



# GROW ANNUAL REPORT 2019



# WHO WE ARE

## OUR VISION

is to ensure that Growth, Recovery, Optimism and Well-being is possible for everyone.

## OUR MISSION

is to “nurture mental health, personal growth, prevention and full recovery from all kinds of mental illness”

## WE DO THIS BY:

- Providing and maintaining support groups within communities
- Educating the public and health professionals in mental health and recovery principles
- Working in collaboration with other organisations, agencies and experts to achieve our vision
- Influencing public policy and raising awareness of the challenges of those struggling with mental health issues

## OUR VALUES

- INCLUSION (open to all over 18).
- HOPE (always believing that improvement and recovery are possible).
- INTEGRITY (honest, open, respectful, truthful communication, always striving to act with good character).

## OUR VALUES

- CONNECTION (your place within your community, developing healthy friendships and connecting on a spiritual level with the world around us).
- SUPPORT (program wisdom shared through peer support, breaking isolation, empowering leadership at all levels).
- CHANGE (personal growth, self-acceptance and reaching one's full potential).

## GET IN TOUCH

### NATIONAL SUPPORT OFFICE

Apt 5, Forrest Mews,  
Forrest Road,  
Swords Co. Dublin

Info Line 1890 474 474

Email [info@grow.ie](mailto:info@grow.ie)

Website [www.grow.ie](http://www.grow.ie)



[GROW/Ireland](https://www.facebook.com/GROW/Ireland)



[GROW\\_Ireland](https://twitter.com/GROW_Ireland)

Charity Number 9319

Company Number 138767

CRA Number 20023294



# CONTENTS

Chairperson's Message	4
CEO's Statement	5
The National Program Team Report	6
Human Resource Report	7
Director's Report	15
Highlights of 2019	39
Independent Auditor's Report	56
Virtual Walk	76
Memorable Weekend to Celebrate 50th Anniversary	83

# Chairman's Address 2019



The year 2019 was a seminal one in the history of Grow in Ireland. Not only did we celebrate fifty years of running peer support groups at the National weekend but also planned and made significant decisions that would prepare Grow for the next fifty years. The anniversary was marked by a four day celebration attended by many speakers and participants including some from the Grow organisation overseas. I would like to acknowledge the great work done by many people in organising both the event, the celebratory book and the virtual walk.

During the course of the weekend the new Grow website was launched by Spokesperson on Mental Health (Fianna Fail) James Browne TD.

In January a special meeting of Staff and Volunteers was convened. It met in the Limerick Office and was attended by 23 volunteers and 4 staff. It brought together Growers, Regional Teams, National Teams and staff to discuss Roles and Responsibilities in Grow and to clarify their overlapping roles. The outcomes of these discussions informed many of the activities and decisions that were made during the year. The work is ongoing

In May the Spirituality Team presented the draft of the revised Program Book to members of the National and Regional Teams This represented a huge amount of work over many meetings. As well as reviewing some of the wording to align it with current usage. They also added some texts on physical health and nutrition both of which are central to good mental health.

The Board of Grow met eight times during the year (some by skype). We saw a large turnover of board members this year. I thank all of them for their contribution to Grow. In this regard I would like to pay tribute to my predecessor Rob Stephens who stood down from the Board after three years as Chairperson in accordance with our Constitution. I would like also to acknowledge the contribution of Jayne O Sullivan who resigned as Secretary having also reached the five year limit on Board membership. Among items discussed at Board meetings, apart from regular items were a draft Risk Policy and a GDPR policy for the organisation. While these issues may be regarded as somewhat mundane they reflect the concerns and demands of an everchanging world. Grow has no choice but to reflect and adapt to these changes if we are to celebrate another 50 years of "bringing the Grow message to others in need". Little did we know what changes awaited us in 2020!

A lot of activity in 2019 was focussed on the celebration of Grow's 50th anniversary which was celebrated with and extended National Weekend on September 19-22 in the Mount Wolessy Hotel in Carlow. One of the many events leading up to the weekend was a virtual walk from Australia to Ireland. Originally conceived as a straight walk involving Growers, volunteers and staff walking in groups it was so successful it not only returned to Australia but also made some detours along the way. I would like to thank all the participants for their efforts and especially the Australian ambassador to Ireland Richard Andrews and his staff who also formed a group to take part in the walk.

In summary the year 2019 was a landmark year for Grow in Ireland. It marked both the end of an era which saw Grow established as a force in mental health in Ireland and the beginning of a new decade which would present a challenge to it. We were to be presented with that challenge sooner and in a manner that nobody could have expected.

Denis Fitzpatrick  
National Chairperson

# CEO's Statement



## Welcome to Grow in Ireland's Annual Report for 2019.

This Annual Report describes the work of our organisation at a national and regional level and while it is broad and comprehensive, it is not possible to do justice to all the work undertaken by Grow in Ireland and Regional and Program Teams. This report will give a flavour of what we do, but to really appreciate the scale, scope, and impact of our work, you will really need to come and talk to us, experience the energy, and get involved.

2019 was a year of change at Grow one which allowed us to refocus our efforts and set out the direction for the organisation over the coming years. In 2019 Grow celebrated its fiftieth year in Ireland. During this time, our organisation has shown its resilience and agility, an ability and willingness to adapt and to continue to do better. These qualities will be so necessary in a changing landscape as we face a new future together.

Over the last fifty years Grow has brought a message of hope, connectedness, support, recovery, and friendship to the widest possible audience and we will continue to do so. As we enter the next phase of Grow's development, we will strengthen our reach to those in need of our support. To achieve this, we will work collaboratively with agencies who share our vision and commitment. These include HSE (Health Service Executive), Pobal, fellow voluntary bodies, partners in academia, community, education, sports, and commercial sectors. We will employ social media tools to help us target specific audiences and spread our message.

During 2019 we appointed a Communication & Fundraising Officers. These appointments will support the organisation in communicating Grow's message and raising much needed funds to enable that communication.

I would like to pay tribute to all our volunteers who have stepped up and taken positions on our Regional Teams and to those Organisers & Recorders who have taken up key roles within our Groups. Our volunteers are making a real contribution to the quality of service delivery within their regions as they advance Grow's message of hope. I would personally like to acknowledge their commitment.

As this 2019 report goes to print, I am conscious that in 2020 we are in the midst of unprecedented and challenging times. COVID-19 is placing a significant burden on people's mental health and wellbeing and this will continue well into the future. The pandemic has exposed the need for Grow to respond to increasing need and to move to online group support. The commitment of the Board, Staff and Regional teams during this pandemic has allowed the organisation to demonstrate its agility, ability, and willingness to move quickly and continue supporting our members. I would like to particularly commend our Grow members on their willingness to move to our online platform. The encouragement and support members have given to each other especially to those who are unable to access our online group support for various reasons.

Finally, I would like to extend my thanks to all our Staff, Board members, Regional and Program Teams and all our Grow members who play an important and central role in assisting us to achieve our mission.

Michele Kerrigan  
Chief Executive

# The National Program Team Report

2019 was an extremely busy year for Grow Mental Health and so was also a busy year for the Program Team. Grow Mental Health groups started in Ireland in 1969 and so 2019 was our 50th Birthday. A time for celebrating with the Program Team involved with a number of projects specifically for the 50th alongside its ongoing Projects which included: Leadership Course Updating, Standardising Community Education Programs, Program issues as they arose, answering staff and volunteer Program questions.

## The Grow Program Book

2019 was a year of change for everyone in Grow Mental Health as we started work on The Grow Program Book. A huge amount of work was carried out by the Spirituality Committee updating the book. The committee comprised of people from throughout Grow: i.e. Grow members, volunteers and staff. They worked independently and with the Program Team to put the final edits to its content with the work being completed late 2019. A presentation was given to the members at the National Weekend updating everyone with the status of the project by members of the Spirituality Committee. The book was "print ready" by November 2019. The book then underwent a branding process which wasn't to be completed until 2020.

## 50th Magazine

Work continued on the 50th Magazine during 2019. Members of the Program Team worked with Growers. Volunteers and Staff to gather photos and stories nationwide. They spent a lot of time working together and consulting with everyone – they wanted to have a finished product that represented every facet of Grow Mental Health. This collaboration resulted in the production of a high quality magazine that everyone could be proud of. The magazine contained stories and pictures of Grow Mental Health through the years 1969 and 2019. The magazine was distributed to members and guests at the National Weekend.

## 50th Conference and National Weekend

With the 50th Birthday looming plans were mounting for the 50th Conference and National Weekend. The Program Team were responsible for agreeing a Theme for the event planned for the Mount Wolsley Hotel. The Theme was "Each person's recovery or growth aids the transformation of the World".

They were also responsible for inviting the Guests both nationally and Internationally. Volunteers who were there back in the beginning joined the Celebrations in Carlow. It was great to have those without whom there wouldn't have been a Grow Mental Health 50th to celebrate – who gave their time so willingly back in the early days e.g. Travelling miles to support groups.

There was an International Grow gathering on Saturday afternoon and the AGM was held on Sunday. It was agreed by the Program Team early on that this should be a positive uplifting event and this was definitely how it turned out.

## Representing Grow Mental Health

The Ex National Program Team Co Ordinator a member of the National Program Team spoke at 2 Major conferences during the year – one of which was the Mental Health and Well Being Summit in Croke Park.

Mary B Walsh  
National Program Co Ordinator



# Human Resources Report



2019 was an exciting year with the addition of two new roles, Fundraising and Governance, Compliance and Risk. Both roles have added to the strength of the team enabling Grow to support its members nationwide. The role of Governance, Compliance and Risk has provided additional support to The Board in understanding the New Charities Governance Code which launched on 7 November 2018. 2019 was a year of learning and preparation for Grow as it works toward full compliance in 2020. The addition of a dedicated Fundraising Officer supports Grow's funding capability and builds on its public profile. Any increased income supports our offer to and development of our membership.

## Mental Health First Aid



All Grow Employees received training as Mental Health First Aiders. The Programme offered staff the opportunity to refocus on the prevalence of Mental Health in Ireland and on understanding of mental illness in Ireland. It allowed for a review of the spectrum of interventions for recovery from mental illness including our Grow 12 step program of recovery. It allowed the team to revisit crisis first aid for suicidal behaviours, panic attacks, and to practice in a safe environment. We explored supporting people experiencing a psychotic episode, interventions for substance use disorders and deescalating aggressive behaviours. This programme was very well received and valuable to those working on the information line and in Grow groups.

## Human Resource Compliance



Grow improved its Human Resource Compliance with the introduction of new policy and procedure in support of new and changing legislation: The introduction of The Employment (Miscellaneous Provisions) Act led to changes to our standard Terms and conditions of employment. Real time Reporting on PAYE came into being with changes to payslips. There were changes to Family Friendly legislation with updates to parental leave. Mental health in the workplace featured highly this year with studies showing that employees in Ireland experience stress at work either always or most of the time. Grow introduced its 'Keep Well @ Work' campaign in 2019.

Grow also introduced a new Employee Handbook in 2019 which is issued to all new staff as part of their on boarding process. Our new Lone Working Policy and Procedure was implemented this year following consultation and involvement with our fieldworkers and sign off by The Board.

A large schedule of works are planned for 2020 with the introduction of our new strategy. Exciting times ahead.

Dara Farrelly  
HR Officer



**YOUR support has helped US**



  
Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

**YOU are OUR Heroes**





**IRISH MOTORBIKE & SCOOTER SHOW 2019**

**CAROLE NASH**  
The care it deserves




**government supporting communities**







# PORTARLINGTON CREDIT UNION LIMITED



HSE Mental Health Services





# A Closer Look at Your Impact

During 2019 your support helped us to achieve the following:



126

peer support groups  
nation wide



4,619

meetings took place during  
the year



756

men and women attended  
support meetings each week



4,545

Personal Testimonies.



3,300

12 Step social events



9

members on average attended  
each social event.



13,000

Facebook Likes



16

community educational  
programmes delivered



24

workplace programmes  
delivered



768

Information line calls



5,625

Twitter followers

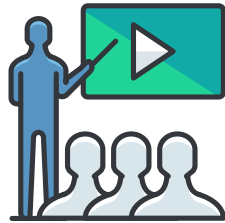
With you as our partner, we can do remarkable things!

# Capacity Building Facts

1

**50**

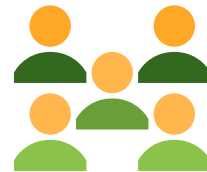
Organiser & Recorder Training  
Events



2

**15**

Leaders Meetings



3

**359**

Grow Members participated in  
training events throughout the  
year



# WHAT OUR MENTAL HEALTH PEERS SAY ABOUT US

## 01

President Michael D. Higgins

"For 5 decades Grow has been a critical source of support and reassurance to those living with mental ill health. Grow has played a pivotal role in effecting positive change, challenging the negative attitudes of individuals and institutions that stigmatise, and discriminate against, citizens who have so much to offer our society. By encouraging those whose experience mental ill health to take a lead in their recovery you enable so many people to develop their full potential and look to a future of hope and possibility."

## 02

Gina Delany,  
Recovery Manager ARI

"Grow is synonymous with recovery; the key recovery concepts of hope, education, support, self-advocacy, and personal responsibility seen within WRAP and the elements of CHIME, connectedness, hope, identity, meaning and empowerment and also the values as seen in a National Framework for Recovery in Mental Health 2018-2020, hope, empowerment and self-determination. Personally, I joined Grow when I found myself at a loss after the death of my mother. I found great benefit in attending the group in Kilkenny and enjoyed the peer support from the group while giving back in return. The sense of reciprocity helped to give me strength and meaning again - building up my own resilience."

## 03

Shari McDaid  
Director of Mental Health Reform

"Grow has been not only a role model peer organisation in Ireland by establishing and sustaining a national peer support group network, but also a vital and much appreciated aid to many people with experience of a mental health difficulty who through its groups and training have discovered their own route to recovery. Over the years I have met many staff members of Grow and have always found them to be the most humble and wise of colleagues. I commend everyone in Grow, past and present, for their dedication and for their leadership within the mental health sector and wish them the very best for the coming years."

## 04

John Saunders CEO Shine &  
Chair Mental Health Commission

"Ireland has a strong tradition of voluntary organizations across all sectors of society including mental health. Good organizations are ones with structure, clear strategic thinking and sound governance, great organizations are ones which strive to have these features fundamentally underpinned by a set of coherent values. Grow in Ireland is one of these organizations. Grow is a value driven organization, one of the first organizations to articulate in a meaningful way the concept of recovery and to show by its work how recovery could happen in practice."



---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2019

---

The directors present their annual report together with the audited financial statements of GROW in Ireland the (the company) for the year ended 31 December 2019.

#### Directors' responsibilities statement

The directors are responsible for preparing the Directors' Report and the financial statements of GROW in Ireland (the company) in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements of GROW in Ireland (the company) for each financial year. Under the law, the directors have elected to prepare the financial statements of GROW in Ireland (the company) in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting standard applicable in the UK and Republic of Ireland'.

Under company law, the directors must not approve the financial statements of GROW in Ireland (the company) unless they are satisfied they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements of GROW in Ireland (the company), the directors are required to:

- Select suitable accounting policies for the company's financial statements and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- Prepare the financial statements of GROW in Ireland (the company) on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

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

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### Objectives and Activities

GROW in Ireland is a registered charity whose main objective as set out in its Memorandum of Association is to work in the field of Mental Health. Specifically, to enable those in need to experience the benefits of the GROW Program and the Group Method including the pursuit of this object in the fields of prevention and rehabilitation in community mental health.

The Memorandum of Association also sets out several supporting objectives which are used to attain our main objective, and any income generated from the achievement of its supporting objectives can only be applied for the main objective.

The supporting objectives are:

- a) To promote, establish, direct, maintain, and co-ordinate GROW groups; meaning thereby voluntarily attended mutual help and self-activation groups conducted according to conditions prescribed by GROW International for the personal growth of people who wish to achieve the benefits of the GROW Program and the Group Method.
- b) To promote, develop, conduct, foster and support research and investigation into matters appertaining to the personal growth of people who wish to achieve the benefits of the GROW Program and the Group Method.
- c) To promote, develop, conduct, foster and support the study and acquisition, dissemination and application of knowledge and information concerning subjects relating to the personal decline and personal growth of people who are partaking of the GROW Program and the Group Method.
- d) To develop a better understanding by members of the public of matters appertaining to the personal decline and growth of people who are partaking of the GROW Program and the Group Method.
- e) To promote, develop, conduct, foster and support hostels workshops centres educational and other institutions concerned in any way with assisting the personal growth of people who wish to achieve the benefits of the GROW Program and the Group Method.
- f) To promote, develop, conduct, foster and support conferences, conventions lectures, symposia, films, tape recordings and by all other educational means, including social media, to further the objects of GROW; including the writing acquiring, printing, publishing and circulating of literary or scientific works.
- g) To come together with, co-ordinate and correlate the efforts of professional and voluntary workers, organisations, statutory bodies and other authorities and individuals interested in the personal decline and growth of people who wish to achieve the benefits of the GROW Program and the Group Method.

The concept that shapes our annual activities remains the promotion, establishment and maintenance of GROW Peer Support Groups, the fostering of knowledge and appreciation of recovery-orientated services, and the education of the public in the fields of mental wellbeing, recovery, and stigma reduction. The charity also contributes to advocating for improved mental health services and reform in mental health policy through its engagement with Mental Health Reform, ARI and See Change.

In shaping our objectives for the year and planning our activities, the governing body, namely the Board, agree the multi-annual Strategic Plan to promote the objects of the Company and this Plan is regularly reviewed by them

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

By raising new money and careful management of our existing funds, GROW in Ireland provides public benefit by providing peer support, education and awareness to the public in the area of mental health.

#### Our vision

is to ensure that **Growth, Recovery, Optimism and Wellbeing** is possible for everyone. We work to achieve this vision by making it our Mission to *“To create new hope, sense of identity, meaning and valued connections by empowering you to nurture your own positive mental health and well-being by supporting personal growth and establishing a path to recovery through education, self-teaching and peer support.”*. We do this by:

- **Providing** and maintaining support groups within communities
- **Educating the public** and health professionals in mental health and recovery principles
- **Working in collaboration** with other organisations, agencies and experts to achieve our vision
- **Influencing public policy** and raising awareness of the challenges of those struggling with mental health issues

#### Structure, Governance and Management

GROW is recognised as a charity under Section 3 Subsection 11 (a) of the Charities Act, 2009 “other purpose beneficial to the community”. It does this through the development and maintaining of peer support groups within the community which benefits people who may or have struggled with mental health issues. Charitable status means that the organisation is recognised as charitable by the Revenue Commissioners for tax purposes. The organisation is exempted from certain taxes such as DIRT, income and corporation tax by the Revenue Commissioners and the Valuation Office for exemption from rates on buildings. The organisation is also a company limited by guarantee not having a share capital in accordance with the Companies Acts 1963 to 2014.

#### The Board

The present membership of the board is set out on page 1.

As set out in the Articles of Association no Director can serve for more than five years without a break of one year. Both Rob Stephen and Jayne O’Sullivan have retired from the Board due to these terms.

GROW in Ireland is directed by a voluntary Board which comprises people with varied backgrounds, some who have experienced mental health issues. Its function is to provide leadership, develop strategy, formulate effective policies and oversee their implementation, ensure good governance and financial control. The Board is provided with regular financial and operational information. Detailed budgets were prepared in line with the Strategic Plan (2017-2019) and were reviewed by the Finance Committee and were further reviewed and approved by the Board. Actual results and outcomes are compared against the budget to ensure alignment with the Plan and to maintain tight budgetary control and value for money.

The Board continues to be committed to a high level of transparency and disclosure in relation to staff remuneration. The financial statement provides details on Staff Remuneration in line with the Statement of Recommended Practice (SORP) as developed by the Financial Reporting Council.

In line with the Good Governance Code the Board has developed policies and induction training materials for all new Board members to support them in their role.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### **Appointment of Board**

As set out in the Articles of Association the Chair of the Board is nominated by the Board and must be a GROWer. Subject to Article 38 the Board should consist of not less than 5 nor more than 12 directors, one of whom would be elected as Chairperson, and one as Vice Chairperson. The Board should consist of 1 representative of the National Program Team and a maximum of 4 representatives of Regional Teams. Not less than two-thirds of the members of the Executive shall be Growers. The balance of skills on the Board should reflect a mixture of skills and experience.

One third of the Board retiring in every year shall be those who have been longest in office since the last election. A retiring Director shall be eligible for re-election. However, no Director can serve for more than five years without a break of one year.

All company members are circulated with invitations to nominate Board members prior to the AGM advising them of the retiring board members and requesting nominations for the AGM. When considering co-opting board members, the Board has regard to the requirement for any specialist skills needed.

#### **Board induction and training**

New Board members undergo an orientation to brief them on their legal obligations under charity and company law, inform them of the content of the Memorandum and Articles of Association, the committees and decision-making processes, the strategic plan and recent financial performance of the organisation. During the induction they meet key employees and other Board Members. Board members are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. Access to online Trustee Training is via the Wheels learning hub. A Board of Governance Handbook and policies pertaining to Board membership is available to all Board members detailing the roles and responsibilities of the Board and the schedule of matters reserved for the Board. Included in the Board of Governance Handbook is a Board Performance Review which aids Board members in reviewing their performance along with identifying gaps in skill sets.

All Board members give of their time freely and none of the Board members have been paid any remuneration or received any other benefits from an employment with Grow in Ireland.

The Board continued to oversee the organisation's compliance with its statutory and regulatory obligations as an employer, registered company and charity. These obligations include compliance with employment legislation, equality legislation, health and safety, data protection. The Board reviewed policies and made changes on foot of these reviews. They continued to oversee compliance with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland and the Statement of Guiding Principles for Fundraising, developed by the Irish Charities Reform Group (now Charities Institute Ireland).

#### **Regional Teams**

The Regional Teams are primarily run by GROW Members who have come up through the organisation. They are governed by the Board and are elected teams to support the activities of the Region including the support of groups and fundraising activities. Regional Teams work closely with the staff in the region and Regional Manager. GROW in Ireland has a network of 7 voluntary Regional Teams.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### The Program Team

The Program Team is primarily run by GROW Members who have come up through the organisation. The Program Team is governed by the Board and are selected based on their expertise relating to Program matters to sit on the Program Team. The Program team supports the work of the National Program Co-Ordinator. The National Program Co-Ordinator is a member of the team and is the Chairperson.

The team is responsible for ensuring the authentic delivery of GROW's Mental Health Recovery Program, quality control and evaluation of the Program and that of the Community Educational and Health Promotion Programs. The NPC is responsible for the delivery of training to Area Co-ordinators pertaining to GROW's Program and the development of leadership within the organisation.

The Board is advised by several committees and is responsible for the overall control and strategic direction of the charity.

The following committees are appointed by the Board to aid in the internal workings of GROW in Ireland:

- Finance Committee
- Health & Safety Committee
- Policy Committee

The Board of GROW is committed to good governance. We want to assure you that GROW is an organisation which is transparent, ethical and has on-going and effective audit processes in place. We value every donation we receive and are always mindful that it is our duty to use the money to achieve the biggest possible impact for people living with mental health issues.

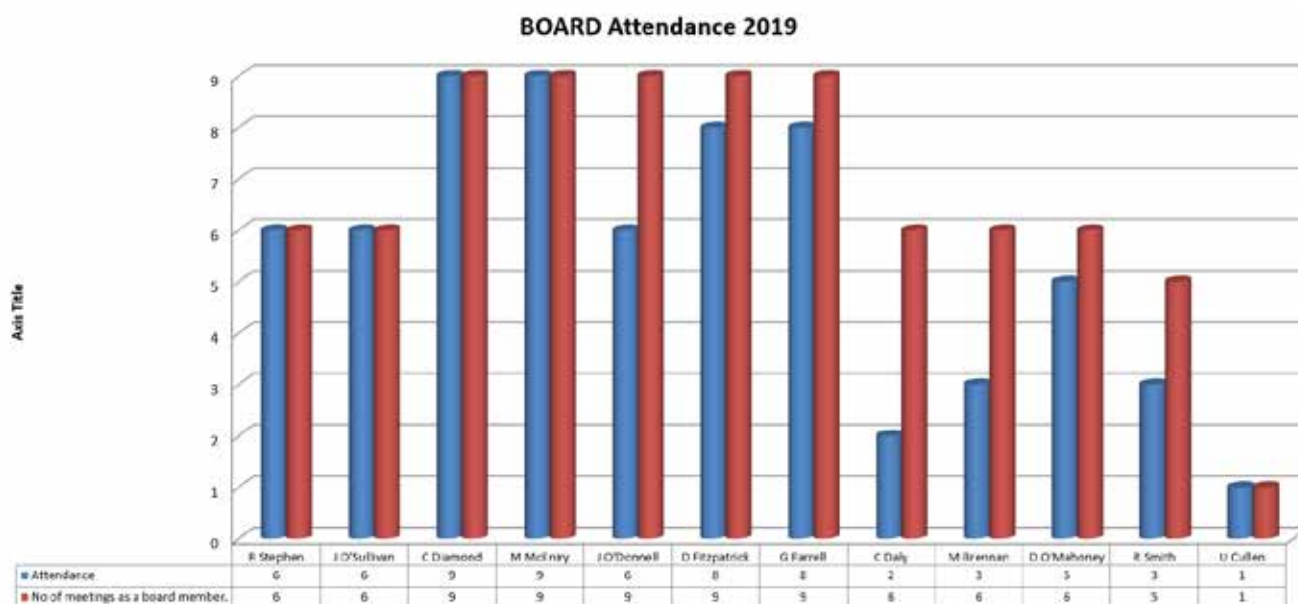
Our diligence around governance enables and empowers people affected by mental health issues to live the life of their choice to their fullest potential.

During 2019 the Board held 9 meetings with the Chief Executive in attendance at those meetings. The Chief Executive reports to the Board but is not a member of the Board. GROW in Ireland's Code of Practice details the process on the selection and rotation of Board members, the roles and duties of the Chairperson and Chief Executive. We require formal disclosure of any potential conflict of interest of Board Members at meetings. We have a committed and strong Board, currently made up of 80% people with lived experience. They give their time for free and receive no payments for their work. However, Board members are entitled to claim for travel and subsistence expenses in attending meetings.

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019



#### Board Relationship with Management and Staff

The Board is primarily responsible for strategic leadership; whilst the Chief Executive Officer (CEO) and staff members are responsible for internal management and execution.

The Board selects, appoints and sets the remuneration of the CEO who is responsible for the operational management of the organisation and the execution of the Strategic Plan.

The Chief Executive, to whom day to day management of the charity is delegated, leads a team of 47 employees working throughout the National Office, Regions and 5 regional offices, plus an additional 2 Community Employment workers employed with the support of the Department of Social Protection ("DSP").

The CEO is responsible for the communication of Board decisions to management and staff. Staff are encouraged to communicate their views regarding matters before the Board through their line manager to the CEO. The CEO may be required to absent herself from matters before the Board which concern her personal employment. The Board sets performance targets for the CEO and assesses performance against the same annually. The Board delegates responsibility for operational and staff matters to the Chief Executive Officer, subject to the relevant delegations and policies. Generally, the Board has delegated to the CEO all its powers in relation to the operation of the organisation other than:

- Approvals above or beyond delegated authorities
- Approval of major elements of strategy including any significant change in direction
- Adoption of the organisation's annual budget
- Approval of the interim and final accounts
- Matters relating to Program
- Relationship with GROW International

The protocol of delegation is reviewed annually to ensure appropriate levels of delegation are maintained and that all relevant issues are covered.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### National Program Co-Ordinator

The Board selects and appoints the National Programme Co-Coordinator who is responsible for ensuring the authentic delivery of GROW's mental health recovery program, quality control and evaluation of the GROW Program and that of the Community Educational and Workplace Programmes. The NPC is responsible for the delivery of training to Area Co-ordinators pertaining to GROW's Program and the development of leadership within the organisation. The NPC reports to the CEO and is supported by the Program Team.

#### The National Office

The National Office is the base for the overall administrative and support services of GROW in Ireland, including, Finance, IT, HR, Communications, Information Line, Compliance & Risk, Quality & Evaluations and Fundraising. Regional offices provide information to the general public, and support to the network of Area Co-ordinators throughout the region. Service development and operations currently sit within the remit of the Chief Executive and National Program Co-Ordinator

#### Volunteers

The Board would like to pay tribute to:

- our Regional and Programme Teams for their time, support, and commitment
- the members of staff who give of their time out of hours in support of the work of GROW
- our fundraisers who do so much to encourage others to enrich lives through donations and fundraising activities.

#### Risk management

The Board are responsible for ensuring that the major risks facing GROW in Ireland are appropriately managed. This is a continuous process reflecting the changing priorities and circumstances facing the organisation. During the financial year the major risks facing GROW in Ireland as defined by the Board and the management team have been reviewed and their potential impact assessed. The Board specifically focused on the long-term sustainability of the organisation. In particular, cost reducing measures were applied across all areas of expenditure as part of an organisation review to reflect the decrease in state funding and the uncertainty of fundraising income. Strategies and controls aimed at managing risks appropriately have been agreed, many of which are already in place and effective; others are being developed further especially regarding the uncertainty around income. In many cases the control processes are subject to continuous improvement. Given the objectives of GROW in Ireland, and the nature of the activities by which it furthers them, some of the risks have to be accepted: it is not possible for GROW in Ireland to eliminate them. However, appropriate steps have been taken to mitigate them where possible.

The board have a risk management strategy which comprises:

- a quarterly review of the principal risks and uncertainties that the organisation faces.
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- the implementation of procedures designed to minimise or manage any potential impact on the organisation should those risks materialise.

A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, and active management of trade debtors and creditors balances to ensure working capital by the organisation.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

Attention has also been focused on non-financial risks arising from fire, health and safety of staff and GROWS members. These risks are managed by having robust policies and procedures in place, and regular awareness training for staff and GROW members working in these operational areas.

## Achievements and Performance

2019 was the third and final year in GROW's three-year Strategic Plan for 2017 to 2019 which include the following priorities:

### **Strategic Priority 1:**

GROW will provide quality support groups nationally and provide quality educational programmes to the wider community.

### **Strategic Priority 2:**

Build and strengthen GROW's organisational capacity to ensure delivery of our strategy.

### **Strategic Priority 3:**

Foster robust relationships with the HSE, other state agencies, non-profit organisations, and external stakeholders.

### **Strategic Priority 4:**

Continue to strengthen the governance and regulation of GROW ensuring compliance with relevant regulatory bodies.

Despite challenges, through the commitment, hard work and dedication of the Board, Regional Teams, GROW members, its volunteers, staff and funders GROW has actively progressed in Year 3 of its three-year Strategic Plan.

### **Strategic Priority 1:**

**GROW will provide quality peer support groups nationally and provide quality educational programmes to the wider community.**

GROW delivers an evidenced based recovery focused program for those who are struggling with day to day living and mental health difficulties. The GROW Mental Health Recovery Program provides techniques for controlling behaviour and changing attitudes. Members build a set of skills that enables them to be aware of his/her thoughts and emotions; identify how situations, thoughts, and behaviours influence emotions; and improve feelings by changing dysfunctional thoughts and behaviours. By changing negative thoughts and behaviours, members take control of these damaging impulses and can live happier, healthier fulfilled lives.

The year saw an increase of 3.5% in the number of GROW groups. By the end of 2019 there were 116 groups in operation compared to 112 in 2018.



---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

The total number of meetings which took place during 2019 was 4,619. The following is a break down by category:-

- Community Group Meetings 3,830
- Day Centres 635
- Hospitals 38
- Special Groups 68
- Prison 48

The quality of groups remained consistent throughout the year with an average of 6 people attending each group per week. The gender breakdown has remained consistent with 48% of those attending identifying themselves as males and 52% identifying themselves as females. On average, 720 people attended Grow meetings each week during 2019. The number of people attending a GROW Group meeting for the first time grew by 22% (285) from the previous year's figure of 234.

The organisation prides itself in delivering a consistent, quality program across the country. Continuous monitoring and evaluation guarantees, that the quality of groups is maintained and when necessary interventions are put in place to support and strengthen quality.

The program quality is based on nine program quality indicators. The following is a breakdown of the overall quality score based on the number of meetings held during 2019.

• Personal Testimony or Story	89%
• Live Testimony	45%
• Practical Tasks completed	95%
• Sharing of Knowledge	95%
• Piece for Understanding	90%
• Reading Material used	86%
• 12 <sup>th</sup> Step Work from last week done	71%
• Majority of Group involved in discussion	97%
• Meeting was a meaningful growthful encounter	98%

The national average quality score was 8.33.

The consistency of these nine program quality indicators ensures our program is delivered to high standard and that all elements which are important in supporting recovery is delivered each week. Having a strong personal testimony allows members to help others in their search of recovery, giving hope and inspiration.

Practical tasks enable's members to develop a structure in their lives which at times can be missing. The tasks are aligned to the individuals needs at that time. Tasks become more challenging as members demonstrate increasing levels of recovery.

Sharing of knowledge is a key component of our group work. Hearing and sharing experiences, knowledge and

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

life stories is essential for gaining insight into one's own life.

Each member will be given a piece of understanding or wisdom from our Recovery Program. This is chosen carefully by the group to support the member in their task and in dealing with their challenge.

We pride ourselves with the wealth of reading materials we have developed over many years. Much of our reading materials have been developed by GROW members who are willing to share their experience of recovery inspiring and empowering others to make the change and live life to the full.

At GROW we refer to social connectedness as 12<sup>th</sup> Step work. Isolation can increase the risks of mental health issues such as depression, social anxiety, and low self-esteem. Isolation and mental health issues can also interact with one another in a feedback loop. For example, a person might develop depression because of intense loneliness, then feel even more isolated because of their depression. It is important for members to connect with each other outside of their weekly meeting. This allows members to focus on other things rather than their issues.

Over the course of the year 3,785 social events took place across the country. The importance of "connectedness" in our lives should not be overlooked. Feeling socially connected, especially in an increasingly isolated world, is more important than ever.

The following is a breakdown by region of 12<sup>th</sup> Step Work: -

Region	No of 12 <sup>th</sup> Step Work
East	671
Midlands	451
Midwest	342
North East	242
North West	425
South	718
South East	485
West	451

In our meetings each member is an equal partner contributing to his/her growth and that of the group. Members are encouraged to participate in meaningful discussion ensuring that the meeting was growthful.

In addition to group quality control, the organisation administers a national survey to its GROW members. The National Survey has been conducted on an annual basis over the last four years.

The key life events that were reported to contribute to member's mental health need were childhood experiences, poor relationships with family, bereavement and work/employment. The survey data also contributes to a better understanding of what aspects of GROW were deemed to be most beneficial to members. Having the opportunity to meet other people was closely followed by the routine of going to a weekly meeting.

Data on recovery outcomes give a valuable insight into the well-being of members at the time of completing the

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

survey. Overall, results were fairly positive with the majority of GROWers reporting that their current symptoms were not stopping them from getting on with every-day activities one in ten being hospitalised in the last year. However, 57% of GROWers said that they had experienced a relapse within the last year, which shows cyclical nature of mental wellness and mental illness. Compared to the results of the 2018 Nationals Survey, results on outcomes were broadly similar.

One new addition to the 2018 National Survey was a question on the extent to which members felt that attending GROW meetings contributed to an ability to cope with everyday life. The results were very positive with 8 out of 10 members saying that it had helped 'quite a lot' or 'very much', while 19% responded 'somewhat' and just 1% saying 'not that much'. In future surveys, it will be interesting to compare the findings to this question to see how this changes, as well as exploring this in further detail to see in what ways attending GROW helps individuals to develop this ability to cope better with the challenges of life today.

As well as giving an insight into the characteristics of GROWers and a profile of their mental health needs, data was collected on several indicators of well-being and recovery outcomes, e.g. last relapse of symptoms, family support and participation in community activities

The survey was undertaken voluntarily and completed by 232 GROW members. The survey collected information on the following:-

- socio-demographic characteristics
  - engagement with GROW
  - profile of mental health need
  - views on GROW Groups
  - individual recovery outcomes and social supports
- 
- The gender of members was 54.5% (122) female, 45.1% (101) male and 0.4% (1) other
  - Just over one half of participants were in the middle age categories: 27% (62) aged 45-54 years old; and 26% (60) aged 55-64 years old.
  - Members came from all regions around the country.
  - More than three quarters of members, 77% (174), were attending a GROW group on a weekly basis.
  - Majority of participants were GROW members for several years – 25% (53) for 3-5 years and a further 23% (49) for 10 years or more.
  - In relation to their role in GROW, 68% (158) were members while others held a specific role, e.g. Recorder, Organiser.
  - Just over one half, 53% (121) of members self-referred to GROW while 26% (60) were referred by a professional working in the area of mental health.
  - In relation to current engagement with mental health services, members were most likely to be seeing their GP, 44% (97), followed by a Psychiatrist, 41% (90).

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

- Anxiety and depression were the two most common mental health needs reported by participants, 48% (110) and 47% (107) respectively.
- When asked what factors contributed to their mental health need, members were most likely to say childhood experience (35%), followed by poor relationships with family (32%). Other issues included bereavement, relationship breakdown and work/employment, all at 19%.
- The aspects of attending GROW that were rated as most beneficial were the structured program (56%), meeting other people (55%), weekly meetings (50%), along with practical tasks/goals (49%) and peer support (46%).
- Several members said that the support they received from GROW had helped them to deal with their employer (11%) or keep their current job (13%).
- Suggestions put forward as to how GROW could be better included more social activities/events (11%), more/new members (8%) and more publicity about GROW (8%).

The results on individual recovery outcomes and social supports focus on the following indicators:

- progress towards personal goals
- social support
- symptoms
- coping
- relapse of symptoms and hospitalisation
- participation in community activities and physical exercise
- outlook on life and optimism about the future.

Analysis of recovery outcomes by duration of GROW membership showed some patterns in the results where longer- term members of GROW were more likely to report more positive outcomes compared to those who had been attending for less than one year.

#### **Personal Goals**

Members were asked if they had made progress towards personal goals in the last three months. The results were as follows:

- 27% (60) said they had a personal goal and had achieved it
- 25% (55) said they had a personal goal and had gotten pretty far in achieving it
- 37% (80) said they had a personal goal and made a little way towards achieving it
- 7% (15) said they had a personal goal but had not done anything to achieve it, and
- 4% (9) said they had no personal goals

Therefore, just over one half of members, 52% (115), said they had a personal goal and had either achieved it or were near to achieving it. This had fallen slightly from 58% in the previous year 2018. This is accounted for

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

by the increase in the next category where members said they had made 'a little way towards achieving' their personal goal from 29% in 2018 to 37% in 2019.

The National Survey looked at the importance of social supports to recovery outcomes by asking 'how much are family members, friends, spouse/partner and other people important to you (outside of GROW) involved in your recovery?'

#### Social Support

The Survey shows that members received social support from their spouse/partner, family and friends with just over one half,

- 53% (118), saying a lot or much of the time,
- and a further 20% (45) replying 'sometimes'
- Just over 1 in 10, 15% (34) did not receive such social support.

Compared to 2018, members were more likely to receive this social support, with the percentage saying 'sometimes' or more increasing from 65% to 73% in 2019.

#### Symptoms

Members were asked how much symptoms of their mental health need got in the way of doing things that they would like to or need to do.

- 33% (73), said their symptoms bothered them somewhat,
- 22% (48) who said, 'quite a bit'.
- One in ten, 10% (21), reported that they were bothered 'a lot' by their symptoms.

When these three categories are combined, almost two thirds of members, 65% (142), reported being bothered by their symptoms to some extent, which was similar to 66% in the previous year 2018.

Between 2018-19 there was a fall in the percentage who said 'a lot' from 15% in 2018 to 10% in 2019. In 2019, 16% (35) of members said they were not bothered by their symptoms, which had risen slightly from 13% in 2018.

#### Coping

Members were asked how well they felt they were coping with their mental or emotional well-being on a day to day basis

The survey found that members were most likely to say they were coping 'alright' with their mental or emotional well-being, 43% (97), followed by 27% (61) who said 'well'. Just less than one in ten said they were coping 'not very well', at 9% (21).

Compared to 2018, the results are very similar, with some signs of better coping – those who said 'not very well at all' fell from 3% in 2018 to 0% in 2019, while 'very well' was selected by slightly more members, 17% in 2018 and 20% in 2019.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

The main finding from this question is that members who have been attending GROW for longer are more likely to report better coping with their mental or emotional well-being compared to those attending for less than one year.

A second question on coping was included in the National Survey 2019. It asked members what extent had going to GROW meetings contributed to being able to cope with day to day life? This question was added to give some indication of members' views on the possible benefits that were experienced by attending GROW. It was the second year in which the question had been asked as it was a new question added in the 2018 survey.

The majority of members said that going to GROW meetings contributed to better coping with everyday life with

- 82% (182) saying 'quite a lot' or 'very much'.
- A further 16% (35) said it had helped 'somewhat'.
- Just 2% (4) replied 'not that much'.

Compared to 2018, the percentage of members who selected the 'very much' category increased from 33% to 40% in 2019.

#### **Symptoms and hospitalization**

Members were asked to say when they last had a relapse of symptoms and the most recent time, they had been hospitalised for mental health reasons.

- 51% (104) of members did not have a relapse in the last year,
- compared to 49% (98) who did have a relapse in 2018
- This was most likely to have happened in the last two to three months, at 16% (33).

Compared to 2018, fewer members experienced a relapse in the last year. Between 2018-19, the percentage who had no relapse in the last year increased from 43% to 51%, while those who did have a relapse fell from 57% to 49%.

- Most members had not been hospitalised for mental health reasons,
- 49% (103) were not hospitalised in the last year
- 44% (93) had never been hospitalised.
- Almost one in ten members, 8% (16), had been hospitalised in the last year,
- one half of whom in the last seven to 12 months, 4% (8).

Compared to 2018, the percentage of members who had been hospitalised in the last year fell slightly from 11% to 8% in 2019.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### Community activities and physical exercise

Members were asked if they had the opportunity to be involved in community activities and events outside of GROW.

- Just over one third of members, 35% (76), said they took part in community activities on a regular basis.
- A further 25% (55) said that they occasionally had the opportunity to participate in community activities,
- 19% (40) reported that they had no such opportunity.

Compared to 2018, the results were largely the same, although the percentage who said they had no opportunity to participate increased from 12% to 19% in 2019. Countering this negative trend somewhat, the percentage who said they only had the opportunity occasionally fell from 32% to 25% in 2019. Therefore, there were mixed results here when comparing the results over the two years.

Members were asked about their physical activity

- 3 out of 10 members did some physical exercise almost every day, 30% (67).
- Followed by 27% (60) who exercised occasionally
- 26% (57) who said, 'two to three times a week'.
- Just 3% (6) said they never did any physical exercise.

Compared to 2018, while the percentage who exercised once a week increased from 8% to 14% in 2019, those who exercised nearly every day fell from 37% to 30% in 2019

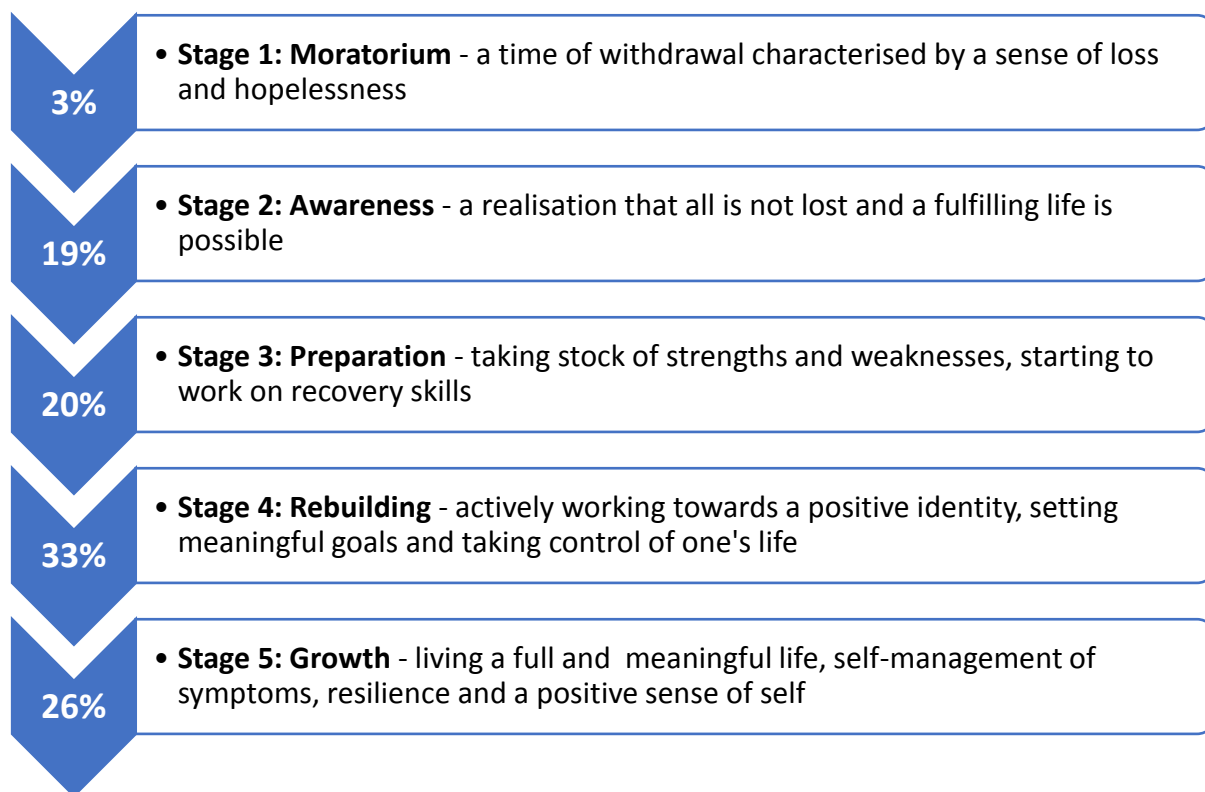
A new question was asked in the 2019 survey on members' outlook on life. This question is based on Australian research by Andresen, Caputi and Oades in 2016, which resulted in the Stages of Recovery Instrument (STORI), a five-stage recovery model. The aim of STORI is to measure individual recovery from mental health illness using evidence from people who have experienced mental ill health themselves combined with other research evidence on recovery. It comprises a questionnaire of 50 items which represent the different components of recovery: Hope; Identity; Meaning; and Responsibility.

Preliminary testing on STORI has shown it to be a valid measure of recovery based on feedback from individuals who have experienced mental health illness. While the authors note that it requires further testing and refinement, a summary of the five stages were included as one question in the GROW National Survey so that members could give some indication of how they perceived their own recovery at a particular point in time. The results can be seen below.

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019



#### Outlook on life and optimism about the future.

- 38% (84) of members were most likely to feel somewhat optimistic,
- 32% (72) often feel optimistic.
- A further two in ten members said they were very optimistic, 22% (49).

Overall, 92% of members felt at least somewhat optimistic. Compared to 2018, the results were very similar, when 91% of members said they felt at least somewhat optimistic. Between 2018-19, the results for those who did not feel optimistic were also similar; 3% said they did not feel optimistic in 2018, which was 2% in 2019; and 7% said they felt rarely optimistic in 2018, which was 6% in 2019.

#### Educational Programmes to the Wider Community

The vision that shapes our annual activities remains the fostering of knowledge and appreciation of recovery-orientated services, the education of the public in the fields of mental wellbeing, and the transformative power of peer support in recovering from mental illness.

Many of us know little about mental health compared to our physical health. Stigma and lack of awareness can stop people from talking about their mental health, delaying them from getting the support needed for recovery. Education and awareness creation are a way to improve the management of mental health including prevention and early identification of problems.



---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

Across CHO areas 6,7 & 9 emphasis was on the ongoing development of Community Education Programmes (CEPs). Community Education Programmes were carried out by GROW staff in communities across the greater Dublin area. A CEP consists of five Mental Health promotion presentation evenings with topics covering the following key areas:

- Understanding and Promoting Positive Mental Health.
- Building Resilience with Sleep & Nutrition.
- Managing Stress & Anxiety
- Mindfulness.
- Suicide: Recognising the signs, Understanding and Supporting (attendees must be over 18).

The successful application for funding allowed GROW to appoint a Health and Wellbeing Officer which aided in the development and delivery of Workplace programmes across the three CHO Areas of 6,7 & 9

In CHO Area 8 the delivery of Community Educational Programmes continued in addition several Stress Management in the Workplace and Understanding Self Harm (USH) programmes were also delivered.

Due to the lack of funding the role out of these educational programmes are confined to CHO Areas, 6,7,8 and 9.

#### **Strategic Priority 2:**

Build and strengthen GROW's organisational capacity to ensure delivery of our strategy.

In order to build and strengthen organisational capacity, members need to engage in personal development in order to support and empower them to engage, influence, participate and where appropriate co-produce and deliver mental health training interventions. GROW has numerous pathways to foster leadership and capacity. O&R meetings continue to represent an integral and important element of the overall services provided. GROW's Organiser & Recorder Training encourages members to take on a leadership role within the group. During the year 50 Organiser & Recorder Training and 15 Leadership training events took place throughout the year. Members are encouraged to continue developing their leadership skills through Organiser and Recorder training and Leadership training.

In addition, GROW provides Recovery Education to its members through its Personal Growth: Community Building through Leadership Course. The Course is a distance learning course and is delivered in four modules over a 26-week period. At specific dates during the course, participants are required to send completed Portfolio parts to their mentor for feedback. The feedback guides participants in terms of their strengths and areas for development. At the end of the course, participants complete an assignment based on the Portfolio and Learning journal work. This also incorporates the more theoretical understandings gained through workshops and readings.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### Key Outcomes from Course

- A self-analysis of leadership, problems, current strengths potential for growth
- Developing leadership skills
- Practical ways to practice leadership
- How to lead by example

On completion participants are empowered to take on active roles in the organisation and within their community influencing the design and delivery of a recovery-based approach mental health service in Ireland. The course is scheduled to run again in 2020.

#### Strategic Priority 3:

Foster robust relationships with the HSE, other state agencies, non-profit organisations, and external stakeholders.

GROW continues to foster robust relationships with the HSE, other state agencies, non-profit organisations, and external stakeholders. GROW was actively involved in ARI and Recovery College across the country and will continue to support and develop relationships to build capacity for our GROW members.

GROW members in all CHO areas are involved in the HSE Service User Engagement forums. GROW continues to collaborate with See Change a partner organisation dedicated to ending mental health stigma. Many of our members supported Green Ribbon in May hosting events and distributing green ribbons. GROW also collaborated with other groups to provide various activities as part of October Mental Health Week.

GROW's CEO who is a member of the Board of Mental Health Reform, works with over 70 member organisations to drive progressive reform of mental health services and supports in Ireland.

In CHO Area 2 strong links continued across the Area during 2019 with some new links being established also. Collaborations continued with HSE Area Lead for Mental Health Engagement in CHO2, throughout 2019. Collaborations in the Western counties also continued with the Advancing Recovery in Ireland initiative (ARI). Partnerships were developed in relation to the Healthy Galway city Strategy 2019 to 2020 with specific reference to Theme 2: Mental Health & Wellbeing and the Connecting for Life Galway, Mayo and Roscommon (Ireland's National Strategy to reduce Suicide 2015 to 2020).

Links were once again established with NUIG in the form of a collaboration with 2<sup>nd</sup> year Business Studies Students at the college. GROW linked with the students in identifying cost effective fundraising initiatives that can be carried out at local level by GROW staff and volunteers. A GROW information stand was also carried out at the NUIG Volunteer Fair.

Orientations in hospitals and day centres were ongoing across the region. Examples include orientations at **Mayo University Hospital Castlebar (Psychiatric Unit), University College Hospital Galway (UCHG; New Psychiatric Unit), Westport Mental Health Services and HSE Day Centres** also.

Area Co-ordinators established further links with the Resource Officer for Suicide Prevention in CHO2. GROW also attended the Healthy Ireland launch held in Galway Westside in June. Further links were established with community agencies and services throughout 2019. One example of this was GROW's attendance at a

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

Traveller Stories and Testimonies for Mental Health held in Galway in July. GROW West region were also successful in receiving funding to carry out the 'Big Hello' initiatives in Ballinasloe, Dunlaoghaire and Castlebar on the June Bank Holiday weekend (funded through Galway & Mayo County Councils). This was a tremendous success and allowed GROW to highlight its services to many persons residing in the above catchment areas.

GROW will endeavor to continue and increase all collaborations and links with relevant agencies and services into 2020.

Strong collaborations continued with HSE Area Leads for Mental Health Engagement in CHO 6 and CHO 7. Links were established with Social Prescribing Officers for the Dublin and Wicklow areas.

Orientations in hospitals and day centres were ongoing with new developments having taken place in 2019 e.g., newly established Orientation meeting at St John of Gods Hospital; Stillorgan, Co Dublin. Work continues in Arbour Hill Prison. Further links were developed with the Social Work department in the Central Mental Hospital whereby a grant was received to carry out GROWs Personal Growth & Community Building through Leadership for all members attending the weekly GROW meeting. This programme was completed in July 2019.

In CHO Area 8 collaborations continued with HSE Area Lead for Mental Health Engagement. A training collaboration continued between GROW and the HSE in the Midlands whereby a GROW Area Co-Ordinator facilitates the HSE's Understanding Self Harm Programme (USH) in the Midlands counties.

GROW currently sits on the Offaly Mental Health Forum. Other links in CHO Area 8 include presentations at the Portlaoise Activation Unit for in-patients. This has been successful in referring some patients to the Portlaoise Community Group. Links with Mojo (Men's Mental Health) in Offaly also continued throughout 2019.

Orientations in hospitals and day centres are ongoing in the CHO Area 8 which include Beechhaven Psychiatric Centre Portlaoise, St. Lomans Activation Unit Mullingar, Dept. of Psychiatry Midlands Regional Hospital Portlaoise to name a few.

Similar activities and engagements occurred in other CHO Areas throughout the year.

#### **Strategic Priority 4:**

Continue to strengthen the governance and regulation of GROW ensuring compliance with relevant regulatory bodies.

During 2019 the Board met on nine occasions continuing to oversee the organisation compliance with its statutory and regulatory obligations as an employer, registered company and charity.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### Financial Review

The deficit for the year amounted to €27,473 (2018 – surplus €33,430). At the end of the year, the charity has assets of €1,329,366 (2018 - €1,310,013) and liabilities of €204,491 (2018- €157,665). The net assets of the charity have decreased by €27,473.

Reserves are required to bridge the gap between the spending and receiving of income and to cover unplanned emergency and other expenditure. The Board consider that the ideal level of reserves would be six months operating expenses of approx. €855,000. The bulk of the reserves are held on deposit with some monies held in current accounts. The main funding source is through Health Service Executive funding which is restricted to funding our core services. In 2019 over 75% of our funding came from the HSE. Through restricted funding received each year from the Probation services GROW operates a weekly group in Arbour Hill. Quality, Monitoring and Evaluation is important to the organisation. In 2016 GROW secured funding from POBAL to employ a part-time Monitoring and Evaluation Co-ordinator. This position supported the organisation's Strategic Plan 2017-19 to review and strengthen monitoring and evaluation systems within GROW. In addition, a core part of this work involves developing a process to measure individual outcomes for GROW members and assess the effectiveness and impact of GROW programmes. The funding was time bound and was due to cease in June 2019. Pobal opened the funding stream in the early part of 2019 whereby GROW applied to secure funding for the Monitoring & Evaluation Co-Ordinator Role, HR Administrator and a new role of Governance, Risk & Compliance Officer. The organisation was awarded the maximum grant of €270,000 for a period of three years (2019 – 2021).

We are living in a time of increased demand for transparency and accountability. However, the organisation is feeling the weight of increased compliance. The new role of Governance, Risk and Compliance is a very welcome development

Without the generosity of money received from the public through various fundraising events (62 in total) which took place through-out the country and the generosity of volunteers who give so much of their time to organise these events GROW would not be able to provide all the services they currently do. In the main fundraising and donations are unrestricted and therefore allows the organisation to support members in their development and training along with piloting projects.

#### Pension Fund

The organisation operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations. The contributions are recognised as an expense in the Statement of financial activities when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. Pension costs amounted to €14,618 (2018 - €16,881).

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### Challenges and Risks

Once again 2019 was a busy and challenging year for GROW. Whilst GROW strives to achieve its goals as laid out in its strategic plan we are conscious that we must do this within the constraints of our annual budgets. The effects of cuts received during the recession has put a significant strain on our services and financial resources and will continue to do so unless funding is restored.

One of the main challenges we faced in 2019 was to have enough resources available to deliver our services. With the employment market on the move again for the first time in years, GROW lost several valuable staff due to inability to compete with other employers in the sector. In 2019 GROW participated in a survey on the 'Pay and Benefits in the Community and Voluntary Sector'. Over 346 voluntary organisations participated in the survey. Compared to similar positions, GROW was significantly lower (44% lower in some positions) than any other organisation in the Community and Voluntary Sector. This remains one of our major challenges heading into 2020 as we expect to see a further exodus of staff leaving due to pay conditions. The impact of employees exiting is significant in terms of loss of valuable experience and expertise, but also in terms of stability of service delivery.

The organisation lost a Regional Manager who covered CHO Areas 3,4 and 5 in early June, which affected Regional Teams and staff in these areas. The post was vacant until November when the current Regional Manager was appointed.

Over the course of the year other CHO Areas lost staff due to more competitive rates of pay. CHO Area 1 lost an Area Co-Ordinator and an Administrator. CHO Areas 2, 3 & 9 also lost Area Co-Ordinators.

In an effort, to slow the exodus, the Board agreed an incremental scale which is not linked to HSE salary scales in order to address the low salary scale of staff. This will have implications in the medium and long term as to-date, there is no re-instatement of HSE funding since the budget cuts. The organisation will need to develop an additional funding model to support the work of the organisation. In our 2018 Directors' Report we highlighted that future development would include the appointment of a Fundraiser. The appointment was made in the second half of 2019. As GROW does not have a tested fundraising initiative, time will need to be spent on scoping the fundraising arena and developing an initiative which will support the funding of the organisation into the future.

The second week of November saw a fire in our Cork Office in Grand Parade in Cork. There were no injuries, but extensive damage was done to the offices and the meeting rooms, resulting in Staff and meetings having to be moved to alternative accommodation. All office equipment, furniture and literature were destroyed in the fire.

We are indebted to Cork Mental Health Association, Foundation & Housing Association, Blackpool Community Centre and SMA Parish Centre Wilton who kindly offered accommodation to continue with our support groups and to set up our regional office

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### Future Developments

The organisation plans to commence engagement with its stakeholders to develop its new strategic plan 2020-2022. The strategic plan will continue to roll out the strategic priorities subject to satisfactory funding arrangements.

The organisation will focus on the development of online peer support groups. Online peer support groups are increasingly recognised as valuable resource for individuals particularly for those who may not have access to transport or who suffer from severe anxiety issues. Online presence may also attract a younger cohort to engage with peer support.

During 2019 we celebrated 50 years in Ireland and now as we embark on our next 50 we plan to review our brand in terms of logo, personality and messaging to the wider community.

During 2019 we completed a review of our Mental Health Program resulting in a newer and fresher program, ensuring the program remains authentic. On completion of our branding we will launch our Mental Health Program and revamped website through various media stations, and social platforms

GROW will continue to increase the promotion of its work and highlight the impact and benefits of its Mental Health Recovery Program through increased presence on Social Media platforms, representations, communication and P.R.

2019 was an important year for the organisation celebrating 50 years of service provision in Ireland. We were delighted to host our international GROW family with representatives from GROW International, Australia, New Zealand, America, Canada and UK joining in our Celebrations in the Mount Wolseley Hotel, Carlow where over 250 GROW members celebrated this important milestone. The event gave rise to opportunities for collaboration among our international GROW family.

As part of our 50 year celebrations over 220 GROW members, staff, friends and family participated in a virtual walk of over 50,000kms from Australia to Ireland and back. The event was officially launched in the Australian Embassy by the Australian Ambassador Mr. Richard Andrews. The route traced the origins of GROW starting in Sydney Australia where GROW was founded, passing through Papa New Guinea and ending in Athea in Limerick where GROW began in 1969. Walks took place all over the country from the Porch Fields in Trim, the 'Jacko' in Swords, Arklow town, Bray, Wicklow town, Sligo, Cork, Galway, Limerick, Offaly, Kilkenny and Arbour Hill to name but a few. A special 50 year GROW commemorative medal was awarded to each participant.

A special 50<sup>th</sup> Anniversary GROW magazine was launched in 2019 celebrating all that GROW has achieved in Ireland over the past 50 years.

The directors are not expecting to make any significant changes in the nature of the business in the near future. At the time of approving the financial statements, the company is exposed to the effects of the Covid-19 pandemic which has had a negative effect on the level of service it can provide since the year end. In planning its future activities, the directors will seek to develop the company's activities whilst managing the effects of the difficult operational period caused by this outbreak.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

#### Director's Interests

None of the directors had any interests in any contracts entered, into, by the organisation during the year.

#### Accounting Records

The measures that the Board have taken to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 regarding the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at No 5, Forrest Mews Building, Forrest Road, Swords, Co. Dublin

#### Statement of Relevant Audit Information

In the case of each of the persons who are directors at the time the Directors' Report and Financial Statements are approved:

- (a) As far as the directors are aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- (b) Each director has taken all steps appropriate to make themselves aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of Section 330 of the Companies Act 2014.

#### Subsequent Events

In the first half of 2020, the Covid-19 virus spread worldwide. In common with many other countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of this virus. In early March 2020, many businesses closed voluntarily and throughout the month more restrictions were placed on people and businesses. On 28 March 2020, all "non-essential" businesses were ordered to close temporarily.

Whilst this has resulted in the company remaining operational during the period, there has been a reduction in service levels as a result of Covid-19. The directors are confident that the company will be fully operational once the period of restriction is lifted.

#### Exemption from Disclosure

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

#### Funds held as custodian trustee on behalf of others

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

#### Political donations

The charity did not make any political donations during the year.

#### Principal risks and uncertainties

The directors are responsible for the charity's system of internal control and for reviewing its effectiveness. The internal control system is designed to manage, rather than eliminate the risk of failure to achieve the charity's objectives and can only provide reasonable and not absolute assurance against material misstatement or loss. The board continuously monitors the company's exposure to risk factors and takes appropriate action should it be necessary.

---

## GROW IN IRELAND

(A Company Limited by Guarantee, not having a share capital)

---

### DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2019

---

In the first half of 2020, the outbreak of Covid-19 spread Worldwide. The initial impact of this has been severe and has resulted in a significant worldwide slowdown in economic activity. In Ireland, the economic impact of this pandemic has been characterised by the temporary closure of many businesses in "non-essential" areas to ensure that people's movements are restricted in order to slow down the spread of the virus. The effect of Covid-19 presents many risks for the company, the effects of which cannot be fully quantified at the time of approving the financial statements. As a result, the directors considered the implications of the Covid-19 pandemic to be a significant uncertainty at the time of approving the financial statements.

Although the effects cannot be fully determined, the directors believe that the main risks associated with Covid-19 are as follows:

- An initial slow down in the level of operational activity during the period of temporary closure.
- A prolonged period of government recommendations and restrictions on the movement of people to contain the virus'
- A potential reduction in economic activity following the recommencement of movement which may result in reduced funding for the company's services.
- A reduction in asset values.

#### Going Concern

During the first quarter of 2020, the Covid-19 pandemic spread worldwide. The initial economic effect of this has been a worldwide slowdown in economic activity and the loss of jobs across many businesses. In Ireland there are restrictions placed on "non-essential" businesses which has resulted in many businesses temporarily closing in measures designed to restrict the movement of people and to slow down the spread of the virus.

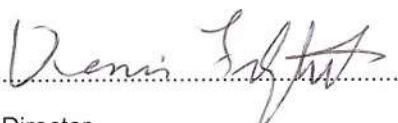
The company has continued to operate, where possible, during this period. The company is reliant on funding which it receives from HSE grants. The directors have prepared budgets for the upcoming 12 months which show that the company will continue as a going concern.

The financial statements have been prepared on a going concern basis.

#### Auditors

The auditors, Crowe Ireland, continue in office in accordance with Section 383(2) of the Companies Act 2014.

This report was approved by the Board on 16 May 2020 and signed on its behalf by:

  
.....

Director

Date: 16/5/20

  
.....

Director

Date: 16/5/20.





# JANUARY

## Co. Cork Wren Group Raise Monies for Grow on St. Stephen's Day

In a unique fundraiser, the Meelin Wren Group in Co. Cork held a special charity fundraiser on St. Stephen's Day, raising in excess of €1,000 for Grow. The group 'Hunted' the Wren and divided over €3,500 between three charities including Grow. December 26th - St Stephen's Day or La An Dreoilin - may be known for the post-Christmas sales, but going back to penal times, it was known for 'Hunting The Wren'. As with all traditions, folklore varies, as to where this came from.



### Grow's Wicklow Group Celebrates First Anniversary

To mark the occasion, a celebratory cake was cut by Group Recorder George and Organiser Wayne in the presence of another 11 Grow members as well as Area Coordinator, Izabela Morris.

The group developed very strong and consistent 12th step activities over the year including a regular woodland walk, with members of Grow's Arklow group and members of Mental Health Ireland.

The group organised three fundraising events including coffee mornings while they were also presented with a cheque as part of the Tesco Community Fund in Wicklow.

### Carol Singing Fundraiser in Galway for Grow

December 22nd, saw the Youth Choir of Connect Church Galway hold their annual Christmas Carol fundraiser in aid of Grow's Western Region.

Over €1,350 was raised during the two-hour singing session was donated to Grow's Western Region.

Thanks to Connect Church and Noreen Kenny, a member of Grow's Western Regional team, for organising the event and special thanks to her daughter, Sinead Kenny, who directed the choir.

### Derek Scales New Heights for Grow

DUBLINER Derek Mahon is attempts to scale Aconcagua and continue with his Seven Summits' goal – the seven highest peaks on the world's seven continents - in aid of Grow.

In January 2018, Derek attempted to climb Aconcagua, the highest mountain in the Southern hemisphere and the world's highest summit outside of the Himalayas.

On that occasion, the onset of altitude sickness forced him to turn back and return to base camp



# FEBRUARY

## Grow Attends Citywork Conference

Grow delivered a presentation at the recent Citywork - Positive Corporate Culture Conference in Dublin. At the event, the schedule of events included a section on Managing Mental Health in the Workplace. During this segment, Grow delivered a workshop and presentation on mental health in the workplace and the importance of looking after your mental wellbeing and recognising the signs of mental distress. Grow was represented by Training Coordinator, Christine Fitzgerald while the Eastern Region was represented by Area Coordinator Izabela Morris, Aisling Kennedy from School Street Family Resource Centre and Pimlico group leader, John Farren.



### Grow Honoured at Civic Reception in Cork

Cork's City Hall provided the backdrop when Cork City Council and Cork County Council held a reception to mark Grow's 50th anniversary in Ireland. Hosted by Cork's Lord Mayor, Cllr. Mick Finn and Mayor of Cork County, Cllr. Patrick Gerard Murphy, the reception at the Lord Mayors' Chamber.

The special event, was attended by the Chairperson of Grow's Southern Regional Team, Diarmuid Cronin, Regional Manager James Quilligan, Southern Regional Team members, Grow staff from Cork and Grow members.



### Road-racing legend Michael Dunlop launched Irish Motorbike and Scooter Show

The event attracted over 27,000 visitors which took place at the RDS. At the event were the Cutthroat Club crew of barbers who worked at the Carole Nash Irish Motorbike and Scooter Show for free. Their time and efforts culminated in raising €1,692 for Grow.

The Irish Motorbike and Scooter Show also raised funds over the course of the weekend. Thanks to Gerry Farrell, who was instrumental in Grow being selected as a charity partner for the event, to the Eastern Regional Team, as well as Regional Manager Ruairi Powell.



### Grow Represented at North Cork Community Information Evening

Grow was among a number of organisations invited along to talk about services and supports for people looking for help around their mental health.

Finola O'Callaghan, Area Coordinator for the Southern Region, gave an overview on Grow and there was much interest from the group about the meetings and Grow's 12 Step approach.



# MARCH

## Limerick Gospel Choir Sing for Grow

A number of Growers supported the recent sold out Limerick Gospel Choir "Rise Up" concert in the Belltable Theatre. The choir kindly selected Grow as the charity to benefit from their Annual Christmas concert at which a total of €850 was raised and presented to Grow earlier this year.



### ORS named as one of the best workplaces in Ireland for the first time

This was ORS's first year to be named as a top Irish workplace, which is assessed through Great Place to Work's robust 'Trust Index©' employee survey and a thorough 'Culture Audit©' assessment of their policies and practices.

Michelle McCormick Area Co-Ordinator in the Midlands delivered a presentation on "Stress Management in the Workplace " which was very well received by 25 people in ORS Mullingar office.



### Salons and Barbers Support 'Cut and Grow' in Cork and Kilkenny

'Cut and Grow' events were held in Cork and Kilkenny during March. The aim was to raise mental health awareness and funds for Grow Mental Health. Organiser Susan Crowley from Grow emphasised the concept behind the event.

"People chat to their hairdressers and barbers. Going to a salon is a social experience and people often talk about many subjects, including their daily lives and mental health."

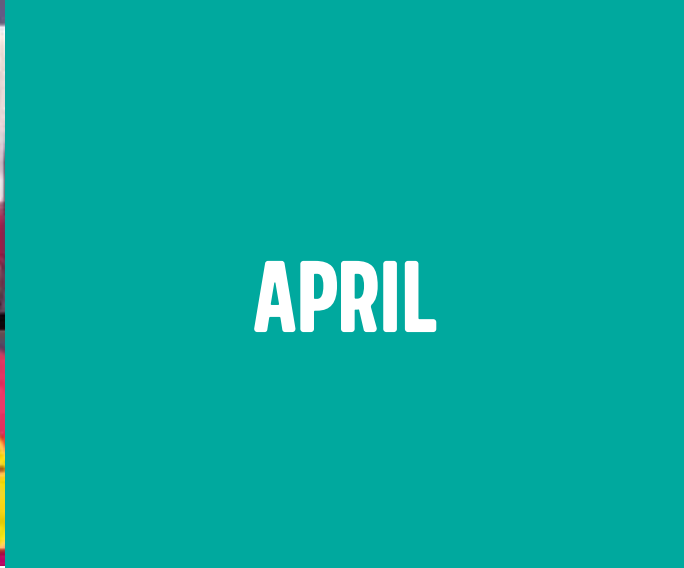
Grow would like to thank all Salons and Barbers who supported these events.



### Grow stand at HSE ARI (Advancing Recovery in Ireland) Learning Set at Athlone 21st March 2019

On 21st of March an ARI (Advancing Recovery in Ireland) Learning Set took place in the Hodson Bay Hotel in Athlone. 230 people attended including Service Users, Family members/carers and mental health professionals.

Modules and interactive workshops included: Family & Recovery, Co-production in Recovery Education, Trialogues, Service User Passports, Hearing Voices and Recovery Through Art.



## Change your Mind Festival

The “Change Your Mind Festival” was a free Health Promotion event organised by HSE in Sligo / Leitrim Mental Health Services. The aim of the festival was to raise awareness regarding the importance of prevention and fight against Stigma in Mental Health. It was an interactive & inspiring weekend with over 4,000 people in attendance over the 2 days. It had something to offer all the family; cookery demonstrations, music, arts and crafts, kids art workshops, mindfulness, yoga, and many guest speakers attended who spoke about various Mental Health related topics.



### Bridging the Gap to Mental Health Recovery

Grow in the Mid West once again participated in the week-long Lifelong Learning Festival in Limerick by linking up with other mental health organisations in the region to put on an event in Limerick City Hall on Thurs 11th April.

The purpose of the event was to help educate the public about the range of educational and recovery oriented services available to those seeking support with their mental health.

### National Workplace Wellbeing Day

Friday the 12th April marked the launch of Ireland's 5th National Workplace Wellbeing Day.

Launching Workplace Wellbeing Day 2019, Alan Quinlan, former international rugby player and wellness advocate said: “In an always on world, employees need to take care of their mental health and physical activity is a great way to do this, and to destress. Only 1 in 5 employees are doing the recommended 30 minutes of moderate exercise 5 times a week and that’s why this is a great initiative to get people moving.”

### Edenderry Tesco Community Fund

Grow was again nominated as a recipient of the Edenderry Tesco Community Fund. Grow was presented with a cheque in the sum of €364.74.

We thank Tesco Staff, Mary Conway, store manager Bernie and last but by no means least Tesco Teddy Bear. The presentation took place on April 5th at the Edenderry Store.



# MAY

## Virtual Australia to Ireland Walk to Mark Grow's 50th Anniversary

The Australian Ambassador to Ireland Mr Richard Andrews officially launched Grow's virtual walk from Australia to Ireland to mark the organisation's 50th Anniversary. The event was hosted at the Australian Embassy and included Grow's Chairman Rob Stephen, Grow' Ambassador Derek Mahon, Grow members and staff of the Embassy and Grow. The Ambassador and his staff extended a very warm welcome and also participated in a walk around St Stephens Green. We wish to thank the Ambassador and his staff.



### AGHADA ESB Fund & Awareness Raising Campaign for Grow

Grow were one of two designated charities to benefit from a fund raising campaign organised by Margaret O'Connor, Health & Well Being Champion at the Aghada ESB Generating Station. Margaret's aim was to raise awareness amongst staff at the East Cork Plant about the importance of taking care of your physical and mental wellbeing.

Grow Southern Region Area Co-ordinator Finola O'Callaghan was invited along to give a talk on Grow and general wellbeing on the 8th May and to receive the donation which was raised by the ESB employees.



### Big Hello - Street parties among community events held across country

Some 1,100 neighbourhood street parties took place across the country as part of the annual Street Feast initiative.

Now in its tenth year, more than 120,000 neighbours gathered in their local park, on their street or in their back gardens, to share food and celebrate community. For some, it was the first time they met their neighbours.

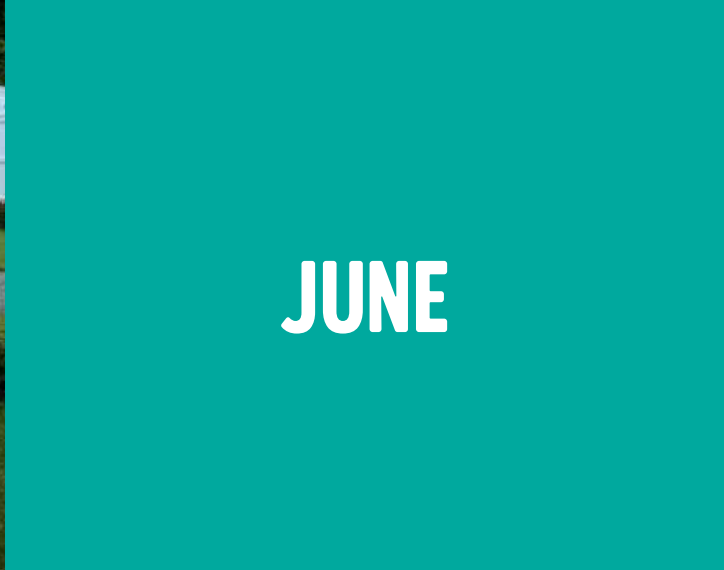
The Big Hello initiative aims to tackle social isolation and promote neighbourhoods.



### Great Limerick Run

There was a great buzz in the Limerick Grow office over the recent May "Riverfest" Bank Holiday weekend in Limerick. A number of people from our Grow community took part in the various running events on Sunday 5th May, including Mary, John, Kenneth, DJ Fealy, Maurice, Grow chairperson Rob Stephen and former Area Coordinator James O'Halloran – to mention a few.

Grow is indebted to Martin Smith who completed his first marathon and raised over €4,400 for Grow, which included a generous donation from his employer, GECAS.



## President Higgins hosts Concert celebrating Irish Country Music

President and Sabina Higgins hosted a special Presidential Concert, celebrating Irish country music on the 21st June. The President decided to host the concert in celebration of Irish Country Music and in acknowledgment of the work being undertaken by various organisations in fostering, and developing, strong rural communities throughout the villages and towns of Ireland.

The concert was part of a series of Garden Parties at Áras an Uachtaráin, organised by President and Sabina Higgins to celebrate particular people and organisations who work on themes that the President wants to highlight.



### Tara completes Hell and Back again for Grow

A member of Arklow group Tara completed Hell and Back Challenge in Kilruddery House in Bray on 15th of June for Grow. Hell and Back consists of numerous punishing challenges through a variety of natural terrain, snaking through the majestic but unforgiving grounds of Killruddery Estate, Bray, Co Wicklow pushing your boundaries to the limits.

Tara was supported by her daughter Lauren who completed the challenge with her. Two professional fitness trainers from Arklow, Jen and Alan donated their time and expertise to train Tara. She raised €402 through sponsorship cards.



### Grow South East benefits from Lord Mayor's Ball

Cllr Declan Doocey and Mayor of the Metropolitan District Cllr Joe Kelly jointly announced the launch of the annual Mayor's Gala Ball. The event took place in the Tower Hotel. Grow was well represented with Rob Stephen Chairman of the Board.

Sr. Gertrude Howley South East Regional Chair, spoke passionately about Grow on the night. Grow received €13,000 from this event which will be used for the maintenance and development of services in the South East Region. Grow would like to thank all those involved in making the evening a big success.



### RISE Event

Ursula Cullen who co-ordinated the RISE fundraising event for Grow raised over €1,175.

Nathalie Lennon spoke of her relationship with social media and fitness. Ursula Cullen gave an inspiring talk on changing mindset and achieving your personal goals. Winnie Moore, nutritionist, spoke about the importance of minding our bodies and mind through a balanced diet. Ann Marie Curran, psychotherapist, spoke about her own journey and how she overcame adversity. Our very own Grow member Gerry Farrell gave a great overview of the 12 Steps of Grow and his own story.



## Memory of Fr Sean O'Hanlon honoured in his home town

The memory of Grow's founder in Ireland, Fr Sean O'Hanlon was honoured by the Kanturk Grow Group and the Southern Region on Saturday 6th July. On a lovely summer's day, over 40 Growers and friends of Grow attended a Mass in his memory. This was followed by a tree-planting ceremony by County Lord Mayor Christopher O'Sullivan, in the grounds of Kanturk Community Hospital, where Grow have held their meetings for the past 26 years. He paid tribute to the work of Fr O'Hanlon which had benefited many people across Ireland. The tree named "China Girl" was chosen for its uniqueness and the beauty of its white blossoms and berries, as the organisers felt a tree was a very fitting tribute for Fr Sean. As we all know, trees provided oxygen and are life-giving, very similar to our program and groups.



### Yoga in the Park Fundraiser

The benefits of Yoga has been recognised to increases body awareness, relieve stress, reduces muscle tension, strain, and inflammation, sharpen attention and concentration, and calms and centers the nervous system

Many thanks to YogaZone Carrigaline who held a fundraiser for Grow on Saturday 20th July. The event took place in Carrigaline Community Park and a good crowd turned out to get a bit of exercise and make a donation. This is the third year the event was held and all proceeds go to Grow.



### Thanks to Fr Stan

Grow Western Region presented Fr. Stan Mellett with a gift, The Landscape of Clonmacnoise, to show their sincere gratitude to him for all his kindness, support and friendship over the past many years at the regional weekends held in the idyllic setting of Esker Retreat House, Athenry, Co Galway.

Each year Fr. Stan joins the Western Region at their regional weekend at Esker House and was presented with the gift by Pauline Clarke, administrator for the Western Region.



### Jim displays his artistic talents

Art is a great way to express your emotions without words, process complex feelings and find relief as well as connecting with your inner creativity.

Jim from Dundalk held an art expo in the local Library on 18th July and was very happy to sell five of his paintings.

Jim expressed how attending weekly Grow meetings has helped him find the confidence to do what he loves and enjoy life again.



# AUGUST

## Christine and Mike featured at Mental Health and Wellbeing Summit

The Mental Health & Wellbeing Summit is the only event of its kind in Ireland and has now established itself as one of the most important events of the year to attend to obtain genuine, practical information and education on coping with and managing mental health. It aims to take Mental Health issues and wellbeing to the next level - i.e. bringing the information directly to the people who need it. Speakers at the event included Prof Jim Lucey, Christine Fitzgerald, Sallyanne Parker Clarke, Johnny Murtagh, Suzanne Clarke, Dr Sinead Kane and Oisín McConville.



### Huge effort by Eastern Region on Virtual Walk

Nearly 30 Growers, family members, friends and supporters from the Eastern Region participated in the Virtual Walk challenge from Ireland to Australia.

The Virtual Walk was a great idea that served a few purposes: it helped people to get fit, socialise, and also to raise awareness of Grow and its work, while also marking the 50th anniversary of the organisation's work in Ireland.

Wayne, organiser of Wicklow group, was a wonderful leader (and coach as some Growers called him) who motivated everyone.

### Launch of Grow Jubilee Magazine

After months of work the editorial team, consisting of Mike Watts, Kate Slater and John Rice, announced that the publication of a Jubilee Magazine was on schedule to be launched at this year's National Weekend and Conference and subsequently available in each region.

The magazine provides an overview of Grow's current work in each of our nine regions with testimonies, reflections and articles contributed by each region. It contains messages of congratulations from people such as Mary Robinson, Mary McAleese, Michael D Higgins, Ivor Browne, and Terry Lynch as well as messages of goodwill from our Grow cousins in Australia and New Zealand.

### Balbriggan Group celebrates 10 years

Balbriggan Grow Community group had lots of progress to report in meetings over the past decade. The members of Balbriggan have worked hard to develop a strong, caring and welcoming group which is held weekly in Balbriggan library at 2pm.

Some challenges came along for the Balbriggan group since opening in 2009. However, with learning and understanding of the Grow programme, endurance, leadership and friendship the group have developed confidence in their ability to problem solve.

Balbriggan enjoys weekly 12 step outings and have attended many Regional and National Weekends.





## National Weekend takes on a special significance

After months of careful preparation the 50th Anniversary Weekend proved to be a huge success with Grow members and staff, along special guests enjoying a memorable few days in Carlow. The weekend was attended by members and staff from all over Ireland, along with visitors from Australia, United States and Canada, with National Chairman, Rob Stephen, welcoming all to the conference entitled 'Universal Benefit each person's Recovery or growth aids the transformation of the world'.

Proceedings were opened by Minister of State for Mental Health and Older People, Jim Daly, who underlined his commitment to push through on his attempts to reform the approach to mental health. In complimenting the efforts of Grow in working with people in the community and helping individuals recover from all types of mental challenges, Minister Daly stated that this approach ties in with his own views on how to deal effectively with mental health. Minister Daly has been proactive in updating the National Policy on Mental Health, entitled 'A Vision for Change', which has work in the community as a central part of recovery.



### Eastern Region's Picnic in The Park

Over 20 Eastern Region members joined together on a sunny Sunday afternoon where they enjoyed each other's company, had a sing-song and shared food. Members were happy to turn up in Dun Laoghaire and hopefully we will have another joyful event organised soon.



### Visit to Rathcoffey Community Gardens

Rathcoffey Community Gardens welcomes Growers to visit their gardens, you are welcome to just come along for a stroll or you can take it one step further and take up an allotment of your own.

Growers from the East Region enjoyed a horticulture walk and talk as part of their 12th step.

Despite the bad weather and Lorenzo approaching Ireland, they had a lovely time in the gardens.



### Arklow Wellness Day

Arklow and Wicklow Grow groups participated in Arklow Wellness Day in the Sports Centre.

A huge thank you to Wayne and Denise from Wicklow Group, along with Ann, Olive and especially John from Arklow Group. Large crowds attended and members had opportunity to hand out lots of leaflets and booklets.



## Celebrating Mental Health Week in Dublin

Gerry Farrell, Eastern Region Chairperson; Philip O'Neill, counsellor/psychotherapist; and Bill FitzGerald, life coach, were invited by Grow's Izabela Morris, to celebrate Mental Health Awareness Week in the Iona Centre, Knocklyon, Dublin to promote mental health and recovery through peer support.

Gerry spoke about the Grow Program and how it helped him, Philip spoke about his personal experience with anxiety and panic and tools that can help. Bill summarised his journey of mental health problems and recovery through peer support and coaching.



### Sr Gertrude nominated for Volunteer of the Year Award

One of the Grow's best known representatives, Sr Gertrude Howley, is in line for prestigious honour after being nominated for a Volunteer of the Year Award.

It is a fitting honour for Sr Gert who has worked tirelessly in the local community for over 30 years. Having joined the Presentation Sisters in 1958 she taught in both primary and secondary schools until 1984 when she took on the role of Parish Sister.



### Humanitarian Award for John Lonergan

Grow patron John Lonergan is being recognised by the Irish Red Cross with a lifetime achievement award.

The highly respected former Governor of Mountjoy Prison and well-known Grow advocate, has been chosen for the award to acknowledge his contribution to Irish society through his work in prisons over the past 40 years.

Mr Lonergan was appointed Governor or Mountjoy in 1984 and four years later moved to Portlaoise where he served until 1992. John then returned to Mountjoy where he served as Governor until retirement in 2010.



### Tea and Talk' morning for World Mental Health Day

The annual Mercy University Hospital 'Tea & Talk' Event took place again this year to commemorate World Mental Health Day on October 10th. The theme for this year was 'Suicide Prevention' in all its forms.

Grow attended again this year and Area Co-ordinator Southern Region, Finola O'Callaghan, stated: "It is a great opportunity for staff across all areas of the MUH to chat to the services over tea and coffee and to familiarise themselves about what each of them has to offer.



## Falcarragh Park Run

Grow in Northwest got the chance to celebrate mental health awareness week with Falcarragh Park Run to help spread the word that there is help and support available in the community for anyone who may be experiencing mental health difficulties. Well done to all those volunteers who do wonderful work in keeping everyone fit and healthy and just like our Grow meeting it's finished off with a welcome cup of tea. It caters for all ages and abilities.



### Marie speaks to staff at Abtran

#### Sligo

Area Co-ordinator, Marie Hanley, was invited in to speak to staff at Abtran Sligo.

The company is Ireland's leading Business Process Outsourcing provider and is a specialist provider of services in sectors including government, transport, utilities and financial services. Established in 1997, the company marks its 21st anniversary this year.

Marie met Abtran site director, Rachel McKeon, at a bag packing event during the summer and following that Rachel asked her to come in and speak to the staff about Grow in the community.

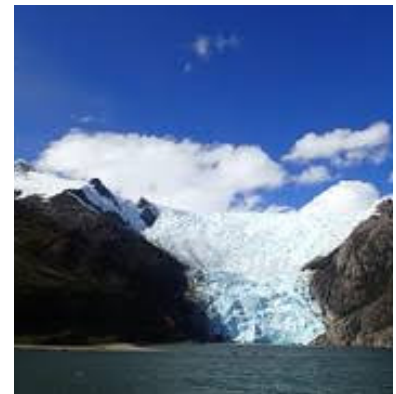
Marie will be returning to Abtran in the near future to do some more talks and presentations," explained Marie.



### Well done Rob

Rob Stephen completes the Dublin City Marathon and not only did he put in an impressive time of just under 3 hours and 40 minutes, but he raised funds for Grow in the process.

Nearly €1,000 was raised which will benefit the Midwest Region.



### Virtual Walk No 2 starts in Chile

Such was the phenomenal response to the Virtual Walk to Sydney and back to commemorate our 50th anniversary, it was decided to embark on a second mission for all those wishing to continue the activity and maintain their fitness.

The new mission, is a journey from South America to North America, covering a total of 20,945.6km.

The walk set off from remote but spectacular setting of Aseradero La Pacioncia on the southern tip of Chile with the aim of reaching Montreal in Canada.

Walkers reached Peru by November 28th, by which time they had covered 4,785km. That left a total of 1,616.6km remaining.



# DECEMBER

## North West Christmas Party

Pictured are Grow members who attended the North West Regional training event/ Christmas party at Villa Rose Hotel, Ballybofey, Donegal on Saturday December 7th. Members thoroughly enjoyed the weekend and had the opportunity to take part in a variety of personal development workshops followed by the annual Christmas dinner, song and dance.



### Helping to Connect

The Midland Grow region joined Offaly Minding Our Mental Health (OMOMH) in partnership with Tullamore Mental Health Association, at a free Pop Up Cafe in The Bridge Centre.

The aim of the Pop Up Cafe was to generate community conversation and explore ideas around positive mental health. The key theme was 'Connecting'. There is strong evidence that there are a number of practical things we can do to protect and boost our wellbeing and one of these is Connecting.

The Five Ways to Wellbeing - Connect; Be active; Keep Learning; Take Notice and Give, are viewed as good ways to boost and enhance personal development.



### Many tips on staying healthy at Arklow event

Creativity, exercise, expressing feeling through image, just a few of the tips and techniques on staying healthy discussed at a talk organised by Grow, Izabela Morris, in Arklow. Over 40 people were in attendance which included Arklow and Wicklow Grow members, town councillors, Rehab, NLN Link, Living Life, Sunbeam House and members of the public.

Everyone listened intently while both Ann and Wayne shared their personal testimonies and how the Grow Program helped and continues to help them in their daily lives.



### John promotes Grow at Festival of Inclusion

John Farren was honoured to be invited to participate in DLR "Festival of Inclusion", a week long annual festival celebrating groups active in Dublin who support the inclusion of everyone in community life in Dun Laoghaire Rathdown.

John's "Lunchtime Talk" presented an excellent opportunity to showcase and promote the work of Grow, the new Dun Laoghaire group and our long-standing Blackrock group.

John is pictured with Minister Mary Mitchell O'Connor.



**Independent Auditors'  
Report  
to the  
Members of  
Grow in Ireland**

---

---

**GROW IN IRELAND**

**(A Company Limited by Guarantee, not having a share capital)**

---

**DIRECTORS' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2019**

---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**CONTENTS**

---

	Page
<b>Company Information</b>	54
<b>Independent Auditors' Report</b>	56 - 57
<b>Statement of financial activities</b>	58
<b>Balance Sheet</b>	59
<b>Notes to the Financial Statements</b>	60 - 71
<p>The following pages do not form part of the statutory financial statements:</p>	
<b>Supplementary information relating to the financial statements</b>	72 - 75

---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**COMPANY INFORMATION**

---

<b>Directors</b>	Ciaran Diamond John O'Donnell Denis Fitzpatrick Maurice McEniry Gerry Farrell Ursula Cullen (appointed 20 November 2019, resigned 4 February 2020) Richard Smyth (appointed 13 May 2019, resigned 19 November 2019) Mike Watts (appointed 31 January 2020) Robert Stephen (resigned 22 September 2019) Mary Brennan (resigned 22 September 2019) David O'Mahony (resigned 22 September 2019) Conor Daly (resigned 22 September 2019) Jayne O'Sullivan (resigned 22 September 2019) Jeanette O'Leary (appointed 25 January 2020) Keith O'Malley (appointed 21 March 2020)
<b>Company secretary</b>	Audrey McLoughlin (appointed 24.03.2020) Richard Smyth (appointed 22/09/2019)(resigned 24.03.2020) Jayne O'Sullivan (resigned 22/09/2019)
<b>Registered number</b>	138767
<b>Registered office</b>	33 Henry Street Limerick
<b>Trading Address</b>	No. 5 Forrest Mews Building Forrest Road Swords Co. Dublin
<b>Independent auditors</b>	Crowe Ireland Chartered Accountants and Statutory Audit Firm Marine House Clanwilliam Place Dublin 2
<b>Bankers</b>	AIB Permanent TSB
<b>Registered charity number (RCN)</b>	20023294
<b>Charity number (CHY)</b>	9319



---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF GROW IN IRELAND**

---

**Report on the audit of the financial statements**

**Opinion**

We have audited the financial statements of Grow in Ireland (the 'company') for the year ended 31 December 2019, which comprise the Statement of Financial Activities, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 and of its loss for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in note 21 to the financial statements, 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**

We have nothing to report in respect of the following matters in relation to which ISA (Ireland) 570 requires us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF GROW IN IRELAND (CONTINUED)**

---

**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 Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2014**

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

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

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

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

**Matters on which we are required to report by exception**

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

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 made. We have nothing to report in this regard.

---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF GROW IN IRELAND (CONTINUED)**

---

**Respective responsibilities and restrictions on use**

**Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement on page 2, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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


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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). This description forms part of our Auditors' Report.

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

This report is made solely to the company's shareholders 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 shareholders those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's shareholders for our audit work, for this report, or for the opinions we have formed.

Signed by:   
Roseanna O'Hanlon

for and on behalf of

**Crowe Ireland**  
Chartered Accountants and Statutory Audit Firm  
Marine House  
Clanwilliam Place  
Dublin 2

Date: 20 May 2020

**GROW IN IRELAND**  
(A company limited by guarantee, not having a share capital)

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €	Total funds 2018 €
<b>Incoming resources</b>					
Incoming resources from generated funds:					
Voluntary income	4	95,382	-	95,382	104,332
Investment income	5	308	-	308	713
Incoming resources from charitable activities	7	-	1,509,830	1,509,830	1,471,899
Other incoming resources	8	75,439	-	75,439	75,315
<b>Total incoming resources</b>		<b>171,129</b>	<b>1,509,830</b>	<b>1,680,959</b>	<b>1,652,259</b>
<b>Resources expended</b>					
Raising funds		7,751	-	7,751	9,701
Charitable activities	9	-	1,700,681	1,700,681	1,609,128
<b>Total resources expended</b>		<b>7,751</b>	<b>1,700,681</b>	<b>1,708,432</b>	<b>1,618,829</b>
<b>Net income / (outgoing) resources before transfers</b>		<b>163,378</b>	<b>(190,851)</b>	<b>(27,473)</b>	<b>33,430</b>
Transfers between Funds	18	(181,959)	181,959	-	-
<b>Net movement in funds for the year</b>		<b>(18,581)</b>	<b>(8,892)</b>	<b>(27,473)</b>	<b>33,430</b>
Total funds at 1 January 2019	18	659,526	492,822	1,152,348	1,118,918
<b>Total funds at 31 December 2019</b>		<b>640,945</b>	<b>483,930</b>	<b>1,124,875</b>	<b>1,152,348</b>

All amounts relate to continuing operations.

There were no recognised gains and losses for 2019 or 2018 other than those included in the statement of financial activities.

The notes on pages 31 to 42 form part of these financial statements.

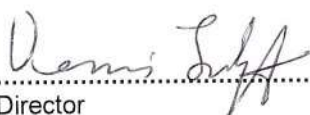
**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)


**BALANCE SHEET**  
AS AT 31 DECEMBER 2019

	Note	2019 €	2018 €
<b>Fixed assets</b>			
Tangible assets	12	480,200	490,000
		<u>480,200</u>	<u>490,000</u>
<b>Current assets</b>			
Debtors: amounts falling due within one year	13	59,918	94,078
Cash at bank and in hand	14	789,248	725,935
		<u>849,166</u>	<u>820,013</u>
Creditors: amounts falling due within one year	15	(204,491)	(157,665)
<b>Net current assets</b>		<u>644,675</u>	<u>662,348</u>
<b>Total assets less current liabilities</b>		<u>1,124,875</u>	<u>1,152,348</u>
<b>Net assets</b>		<u><u>1,124,875</u></u>	<u><u>1,152,348</u></u>
<b>Funds</b>			
General funds (unrestricted)	17	640,947	659,526
Restricted funds	17	483,928	492,822
<b>Total funds</b>		<u><u>1,124,875</u></u>	<u><u>1,152,348</u></u>

These financial statements have been prepared in accordance with the small companies regime.

The financial statements were approved and authorised for issue by the board:

  
.....  
Director

  
.....  
Director

Date: 16/5/20

Date: 16/5/20.

The notes on pages 31 to 42 form part of these financial statements.

---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

---

**1. General information**

Grow in Ireland is a national community based organisation providing support and education around emotional and mental wellbeing. It exists to provide and maintain support groups within communities and to educate the public and health professionals in the area of mental health and recovery principles. The registered office is 33 Henry Street, Limerick.

The company is a company limited by guarantee, has no share capital and is incorporated and domiciled in Ireland. The company has charitable status with Revenue. In the event of the charity being wound up, the liability in respect of the guarantee is limited to €1 per member of the charity. The company registration number is 138767.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and with reference to the Statement of Recommended Practice (SORP) Accounting and Reporting by Charities issued by the Charities Commissioner in the UK.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the company's accounting policies (see note 3).

Grow in Ireland meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy note(s).

The following principal accounting policies have been applied:

**2.2 Income**

Voluntary income or capital is included in the Statement of financial activities when the charity is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the charity has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

**2.3 Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

---

**2. Accounting policies (continued)**

**2.4 Expenditure**

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

**2.5 Reserves**

Grow in Ireland is a non-profit organisation and its aim is to utilise its funds on providing support to Grow members, while maintaining some cash reserves to cover monthly running costs.

**2.6 Tangible fixed assets**

Tangible fixed assets currently in use in furtherance of the charity's objectives are stated in the balance sheet at cost less accumulated depreciation. Depreciation is provided on all tangible fixed assets, with the exception of land, so as to write off the cost less estimated residual value of each asset over its expected useful economic life on a straight line basis at the following rates:

Freehold property      -      2% per annum

**2.7 Debtors**

Short term debtors are measured at transaction price, less any impairment.

**2.8 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

---

**2. Accounting policies (continued)**

**2.9 Financial instruments**

The company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other debtors and trade creditors.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of financial activities.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the Balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**2.10 Creditors**

Short term creditors are measured at the transaction price.

**2.11 Employee benefits**

When employees have rendered service to the company, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

**2.12 Pensions**

**Defined contribution pension plan**

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised as an expense in the Statement of financial activities when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. The assets of the plan are held separately from the company in independently administered funds.

**2.13 Interest income**

Interest income is recognised in the Statement of financial activities using the effective interest method.



**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

**3. Judgments in applying accounting policies 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. There are no 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.

**Going Concern**

During the first quarter of 2020, the Covid-19 pandemic has spread worldwide. The initial economic effect of this has been a worldwide slowdown in economic activity and the loss of jobs across many businesses. In Ireland there are restrictions placed on “non-essential” businesses which has resulted in many businesses temporarily closing in measures designed to restrict the movement of people and to slow down the spread of the virus.

The company has continued to operate, where possible, during this period. The company is reliant on funding which it receives from HSE grants. The directors have prepared budgets for the upcoming 12 months which show that the company will continue as a going concern.

The financial statements have been prepared on a going concern basis

**4. Voluntary income**

	2019 €	2018 €
Donations	60,082	64,853
Literature income	8,694	12,456
Voluntary/Grower contribution	26,606	27,023
	<u>95,382</u>	<u>104,332</u>

**5. Income from investments**

	2019 €	2018 €
Bank interest	<u>308</u>	<u>713</u>

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**6. Incoming resources from HSE Grants**

<b>CHO Area</b>	<b>Region</b>	<b>2019</b>	<b>2018</b>
		<b>€</b>	<b>€</b>
Area 1	North West: Sligo / Leitrim	<b>28,800</b>	28,800
Area 1	North East: Cavan / