 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 charity will continue in operation.

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

As explained in note 4, state whether the applicable in the UK and Republic of Ireland FRS 102 has been followed;

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

In so far as the directors are aware:

- * there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- * the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Directors on:

27th June 2023

and signed on its behalf by:

Michele Kerrigan
Director

Michael Culhane
Director



Report on the Audit of The Financial Statements

Opinion

We have audited the charity financial statements of Mental Health Reform for the financial year ended 31 December 2022 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- ★ give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2022 and of its deficit for the financial year then ended;
- ★ have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- ★ have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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



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.

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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- ★ the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ★ We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.



Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 8, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Further information regarding the scope of our responsibilities as auditor.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- ★ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ★ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- ★ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- ★ Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- ★ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

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

Sean Whelan FCA
for and on behalf of

Whelan Dowling & Associates
Chartered Accountants
and Statutory Auditors
Block 1, Unit 1 & 4,
Northwood Court
Santry
Dublin 9
D09 E438
Ireland

27th June 2023



Statement Of Financial Activities (Including Income & Expenditure Account)

AS AT 31 DECEMBER 2022

		Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2022	2022	2022	2021	2021	2021
	Notes	€	€	€	€	€	€
Income							
Donations and legacies	5.1	25,513	-	25,513	26,845	-	26,845
Charitable activities							
Statutory and philanthropic grants	5.2	-	666,533	666,533	-	778,569	778,569
Other trading activities	5.3	7,946	-	7,946	10,508	-	10,508
Other income	5.4	-	-	-	147	-	147
Total income		33,459	666,533	699,992	37,500	778,569	816,069
Expenditure							
Raising funds	6.1	43	-	43	134	-	134
Charitable activities	6.2	82,719	666,533	749,252	13,991	778,569	792,560
Total Expenditure		82,762	666,533	749,295	14,125	778,569	792,694
Net income/(expenditure)		(49,303)	-	(49,303)	23,375	-	23,375
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		(49,303)	-	(49,303)	23,375	-	23,375
Reconciliation of funds							
Balances brought forward at 1 January 2022	14	220,587	(7,951)	212,636	197,212	(7,951)	189,261
Balances carried forward at 31 December 2022		171,284	(7,951)	163,333	220,587	(7,951)	212,636

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on:
27th June 2023

and signed on its behalf by:

Michele Kerrigan
Director

Michael Culhane
Director



Balance Sheet

AS AT 31 DECEMBER 2022

		2022	2021
	<u>Notes</u>	€	€
Current Assets			
Debtors	<u>10</u>	26,423	14,906
Cash at bank and in hand		446,384	418,599
		<u>472,807</u>	<u>433,505</u>
Creditors: Amounts falling due within one year	<u>11</u>	(309,474)	(220,869)
Net Current Assets		<u>163,333</u>	<u>212,636</u>
Total Assets less Current Liabilities		<u>163,333</u>	<u>212,636</u>
Funds			
Restricted trust funds		(7,951)	(7,951)
General fund (unrestricted)		171,284	220,587
Total funds	<u>14</u>	<u>163,333</u>	<u>212,636</u>

Approved by the Board of Directors on:
27th June 2023

and signed on its behalf by:

Michele Kerrigan
 Director

Michael Culhane
 Director



Statement of Cash Flows

AS AT 31 DECEMBER 2022

	Notes	2022 €	2021 €
Cash flows from operating activities			
Net movement in funds		(49,303)	23,375
Interest receivable and similar income		-	(147)
		<u>(49,303)</u>	<u>23,228</u>
Movements in working capital:			
Movement in debtors		(11,517)	11,840
Movement in creditors		90,166	(183,689)
		<u>29,346</u>	<u>(148,621)</u>
Cash generated from operations			
		<u>29,346</u>	<u>(148,621)</u>
Cash flows from investing activities			
Interest received		-	147
		<u>-</u>	<u>147</u>
Cash flows from financing activities			
Advances from subsidiaries/group companies		(1,561)	1,561
		<u>(1,561)</u>	<u>1,561</u>
Net (decrease)/increase in cash and cash equivalents		27,785	(146,913)
Cash and cash equivalents at 1 January 2022		418,599	565,512
		<u>418,599</u>	<u>565,512</u>
Cash and cash equivalents at 31 December 2022	16	446,384	418,599
		<u>446,384</u>	<u>418,599</u>

Approved by the Board of Directors on:
27th June 2023

and signed on its behalf by:

Michele Kerrigan
Director

Michael Culhane
Director



Notes To The Financial Statements for the financial year ended 31 December 2022

1. General Information

Mental Health Reform is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the charity is Coleraine House, Coleraine Street, Dublin 7 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. Summary Of Significant Accounting Policies

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

Basis of preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

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.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2022 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- ★ General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- ★ Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.



Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- ★ Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- ★ Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

**Debtors**

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

Taxation

No current or deferred taxation arises as the charity has been granted charitable exemption, charity number 20078737 (CHY number: 19958). Irrecoverable valued added tax is expensed as incurred.

Grants receivable

Grants are accounted under the performance model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the statement of financial activities at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

3. Significant Accounting Judgements And Key Sources Of Estimation Uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

4. 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.



5. Income

5.1 Donations and Legacies

	Unrestricted Funds	Restricted Funds	2022	2021
	€	€	€	€
Donations	1,610		1,610	4,060
Membership	23,903		23,903	22,785
	<hr/>	<hr/>	<hr/>	<hr/>
	25,513		25,513	26,845
	<hr/>	<hr/>	<hr/>	<hr/>

5.2 Charitable Activities

	Unrestricted Funds	Restricted Funds	2022	2021
	€	€	€	€
HSE Grant	-	366,164	366,164	367,581
eMental Health Project	-	41,391	41,391	36,334
Pobal Funding	-	61,205	61,205	83,622
Community Foundation for Ireland	-	11,161	11,161	38,209
Slainte Care	-	-	-	43,109
The Digital Project	-	14,427	14,427	35,516
Adapt/Respond/Coll	-	77,254	77,254	88,098
Department of Children, Equality, Disability, Integration and Youth	-	19,285	19,285	18,617
Rethink Ireland	-	-	-	67,483
HSE Digital Divide	-	22,414	22,414	-
Pobal funding SSNO 2022-2025	-	42,270	42,270	-
Strategy Development Support CFI	-	10,962	10,962	-
	<hr/>	<hr/>	<hr/>	<hr/>
	-	666,533	666,533	778,569
	<hr/>	<hr/>	<hr/>	<hr/>



5.3 Other Trading Activities

	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
Other income	1,312	-	1,312	10,013
Fundraising income	6,634	-	6,634	495
	<u>7,946</u>	<u>-</u>	<u>7,946</u>	<u>10,508</u>

5.4 Other Income

	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
Interest income	-	-	-	147
	<u>-</u>	<u>-</u>	<u>-</u>	<u>147</u>

6. Summary Of Significant Accounting Policies

6.1 Raising Funds

	Direct Costs €	Other Costs €	Support Costs €	2022 €	2021 €
Raising funds	-	-	43	43	134
	<u>-</u>	<u>-</u>	<u>43</u>	<u>43</u>	<u>134</u>

6.2 Charitable Activities

	Direct Costs €	Other Costs €	Support Costs €	2022 €	2021 €
Expenditure on charitable activities	-	-	740,828	740,828	784,091
Governance Costs (Note 6.3)	-	-	8,424	8,424	8,469
	<u>-</u>	<u>-</u>	<u>8,424</u>	<u>8,424</u>	<u>8,469</u>
	-	-	749,252	749,252	792,560
	<u>-</u>	<u>-</u>	<u>749,252</u>	<u>749,252</u>	<u>792,560</u>



6.3 Governance Costs

	Direct Costs	Other Costs	Support Costs	2022	2021
	€	€	€	€	€
Audit fees	-	-	5,555	5,555	5,556
Internal audit and governance	-	-	2,869	2,869	2,913
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	-	-	8,424	8,424	8,469
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

6.4 Support Costs

	Cost of Raising Funds	Charitable Activities	Governance Costs	2022	2021
	€	€	€	€	€
Staff Costs	-	578,498	-	578,498	550,278
Consultation, education and advocacy costs	43	93,834	-	93,877	158,176
Running costs	-	68,496	8,424	76,920	84,240
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	43	740,828	8,424	749,295	792,694
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>



7. Analysis Of Support Costs

7. Analysis Of Support Costs		
	2022	2021
	€	€
Staff Costs	578,498	550,278
Consultation, education and advocacy costs	93,877	158,176
Running costs	76,920	84,240
	749,295	792,694

8. Employees And Remuneration

The average number of persons employed (including executive directors) during the financial year was as follows:

	2022	2021
	Number	Number
Employee	11	12

The staff costs comprise:	2022	2021
	€	€
Wages and salaries	501,592	484,563
Social security costs	55,018	53,526
Pension costs	16,775	10,960
	573,385	549,049



9. Employee Benefits

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

	Number of Employees	Number of Employees
€0 - €60,000	10	11
€80,000 - €90,000	1	1
	<hr/>	<hr/>

The CEO of Mental Health Reform was the only staff member whose employment benefits were in excess of €80,000.

10. Debtors

	2022	2021
	€	€
Other debtors	1,629	3,068
Prepayments	3,162	1,368
Accrued Income	21,632	10,470
	<hr/>	<hr/>
	26,423	14,906
	<hr/>	<hr/>



11. Creditors

	2022	2021
	€	€
Amounts falling due within one year		
Trade creditors	1,619	4,749
Amounts owed to participating interests	-	1,561
Taxation and social security costs	14,200	15,471
Other creditors	178	2,938
Pension accrual	(349)	2,939
Accruals	5,650	5,600
Deferred Income	288,176	187,611
	309,474	220,869

12. State Funding

Agency	Pobal
Government Department	Department of Social Protection
Grant Programme	Statutory Scheme for National Organisations
Purpose of the Grant	To fund a portion of the CEO position, Finance and Information Officer, and Policy & Research Manager.
Term	01/07/2022 until 30/06/2025
Total Fund	€272,828
Expenditure	€42,270
Fund deferred or due at financial year end	€3,202
Received in the financial year	€45,472
Capital Grant	No
Restriction on use	Yes - restricted to use as defined in grant agreement



Agency	Department of Health
Government Department	HSE
Grant Programme	Mental Health Community Operations
Purpose of the Grant	Fund core services
Term	1st January 2022 until 31 December 2022
Total Fund	€384,407
Expenditure	€366,164
Funding reallocated during the year	€15,300 allocated to Digital Divide Programme
Fund deferred or due at financial year end	€18,243
Received in the financial year	€384,407
Capital Grant	No
Restriction on use	Yes - restricted to use defined in SLA

Agency	Department of Health
Government Department	HSE
Grant Programme	Digital Divide
Purpose of the Grant	Support project costs in the Digital Divide Programme
Term	1st January 2022 until 31 December 2022
Total Fund	€40,300
Expenditure	€22,414
Fund deferred or due at financial year end	€17,886
Received in the financial year	€25,000
Reallocated funding	€15,300 allocated from Core Funding
Capital Grant	No
Restriction on use	Yes - restricted to use defined in SLA



Agency	The Department Of Children, Equality, Disability, Integration And Youth
Government Department	DCEDIY
Grant Programme	Disability Participation and Consultation Network
Purpose of the Grant	The purpose of acting as a Grant-Funded Member of the Disability Participation and Consultation Network.
Term	3rd December 2021 to 30th November 2022
Total Fund	€20,000
Expenditure	€19,285
Fund deferred or due at financial year end	€ Nil
Received in the financial year	€20,000
Capital Grant	No
Restriction on use	Yes - restricted to use defined in grant agreement

Agency	Pobal
Government Department	Department of Social Protection
Grant Programme	Statutory Scheme for National Organisations
Purpose of the Grant	To fund a portion of the CEO position, Finance and Information Officer, and Policy & Research Manager.
Term	2019-2022
Total Fund	€269,835
Expenditure	€61,205
Fund deferred or due at financial year end	€ Nil
Received in the financial year	€61,205
Capital Grant	No
Restriction on use	Yes - restricted to use defined in grant agreement



13. Reserves

	2022 €	2021 €
At 1 January 2022	212,636	189,261
(Deficit)/Surplus for the financial year	(49,303)	23,375
At 31 December 2022	163,333	212,636

