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Suicide or Survive

Annual Report and Audited Financial Statements

for the financial year ended 31 December 2021

Whiteside Cullinan
Chartered Accountants and Registered Auditors
Fleming Court
Fleming's Place
Dublin 4
D04 N4X9

Company Number: 397632
Charity Number: CHY16442
Charities Regulatory Authority Number: 20059231

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Suicide or Survive
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Suicide or Survive
REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Melissa Bosch Aoife Ní Mhurchú Tracey Carney Simon Daly Ruairi Mulrean (Appointed 28 January 2021) Mark Skinner (Appointed 28 January 2021) Kevin mcPartlan Gerry Tynan (Appointed 29 July 2021)
Company Secretary	Tracey Carney
Chief Executive Officer	Paula Lawlor
Charity Number	CHY16442
Charities Regulatory Authority Number	20059231
Company Number	397632
Registered Office and Principal Address	First Floor 3-5 Carysfort Avenue Blackrock Co Dublin A94 W9X6
Auditors	Whiteside Cullinan Chartered Accountants and Registered Auditors Fleming Court Fleming's Place Dublin 4 D04 N4X9
Bankers	AIB Bank Georges Street, Dun Laoghaire, Co. Dublin

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Suicide or Survive

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

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 2021.

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 company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Suicide or Survive present a summary of its purpose, governance, activities, achievements and finances for the financial year 2021.

The company 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 (Charities SORP effective January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

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

Mission, Objectives and Strategy

Mission Statement

The organisation was born from the recognition existing services for those who have attempted or contemplated suicide have significant gaps. One of the main motivations behind the work of SOS is the desire to harness individuals' own strengths and provide them with the tools to improve their own mental wellness. Underlying SOS's vision is the idea that "behind every statistic on suicide and self-harm, there is a person" (Suicide or Survive 2012) and that every person has the capability of living a full life regardless of the challenges they may face in their mental health throughout their lives. Suicide or Survive started at Caroline's kitchen table born out of her own lived experience and that of people she came into contact with. The organisation has always remained true to its roots with the influence of the lived experience of people with their mental health and their human messiness in everything it does.

The aim of the organisation is to fill the gaps in existing services for those who have attempted or contemplated suicide and to compliment other services and supports. The gaps that have been identified to date through personal experience and feedback from people who have attempted or contemplated suicide, and through available research literature include a lack of psycho-educational interventions that can be easily accessed and that are not prohibitively costly to the individual and a safe space to explore experiences and seek support.

The principle underpinning recovery approaches is that people can and do recover from mental health difficulties (however severe they may be) and go on to live lives of their own choosing. Recovery is a personal journey rather than an end point whereby the individual recovers or reconstructs a positive and valued sense of identity and purpose. It is about reclaiming personal control and a positive sense of self and recovering a belief and trust in oneself, a recovery of one's voice and a belief and hope in an ability to live a meaningful contributing life despite the challenges we may confront.

Objectives

The objects for which the organisation is established are:

- to break down the stigma associated with mental health and suicide;
- to provide one-to-one therapy and counselling, educational and therapeutic programmes, workshops, seminars, workbooks/ worksheets and online resources for the general public and more particularly for those who have attempted and/ or contemplated suicide along with signposting people who require referral to the appropriate supports and services.

Vision: A world where everyone is empowered to look after their mental health and less people die by suicide.
Mission: To create and deliver innovative approaches that educate, inform and inspire people to cultivate good mental health and reduce stigma leading to less death by suicide
Values: Behind every statistic on suicide and self-harm, there is a person. Based on this fundamental principle, everything we do is based on:

- Genuineness
- Understanding

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- Respect
- Acceptance

Integrity, Wellbeing, Quality

Everything we do at Suicide or Survive is driven by our 3 bottom lines:

- The integrity of our purpose
- The wellbeing of our people
- The quality of our services

All three are central to the decisions we make as an organisation.

Integrity of Purpose

We fulfil our purpose by listening to the voice of the service user and developing and delivering services and programmes that meet their needs and offer them choice. Fulfilling this purpose is the reason we exist.

Wellbeing of our People

We are acutely aware that without our people the organisation would not exist. We value our people by creating a workplace that fosters genuineness, personal growth and community. We focus on promoting both physical and mental wellbeing.

Quality of our Services

Our services are developed and delivered based on 4 key principles: genuineness, under-standing, respect and acceptance. Our focus is on excellence in all we do. Evaluation and continuous improvement are an integral part of every aspect of the organisation.

Respecting all of our Stakeholders

At Suicide or Survive we are committed to honouring all of our stakeholders. This includes:

Participants: We respect the people who participate in our programmes by acting as partners rather than experts and by meeting them as equal human beings with different experiences and perspectives on life. We demonstrate this by providing a high quality physical environment and by listening to and hearing participants from their own perspective. We recognise that while we have a responsibility towards participants, we are not responsible for them, they are responsible for themselves.

Partners: Everything we do we do in partnership. We believe that it is only by working together that we can achieve our aims of a mentally healthy society where suicide rates are reduced to their minimum. We strive to create relationships with our partners based on transparency, open communication and honesty. We create equitable agreements and commit ourselves to acting with care and integrity.

Employees: We invest in the wellbeing of our employees by creating a positive work environment. We set time aside once a month for creative development and in every working day for mindfulness/meditation, healthy eating, exercise and fun. We are flexible and fair.

Funders: We respect our funders by providing high quality services and programmes that represent value for their investment. We strive for excellence in our governance to ensure that funds are used where they are most needed. We barter and bargain with our partners and invest any funds saved to expand the number of people to whom we can provide services.

Community: We are committed to supporting those who are working to build community through our partnership approach. We foster integration by bringing communities together to focus on mental health and wellbeing through our programmes. We emphasise the importance of supporting each other.

Strategy

Suicide or Survive was founded with a vision to approach mental health differently, a vision that puts the power and responsibility back in the hands of the individual. A vision that says there is another way that will lead to a person driving their own recovery through practical and educational tools to build resilience and nurture hope and wellbeing. A vision that places collaboration and partnership at the heart of how we operate at Suicide or Survive.

During 2021 we continued to follow the work outlined in our Strategic Plan 2017 - 2020 under seven strategic goals, while working to develop our new Strategic Plan 2022 - 2026.

Key strategic goals

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1. Improve the nation's understanding of, and attitudes to suicidal behaviour, mental health, and wellbeing.
2. Support local community's capacity to prevent and respond to suicidal behaviour and to enhance accessibility, consistency, and care pathways of services for people vulnerable to suicidal behaviour.
3. Target approaches to reduce suicidal behaviour and improve mental health among priority groups.
4. Develop and deliver evidence-based services that meet the expressed and emerging needs of service users.

Supporting goals

5. Build the Suicide or Survive brand as a provider of practical and safe services in the area of mental health and suicide prevention.
6. Build the resources both financial and in terms of personnel to deliver on this strategy.
7. Establish SOS as best in class within the charity sector in terms of its governance and organisational effectiveness.

Connecting For Life - National Office for Suicide Prevention

All of SOS's programmes have been developed and adapted to align with the National Office for Suicide Prevention's Connecting for Life Strategy.

Connecting for Life is the national strategy to reduce suicide over the period 2015-2020. In 2020 this strategy was extended to 2024. It sets out the Irish Government's vision for suicide prevention, the expected outcomes over these five years and the actions that will be taken to prevent suicide and self-harm in Ireland. The Vision of Connecting for Life, is an Ireland where fewer lives are lost through suicide, and where communities and individuals are empowered to improve their mental health and wellbeing.

Strategic Goals and Objectives of Connected For Life

1. To improve the nation's understanding of, and attitudes to, suicidal behaviour, mental health and wellbeing.
2. To support local communities' capacity to prevent and respond to suicidal behaviour.
3. To target approaches to reduce suicidal behaviour and improve mental health among priority groups.
4. To enhance accessibility, consistency and care pathways of services for people vulnerable to suicidal behaviour.
5. To ensure safe and high-quality services for people vulnerable to suicide.
6. To reduce and restrict access to means of suicidal behaviour.
7. To improve surveillance, evaluation and high quality research relating to suicidal behaviour.

More detailed information on the strategy is available on the dedicated Connecting for Life website www.connectingforlifeireland.ie

Structure, Governance and Management

Structure
The organisation is led by a voluntary Board of Directors, and the CEO is supported by this board. Along with leading the charity in all operational and strategic aspects of the organisation's work, the CEO is also a psycho-therapist and group facilitator. In addition to the CEO, a full-time Programme Coordinator, an Office Manager, a full-time Fundraiser, two administrators (one full-time and one part-time), a full time and part time volunteer in an administrative role SOS also have a panel of 11 contract facilitators, a business consultant, a HR consultant, and a communications consultant who work with us on a needs basis.

The CEO, due to their blended approach and life experience is in a position to facilitate all SOS programmes as part of our quality control and fidelity management system.

All of our programmes are internally evaluated on an ongoing basis to ensure that programme fidelity is being maintained and to ensure that the voice of the service user is heard at all times and used to refine and develop all programmes. We also commission external evaluations of our programmes on a periodic basis.

The entire organisation is run in line with government policy in relation to the recovery principles.

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Governance
Suicide or Survive has adopted and is fully compliant with the Charities Regulatory Authority's Governance Code (Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland).

As a charity seeking donations from the public we at Suicide or Survive are fully committed to achieving the standards contained in the Guidelines for Charitable Organisations Fundraising from the Public.

We do this in order to:
- Monitor and improve our fundraising practice
- Ensure high levels of accountability and transparency in our fundraising practice and the use of funds raised
- Provide clarity and assurances to our donors/ prospective donors about Suicide or Survive and how we work

Decision Making Process

Decisions on the strategic direction of the organisation and its overall governance are made by the voluntary Board of Directors with the assistance of the CEO. This decision making is done in consultation with the management team and relevant consultants and advisors where appropriate and/or necessary. There is a clear line of communication between the CEO and the Board with clarity on the role of each in the governance of the organisation outlined in our policy on reporting arrangements between the CEO and the Board. The CEO provides the board with a comprehensive update on the achievement of the strategic plan and on financial budgetary matters. As a small organisation there is no requirement for Board committees.

Board Member Recruitment, Induction and Development
Potential new Board Members are identified by Board and the CEO based on the needs of the organisation and the individuals' expertise, experience and their passion for change in the area of mental health and suicide. Board members are inducted in accordance with the organisations induction policy and procedure and all comply with Suicide or Survive's code of ethics for board members. Governance training is ongoing in the organisation for both board members and staff with a full day dedicated to bring all staff, facilitators, consultants and board members together to stay on top of all pertinent governance issues. The training needs of board members are assessed on a bi-annual basis and measures are taken to meet any needs identified. Board members are invited to quarterly CPD sessions that are run by Suicide or Survive for our team and facilitators. Organisational supervision is made available for the Chairperson and other board members on a needs driven basis.

Transparency and Conflicts of Interest
The Board believes that Suicide or Survive, and all charities, should be fully accountable to the general public by providing detailed information on where its funds come from and on what they are spent on. To this end we have committed to operating to the triple lock of standards, namely, transparent reporting, good fundraising practices and strong governance.

Suicide or Survive has formally adopted and is publicly signed up to the Guidelines for Charitable Organisations Fundraising from the Public, to the Governance Code for the Community and Voluntary Sector, and we prepare our annual report and financial statements in full compliance with the Charity SORP (Standard of Reporting Practice under FRS102).

All staff (both in house and contract) and board members sign an annual conflict of interest statement and any and all conflicts and potential conflicts of interest are dealt with in accordance with our policy on Conflicts of Interest which is available on our website.

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Suicide or Survive

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

Review of Activities, Achievements and Performance

Since being founded in 2003, Suicide or Survive has evolved, grown from strength to strength, embraced the excitement of change in Ireland and honoured the deep insight of people with lived life expertise. SOS has developed and delivers programmes in support of its objectives, including the provision of psycho-educational and support programmes. SOS continues to reflect on its growth and expand, improve, and enhance these life changing programmes, as described. SOS provides the following suite of programmes which have been amended to address health and safety guidelines in relation to COVID19.

- A highly acclaimed online Wellness Workshop
- A youth version of the online Wellness Workshop
- A one day in person Community Wellness Workshop
- A 45-minute online Wellness Webinar covering various wellness tips, tools, and techniques.
- A Train the Trainer Wellness Recovery Action Plan (WRAP) programme which includes mentoring.
- A two-day WRAP delivered both online and in person.
- A 6-month Eden Programme for people who are suicidal or who have attempted suicide delivered both online (due to COVID19) and in person.
- A 2-day Supporters Programme delivered both online and in person.

All of our programmes are internally and externally evaluated on an ongoing basis to ensure that programme fidelity is being maintained and to ensure that the voice of the service user is heard at all times and used to refine and develop all programmes. We also commission external evaluations of our programmes on a periodic basis.

Financial Review

Our 2021 accounts reflect the continued growth of the organisation, thanks to the continuing support of the National Office of Suicide Prevention, and our wonderful fundraisers and volunteers.

This allows SOS to strategically plan for the future. The board continue to monitor budgets and results to ensure the financial stability of the organisation and that all generated funds are used to maximum efficiency.

Financial Results

At the end of the financial year the company has assets of €590,869 (2020 - €495,836) and liabilities of €165,983 (2020 - €156,715). The net assets of the company have increased by €85,765.

Principal Risks and Uncertainties

In common with all charitable organisations, the company has uncertain income streams, and accordingly the ability to continue to fund program commitments is the greatest risk facing the company. To manage this risk, the company operates a rolling 3-year budgeting process, with interim reviews every 6 months. Programmes are only commenced once the funding required to bring them to completion have been confirmed or is in hand.

It remains the objective of the board that unrestricted funds which have not been designated for a specific purpose should be maintained at a level to fund operations for between three and six months. The trustees believe that maintaining reserves at this level will allow the organisation continue to operate and make appropriate changes in the event of a dramatic change in the current funding model.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Melissa Bosch
Aoife Ní Mhurchú
Tracey Carney
Simon Daly
Ruairi Mulrean (Appointed 28 January 2021)
Mark Skinner (Appointed 28 January 2021)
Kevin mcPartlan
Gerry Tynan (Appointed 29 July 2021)

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served throughout the financial year was Tracey Carney.

Pay Policy for Senior Staff

All Staff appointments, and salaries, offered are subject to the approval of the board, and remuneration is in line with sectoral norms.

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Compliance with Sector-Wide Legislation and Standards

The company engages pro-actively with legislation, standards and codes which are developed for the sector. Suicide or Survive subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- Charities Regulator's Governance Code
- Guidelines for Charitable Organisations Fundraising from the Public
- General Data Protection Regulation (GDPR)

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SOS Programmes

2021 saw the continuation of the COVID19 pandemic which brought many and varied challenges and uncertainty for all of us. In person programme delivery was still not possible through 2021. Holding the belief that we are stronger together, with the funding and support of the HSE and the National Office for Suicide Prevention and in line with government health and safety guidelines in relation to COVID19, the SOS team continued to offer online programmes to the community in the form of Wellness Webinars, the Eden programme, the WRAP Seminar 1, the online Wellness Workshops for both adults and younger people and the Supporters Programme. We also delivered our suite of Workplace Wellness programmes to organisations across the country. Regular online team meetings via Zoom supported this process.

The Eden Programme

Eden is Suicide or Survives flagship suicide prevention programme. It is an educational programme with a therapeutic element for people over the age of 18 years who have contemplated or attempted suicide. Each programme can cater for up to 16 participants. The aim of the programme is to support and empower participants to move away from suicide as an option of choice in times of crisis. Dignity and respect for the full person is held and belief in participants capacity to take responsibility for their own wellness and building hope are central themes.

The Eden Programme forms one part of an individual's support system and encourages those who attend to work on building natural supports in their own communities. It focuses on empowering participants to develop and use a range of tools to monitor and manage their mental health on a day-to-day basis and more particularly in times of crisis. The programme provides participants with safe space where they can explore their own experiences, develop their personal skills, and source avenues of support and assistance. It is a 26-week closed group programme when in person, and a 24-week programme when delivered online. It runs for 3 hours one day per week when in person, and 1.5 hours one day per week along with Bi-weekly one-to-one video/ telephone calls with participants when delivered online. A 2-day WRAP programme is included as part of the 26 week Eden Programme when delivered in person. An option to attend an online WRAP programme was offered to each participant as part of the online delivery of the Eden programme.

"I am so glad to have been accepted on this programme and find it's given me so much hope in what seemed like a hopeless existence. Thank you for that."

"I've never felt that people understood what I was going through until now."

The Eden programme began in late January 2021 and was delivered online due to continued COVID 19 restrictions. The programme ran for 24 weeks and was facilitated via webinar to protect the confidentiality and privacy of participants. The programme was internally evaluated every 4 weeks via a Survey Monkey questionnaire. An external evaluation of the programme across 3 sites was carried out by DCU in 2021 with funding provided by the NOSP. This evaluation concluded that the online programme was effective in meeting the needs of participants who indicated that they got similar benefits to those reported by participants on the in-person Eden Programme in previous evaluations.

During 2021, 3 programmes were delivered online attended by 45 participants. One of these programmes was delivered directly by SOS and two were delivered by the HSE on licence to SOS. Fifteen participants started the SOS online programme and 11 people completed the full 24 weeks. This programme ended in July 2021. In total, 36 participants completed the three online Eden Programmes run in 2021. Recruitment for 4 Eden Programmes commenced in Autumn 2021, one in-person and one online run by SOS and one in-person and one online run by the HSE in CHO2.

The Wellness Workshop/ Wellness Webinars/ Online Wellness Workshops

Due to continued COVID 19 restrictions on group activities, online Wellness Webinars continued to take the place of Wellness Workshops in 2021. These took the form of 45 minute workshops on topics such as Silencing the Inner Critic, Mindfulness, The Health Continuum, Developing Happiness, Resilience, and Building Hope among many others. Like our Wellness Workshops, the Wellness Webinars were designed to suit everyone including those who have experienced mental health difficulties and those who are interested in developing and maintaining their mental wellness. These webinars were run directly by SOS and in partnership with local communities and organisations throughout the country. In 2021 we also invited some of our partners and other guests onto conversation based webinars to share information on the work of their organisations and their own wellness journeys.

With the arrival of 2021 and the ongoing COVID 19 restrictions, a huge variety of webinars became available to the general public from various agencies and organisations leading to an increase in the availability of online content. This reduced the number of people registering for and attending our Wellness Webinars.

To address this, we reduced the frequency of our webinar delivery in 2021, from daily to 2 to 3 webinars per week focusing on new, and relevant topics based on feedback from participants. These webinars were received with enthusiasm with participants attending from all parts of Ireland and across Europe, Aisa and the U.S.

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“Thank you, really brilliant webinar. Host is excellent, so open and honest. I have a whole new positive attitude. It’s a decision and a choice, I love that."

“I would like to say a big thank you to the presenters, the webinars are so helpful, especially at this time”

“I have just been listening to a webinar, so good. Also, have been able to access most of the other ones. It is so helpful to log on and they lift my mood. Really appreciate being able to get them.”

SOS delivered 102 Wellness Webinars in 2021 to the community and in partnership with other mental health service providers, charities, statutory and voluntary organisations. Two thousand five hundred and forty-two people registered for Webinars, with 1577 people attending live sessions and watching recorded replays.

An online version of the Wellness Workshop was developed based on feedback from participants via one of the evaluations carried out by TCD. A youth version of this workshop was also developed to cater for people aged 18 to 24 years. In 2021 people continued to access the Suicide or Survive online Wellness Workshops which follow the format of the face-to-face Workshop and contains live videos, short animations, and worksheets that people can download to use in their own time. Each module of the online Workshops can be accessed as a stand-alone module so that people can use the part of the Workshop that is most relevant to them at any given time. The online Workshop is available on www.wellnessworkshop.ie and the youth version of the online Workshop can be accessed on www.youmatter.ie. In 2021 1278 people accessed the Online Wellness Workshop and 948 accessed the youth version of the Workshop.

WRAP (Wellness Recovery Action Planning)

WRAP is a mental wellness self-management programme, developed in the United States by Mary Ellen Copeland. Building on the fundamentals introduced in the Wellness Workshop, this programme gives people an opportunity to further explore their day-to-day mental health skills, strategies, and triggers, and develop their own personally tailored and practical action plans guided by the key Recovery concepts of hope, personal responsibility, education, self-advocacy, and support. It is the only programme which SOS delivers but did not develop itself. Participants on the WRAP programme develop their own Wellness Recovery Action Plan that they can use to monitor and manage their own mental health. WRAP can be of benefit to anyone as we all have mental health and can all experience challenges to our mental health. Each programme facilitates up to 16 participants.

In-person WRAP programme delivery was not possible in 2021 due to COVID19 restrictions. SOS successfully negotiated permission from the Copeland Centre to continue to facilitate the WRAP programme online delivered via Zoom under using Advanced Level WRAP Facilitators. The online WRAP programme was very popular. Programmes filled quickly in 2021 and waiting lists were required to facilitate access for all who wanted to attend.

“This course came at a good time for me. I've already seen changes in how I manage my day and I'm in a better place. Thanks again everyone for your support”

“I like the practicality of this course; it caters to each person and can tailor it for yourself not one size fits all. Gives us that responsibility, Facilitators made it easy along with the openness of the group. Really enjoyed this thank you”

SOS successfully delivered 20 online WRAP Seminar 1 programmes in 2021 and these included open community based programmes and programmes for other mental health service providers, charities, statutory and voluntary organisations including Meath Wellness Hub, Festina Lente in Wicklow, KARE in Kildare, Ballyfermot Addiction Service in Dublin and the Good Shepherd Homeless Service in Cork. In 2021 two hundred and ninety-eight people registered and 269 people attended the programme.

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WRAP Seminar 2 Train the Trainer

SOS is dedicated to developing a panel of WRAP facilitators who embrace the value of WRAP, who live it on a day-to-day basis and are committed to Recovery principles. In 2021 although SOS had identified participants, sourced partnering organisations, scheduled dates, venues, and facilitators to deliver two in person WRAP Seminar 2 programmes, this was not possible due to Health and Safety guidelines related to COVID 19.

Supporters Programme

This programme was developed especially for family members/ friends/ colleagues supporting people who are struggling with their mental health. The programme focuses on self-care for the supporter and teaches skills to enhance their ability to connect, empower and support the person to move through their difficulties and on to have the quality of life they would like. The programme also provides information on supports and signposting. Each in-person programme facilitates up to 16 participant and online programmes can accommodate up to 12 people. The programme runs over one full or two half days and in 2020 was adapted to run in an online as well as an in-person format.

As a result of COVID19 the Supporters Programme continued to be delivered in an online format only in 2021. Feedback from online delivery of the programme has been very positive with participants reporting that the programme was more accessible to them in an online format due to time and geographical constraints.

“I thought it was facilitated very well with each facilitator being given equal time, and their knowledge and expertise was quite apparent. Their own personal experiences allowed us all to feel very comfortable.”

“It was really excellent. very relevant to all aspects of life at the moment. I loved how interactive it was considering it was through zoom which I would usually find very difficult.”

“I found the whole programme extremely useful, how to connect with people, empower them and give them the choice. It has given me great tools how to support people”

During 2021 a total of 10 online programmes were delivered, 119 people booked a place on the programme and 102 people completed the programme.

Corporate Wellness Progammes

Our workplace programmes support and encourage organisations to create an open culture around mental health. Programmes aim to make it as easy for people to come to work and say that they are struggling with their mental health as it is to say they are struggling with a physical health issue. We take a top-down and bottom-up approach to creating a common language around mental health in the organisation and encourage a whole-organisation approach with management and staff participating together. All our programmes aim to break stigma and ensure that mental health struggles are seen as part of everyday life for all of us. Our workshops are full of simple, practical, and effective tips, tools, and techniques that anyone can use on a daily basis to monitor and manage their mental health. We encourage everyone to take a proactive approach to minding their mental health just as they do their dental health by brushing their teeth every day.

Suicide or Survive continued provide its suite of Workplace Wellness Workshops in 2021 in an online format. For many organisations staff wellness became a priority in 2021 as people continued to adjust to new working arrangements necessitated by the global pandemic. SOS worked with many organisations throughout the year both those who had worked with us before and new client organisations.

In 2021, SOS partnered with Ibec to bring a seminar to HR and Senior Management of small, medium, and large business in Ireland. Approximately 250 organisations registered for the webinar and over 150 people were in attendance. SOS also had the opportunity to exhibit at The Business Show 2021 which was held remotely. SOS was represented on the discussion panel along with Ibec, who through their Keep Well programme, released their Top 100 Best Wellbeing Workplaces in Ireland Index.

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"Personally, I'd feel uncomfortable discussing mental health, so it is great to see proactive workshops such as this one which puts me a bit more at ease with the topic."

"It was very well run. A good mix between group work, active participation and listening. It can be daunting for some people to discuss things like mental health particularly in groups with work colleagues, so the content of the group work was general and not too personal."

"While it is nice to have these types of workshops in person, it was well managed online and having more people turn on cameras and chime in with their thoughts made it more natural whereas if it had just been a presentation, it wouldn't have been as interesting, and I wouldn't have gotten as much from it."

SOS delivered corporate wellness programmes to 13 organisations reaching 828 staff and managers. In 2021 we facilitated:
- 16 Managers Workshops which were attended by 271 people
- 32 '90 minute' Workplace Wellness Workshops attended by 475 people
- 5 additional Workplace Workshops (Silencing the Inner Critic, Dealing with the Dips and the Down Days, and Building Resilience) attended by 82 people

Additional Programmes and Initiatives

Wexford Schools Initiative

SOS were delighted to be given an opportunity in 2021 to work in partnership with the Resource Officer for Suicide Prevention in the Waterford, Wexford, Kilkenny, Carlow, and South Tipperary CHO area as part of a Wexford Schools Initiative. This initiative involved various organisations delivering video style presentations to students, education professionals and parents in the Wexford area. Two SOS facilitators developed and recorded a presentation for parents called Connecting with your own Wellness which was used as part of the Initiative for parents of school aged children in the Wexford area.

Accountancy Technicians Ireland

SOS successfully developed and facilitated a complimentary module as part of a QQI Level 4 Skills to Compete course running in 4 colleges across the country under the umbrella of the Accounting Technicians of Ireland. The course was aimed at supporting people who have become unemployed due to COVID-19 to retrain and gain skills to find employment. The module consisted of 3 x 3-hour sessions to each of the 4 colleges with topics on Mental Health, Resilience and Sense of Self.

Website and Newsletters

Page views on the SOS website increased by 26.54% in 2021 over 2020 figures with users increasing by 51.19%. Instagram social media referrals to the website increased by 157.59% in 2021.

Four quarterly Newsletters showcasing our programme offerings and event opportunities and featuring stories from fundraisers were sent out in 2021 to a subscriber list of approximately 2,200 people. We achieved an average open rate of 23.5% and click rate of 3% which is over the average open and click rate across all industries (average open rate 21.33% and average click rate 2.62%).

Administration Projects

In 2021 SOS introduced the Accounts IQ package to further enhance our financial governance, transparency, and reporting. We worked with Salesforce to develop and commence the implementation of a plan to replace our existing CRM system and with M.J. Flood on a project to move our file storage to a cloud based system.

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The SOS Team
Despite the challenges posed by the COVID 19 pandemic which necessitated a pivot to online delivery of our programmes and a move to working from home our team continued to work tirelessly to deliver on the aims and objectives of the organisation. The team adapted to organisational changes including a new CEO and office relocation during 2021 providing continuity and consistency and ensuring the ethos and operation of the organisation remained grounded in its values and true to its mission, vision and values.

SOS is governed by a voluntary board of directors who give of their time to ensure that the organisation runs effectively and efficiently, complies all guidelines and legislation for the sector, and delivers on its commitments to funders, donors and fundraisers. The board continued to guide and support the organisation through the challenges it faced in 2021.

Over the years, SOS has developed a panel of passionate and experienced facilitators. These facilitators adapted to online programme delivery across 2020 and 2021 often going over and above in terms of the time and effort they expended in ensuring that the programme quality and ethos synonymous with SOS was maintained.

In 2021 SOS began the process of expanding our Facilitator panel to ensure we can continue to successfully deliver our programmes nationwide into the future. Over 60 applications for the Facilitator role were received, 18 people were interviewed, and 9 people were offered the opportunity to attend training and mentoring with a view to co facilitating SOS programmes in 2022.

A heartfelt thanks to the entire team at SOS, to the core team, the board, and facilitators for your hard work and continued support.

Fundraising and Supporters
Suicide or Survive has the great fortune to receive funding from a variety of sources, including the National Office for Suicide Prevention, the HSE, our donors and the many, many people who fundraise for us. Although the COVID 19 pandemic restricted our capacity to run large in-person fundraising events for most of 2021 we returned to live events in August 2021 with the first Abseil for SOS. Our amazing fundraisers ran, walked, cycled, sang, danced, and participated in yoga sessions, among many other events to raise funds for SOS. We are truly grateful for your continued support.

Planning for the Future
In 2021 the organization, under the guidance of the board, engaged Mantra Strategy to support us in the development of our new strategic plan to take us from 2022 to 2026. This engagement involved consultation with a broad range of stakeholders, a review of our mission, vision and values, and strategic direction. Our new strategic plan will be developed in early 2022 informed by this process.

The future direction of the organisation with be driven by the following aims:

- To extend our reach and impact in terms of service delivery programmes that are relevant and effective, where they are needed, when they are needed
- To invest in and enhance our programmes, our team, and our ways of working
- To increase our footprint and relevance growing the organization in a sustainable way, adhering to our service-user led perspective, and maintaining the highest standards in terms of governance.

Associations with Representative bodies
SOS is an Associate Member of Mental Health Reform - Ireland's leading national coalition of organisations campaigning to transform mental health and well-being supports in Ireland.

SOS is also a member of Charities Institute Ireland. As such, we are bound by the triple lock system, which means that we adhere to the principles of transparent accounting, good governance and good fundraising.

Auditors
The auditors, Whiteside Cullinan, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

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.

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Suicide or Survive

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

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 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 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 First Floor, 3-5 Carysfort Avenue, Blackrock, Co Dublin, A94 W9X6

Approved by the Board of Directors on 28 September 2022 and signed on its behalf by:

Gerry Tynan
Director

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Gerry Tynan
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Kevin mcPartlan
Director

DocuSigned by:
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Suicide or Survive

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

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 company as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and 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 company will continue in operation.

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

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and net income or expenditure of the company 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 company 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 company's auditor in connection with preparing the auditor's report) of which the company'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 company's auditor is aware of that information.

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

Approved by the Board of Directors on 28 September 2022 and signed on its behalf by:

Gerry Tynan
Director

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Kevin mcPartlan
Director

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INDEPENDENT AUDITOR'S REPORT
to the Members of Suicide or Survive

Report on the audit of the financial statements

Opinion

We have audited the company financial statements of Suicide or Survive for the financial year ended 31 December 2021 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 company as at 31 December 2021 and of its surplus 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 company 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 company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other Information

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

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

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INDEPENDENT AUDITOR'S REPORT
to the Members of Suicide or Survive

Matters on which we are required to report by exception
Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' 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 14, 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 company'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 company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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 company'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 company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

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INDEPENDENT AUDITOR'S REPORT
to the Members of Suicide or Survive

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

Alan McLean
for and on behalf of
WHITESIDE CULLINAN
Chartered Accountants and Registered Auditors
Fleming Court
Fleming's Place
Dublin 4
D04 N4X9

29 September 2022

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Suicide or Survive

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2021

	Notes	Unrestricted Funds 2021 €	Total 2021 €	Unrestricted Funds 2020 €	Total 2020 €
Incoming Resources					
Voluntary Income	3.1	**27,900**	**27,900**	32,967	32,967
Charitable activities					
Grants and other income generating activities	3.2	**632,262**	**632,262**	679,026	679,026
Other income	3.3	**260**	**260**	793	793
Total incoming resources		**660,422**	**660,422**	712,786	712,786
Resources Expended					
Raising funds	4.1	**8,013**	**8,013**	9,821	9,821
Charitable activities	4.2	**566,643**	**566,643**	508,416	508,416
Total Resources Expended		**574,656**	**574,656**	518,237	518,237
Net incoming/outgoing resources before transfers		**85,766**	**85,766**	194,549	194,549
Gross transfers between funds		**-**	**-**	-	-
Net movement in funds for the financial year		**85,766**	**85,766**	194,549	194,549
Reconciliation of funds					
Balances brought forward at 1 January 2021		**339,120**	**339,120**	144,572	144,572
Balances carried forward at 31 December 2021		**424,886**	**424,886**	339,121	339,121

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 28 September 2022 and signed on its behalf by:

Gerry Tynan
Director

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Gerry Tynan
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Kevin mcPartlan
Director

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Suicide or Survive
BALANCE SHEET
as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	**8**	**1,091**	5,265
Current Assets			
Debtors	**9**	**9,819**	597
Cash at bank and in hand		**579,959**	489,974
		589,778	490,571
Creditors: Amounts falling due within one year	**10**	**(165,983)**	(156,715)
Net Current Assets		**423,795**	333,856
Total Assets less Current Liabilities		**424,886**	339,121
Funds			
Unrestricted designated funds		**305,439**	25,116
General fund (unrestricted)		**119,447**	314,005
Total funds		**424,886**	339,121

Approved by the Board of Directors on 28 September 2022 and signed on its behalf by:

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Director

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Suicide or Survive

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Net movement in funds		**85,765**	194,547
Adjustments for:			
Depreciation		**4,174**	4,174
		89,939	198,721
Movements in working capital:			
Movement in debtors		**(9,222)**	698
Movement in creditors		**9,268**	154,514
Cash generated from operations		**89,985**	353,933
Cash flows from investing activities			
Payments to acquire tangible assets		**-**	(2,027)
Net increase in cash and cash equivalents		**89,985**	351,906
Cash and cash equivalents at 1 January 2021		**489,974**	138,068
Cash and cash equivalents at 31 December 2021	**15**	**579,959**	489,974

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1. GENERAL INFORMATION

Suicide or Survive is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is First Floor, 3-5 Carysfort Avenue, Blackrock, Co Dublin, A94 W9X6 which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

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 in accordance with the Statement of Recommended Practice (Charities SORP in accordance with FRS 102, effective January 2015) and with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Accounting Standards Board, as promulgated by Chartered Accountants Ireland. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charitable company's financial statements.

Statement of compliance
The financial statements of the company for the financial year ended 31 December 2017 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:

Unrestricted funds
Unrestricted designated funds are funds received with specific expenditure requirements attaching, including operational grant funding. Designated funds are recognised when the associated expenditure has been incurred. Unexpended designated funds held at the end of the Financial Period are treated as Deferred Income. Ongoing regular communications are maintained with the Designated funds provider to update them on the sums expended ore balances retained.

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Incoming Resources
Voluntary income or capital is included in the Statement of Financial Activities when the company is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt.

Grants from Governments and institutional donors are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Income from charitable activities includes income recognised as earned, and would include voluntary income received from course participants.

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 company. Income from government and other co-funders is recognised when the company 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 company is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the company 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 company is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the company 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 company is notified of entitlement.

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

Resources Expended
Expenditure is recognised on and accruals basis as liabilities are incurred. Expenditure includes VAT, where applicable, which cannot be recovered, and is reported as part of the expenditure to which it related.

Resources expended are allocated in as far as is practically possible between 3 categories of expenditure, namely the cost of raising funds, the costs relating directly to the services provided, and, the support costs of the central administration of the organisation and centralised services.

Expenditure on raising funds comprise the costs associated with attracting voluntary income and the costs associated with fundraising events.

Costs of Operations include costs that are directly attributable to the activities undertaken in pursuit of the charity's objectives.

Support costs include the costs operating the central administration office of the charity, which provides support to all aspects of the organisations activities including service provision, fundraising and donor supports.

Tangible fixed assets and depreciation
Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	-	20% Straight line

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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 company 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
The Company has been granted Charitable Tax Exemption under Section 207 Taxes Consolidation Act, 1997 and the company is not liable to Corporation Tax on its activities. Charity Number CHY16442.

3. INCOME

3.1 DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	2021	2020
	€	€	€	€
Donations	**27,900**	**-**	**27,900**	32,967

3.2 CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2021	2020
	€	€	€	€
Fundraising	**167,381**	**-**	**167,381**	128,320
Income from Programs and Workshops	**159,442**	**-**	**159,442**	192,929
Grants Receivable for Core Activities	**305,439**	**-**	**305,439**	357,777
	632,262	**-**	**632,262**	679,026

3.3 OTHER INCOME

	Unrestricted Funds	Restricted Funds	2021	2020
	€	€	€	€
Other income	**260**	**-**	**260**	793

4. EXPENDITURE

4.1 RAISING FUNDS

	Direct Costs	Other Costs	Support Costs	2021	2020
	€	€	€	€	€
Fundraising	**8,013**	**-**	**-**	**8,013**	9,821

4.2 CHARITABLE ACTIVITIES

	Direct Costs	Other Costs	Support Costs	2021	2020
	€	€	€	€	€
Delivery of Services	**200,336**	**-**	**-**	**200,336**	261,608
General Operations	**67,063**	**-**	**296,784**	**363,847**	244,348
Governance Costs	**-**	**-**	**-**	**-**	2,460
Governance Costs (Note 4.3)	**-**	**-**	**2,460**	**2,460**	-
	267,399	**-**	**299,244**	**566,643**	508,416

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4.3 GOVERNANCE COSTS	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
Charitable activities - governance costs	-	-	2,460	2,460	-

4.4 SUPPORT COSTS	Charitable Activities €	Governance Costs €	2021 €	2020 €
Staff training and workshops	-	-	-	145
Property costs	29,034	-	29,034	20,291
Staff and related costs	200,082	-	200,082	177,417
Office running costs	17,585	-	17,585	11,738
Audit Fees	-	-	-	2,460
Legal and other professional fees	50,083	-	50,083	-
Audit fees	-	2,460	2,460	-
	296,784	2,460	299,244	212,051

Support costs represent the cost of the general operations of the organisations, which, due to the size and nature of the organisation, are not readily applicable to specific projects.

5. ANALYSIS OF SUPPORT COSTS	2021 €	2020 €
Staff training and workshops	-	145
Property costs	29,034	20,291
Staff and related costs	200,082	177,417
Office running costs	17,585	11,738
Audit Fees	-	2,460
Legal and other professional fees	50,083	-
Audit fees	2,460	-
	299,244	212,051

6. NET INCOMING RESOURCES	2021 €	2020 €
Net Incoming Resources are stated after charging/(crediting):		
Depreciation of tangible assets	4,174	4,174
Auditor's remuneration:		
- audit services	2,460	2,460

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7. EMPLOYEES AND REMUNERATION

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

	2021 Number	2020 Number
Program Co-ordinator	**1**	1
Support Staff	**2**	2
Chief Executive	**1**	1
	4	4

The staff costs comprise:	**2021 €**	2020 €
Wages and salaries	**177,859**	159,709
Social security costs	**19,563**	17,708
Pension costs	**2,660**	-
	200,082	177,417

No employee earned less than €25,000 or more than €70,000 in the year.

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €
Cost	
At 31 December 2021	20,869
Depreciation	
At 1 January 2021	15,604
Charge for the financial year	4,174
At 31 December 2021	19,778
Net book value	
At 31 December 2021	**1,091**
At 31 December 2020	5,265

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continued

8.1 TANGIBLE FIXED ASSETS PRIOR FINANCIAL YEAR

	Fixtures, fittings and equipment €
Cost	
At 1 January 2020	18,842
Additions	2,027
At 31 December 2020	20,869
Depreciation	
At 1 January 2020	11,430
Charge for the financial year	4,174
At 31 December 2020	15,604
Net book value	
At 31 December 2020	**5,265**
At 31 December 2019	7,412

9. DEBTORS

	2021 €	2020 €
Taxation and social security costs (Note 11)	**-**	597
Prepayments and accrued income	**9,819**	-
	9,819	597

10. CREDITORS

Amounts falling due within one year	2021 €	2020 €
Trade creditors	**369**	-
Taxation and social security costs (Note 11)	**5,501**	1,279
Other creditors	**(2,164)**	(252)
Pension accrual	**1,760**	-
Accruals	**42,959**	690
Deferred Income	**117,558**	154,998
	165,983	156,715

11. TAXATION AND SOCIAL SECURITY

	2021 €	2020 €
Debtors:		
VAT	**-**	597
Creditors:		
PAYE / PRSI	**5,501**	1,279

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12. State Funding

Agency	**National Office for Suicide Prevention**
Government Department	Department of Health / HSE
Grant Programme	Community services
Purpose of the Grant	General Funding and specific projects
Term	Year ended 31 December 2021
Received in the financial year	€271,000
Recognised as Income in the financial year	€234,008
Fund deferred at financial year end	€117,558
Agency	**POBAL**
Government Department	Department of Health / HSE
Grant Programme	Covid-19 Stability Fund
Purpose of Grant	General funding
Total Grant awarded	€115,865
Recognised as Income in the financial year	€60,271
Agency	**CAWT Cooperation and working together**
Government Department	Health and Social Care Northern Ireland / HSE
Grant Programme	Innovation Recovery (Mental Health) Project
Purpose of the Grant	Provision of Cross Border WRAP training under HSE Tender 10998
Total Grant awarded	€68,900
Recognised as Income in the financial year	€11,160

13. RESERVES

	2021	2020
	€	€
At 1 January 2021	**339,121**	144,574
Surplus for the financial year	**85,765**	194,547
At 31 December 2021	**424,886**	339,121

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14. STATUS

The company 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 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.

15. CASH AND CASH EQUIVALENTS

	2021	2020
	€	€
Cash and bank balances	**579,959**	489,974

16. POST-BALANCE SHEET EVENTS

There were no material events after the Balance Sheet date

17. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 28 September 2022.