14. Funds

14.1 Reconciliation Of Movement In Funds

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2021	197,212	(7,951)	189,261
Movement during the financial year	23,375	-	23,375
At 31 December 2021	220,587	(7,951)	212,636
Movement during the financial year	(49,303)	-	(49,303)
At 31 December 2022	171,284	(7,951)	163,333

14.2 Analysis Of Movements On Funds

	Balance 1 January 2022 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2022 €
Restricted funds					
Restricted	(7,951)	666,533	666,533	-	(7,951)
Unrestricted funds					
Unrestricted General	220,587	33,459	82,762	-	171,284
Total funds	212,636	699,992	749,295	-	163,333



14.3 Analysis Of Net Assets By Fund

	Current assets €	Current liabilities €	Total €
Restricted funds	301,523	(309,474)	(7,951)
	<hr/>	<hr/>	<hr/>
	472,807	(309,474)	163,333
	<hr/>	<hr/>	<hr/>

15. Status

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company 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.

16.	Cash And Cash Equivalents	2022 €	2021 €
	Cash and bank balances	446,384	418,599
		<hr/>	<hr/>

17. Post-Balance Sheet Events

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



18. Deferred Income	2022 €	2021 €
Community Foundation Ireland	101,068	8,431
SSNO - Pobal	3,202	2,941
HSE Core Funding	18,243	2,485
Giving Circle of Ireland	3	3
Adapt/Respond/Coll	1,648	78,902
Dept. of Children DYCA	715	20,000
Emen (Interred) the Greystones Trust	130	19,841
Demand Digital the Greystones Trust	281	14,708
HSE Digital Divide	17,886	40,300
Dept. of Children DCEDIY	20,000	-
Greystones Trust	125,000	-
	288,176	187,611

Income is deferred when it is received ahead of Charities SORP income recognition criteria being met.

19. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on:

27th June 2023

and signed on its behalf by:

Michele Kerrigan
Director

Michael Culhane
Director



SUPPLEMENTARY INFORMATION



Supplementary Information to the Financial Statements

For The Financial Year Ended 31 December 2022
Not Covered By The Report Of The Auditors

Operating Statement for the financial year ended 31 December 2022

		2022	2021
	Schedule	€	€
Income			
- Donations and membership		25,513	26,845
- Grant 1 from charitable activities		666,533	778,569
- Fundraising income		7,946	10,508
		<u>699,992</u>	<u>815,922</u>
Charitable activities and other expenses	1	(749,295)	(792,694)
		<u>(49,303)</u>	<u>23,228</u>
Miscellaneous income	2	-	147
Net (deficit)/surplus		<u>(49,303)</u>	<u>23,375</u>



Schedule 1: Charitable Activities And Other Expenses

for the financial year ended 31 December 2022

	2022	2021
	€	€
Expenses		
Wages and salaries	501,592	484,563
Social security costs	55,018	53,526
Staff defined contribution pension costs	16,775	10,960
Staff training	4,561	(1,485)
Workshops, seminars and study tours	-	5,190
Sundry advocacy expenses	85,884	59,208
Research costs	7,950	68,816
Communication supports	-	6,123
Rent, rates and utilities	27,296	27,152
Fundraising events	43	134
Insurance	3,154	3,583
Computer bureau costs	-	2,205
Office equipment	8,354	-
Printing, postage and stationery	542	177
Publications and materials	2,867	16,634
ICT (Telephone)	2,988	3,075
Travel and subsistence	85	62
Travelling and entertainment	-	537
Legal and professional	16,921	17,234
Accountancy and payroll	4,882	7,973
Internal audit costs/ Governance	2,869	2,913
Auditor's/Independent Examiner's remuneration	5,555	5,556
Bank charges	544	-
Bad debts	439	(1,297)
General expenses	509	17,917
Sundry staff expenses	467	1,938
	<hr/>	<hr/>
	749,295	792,694
	<hr/>	<hr/>



Schedule 2 : Miscellaneous Income

for the financial year ended 31 December 2022

	2022	2021
	€	€
Miscellaneous Income		
Bank Interest	-	147
	<hr/>	<hr/>

Thank You!

The Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development.



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Rialtas na hÉireann
Government of Ireland

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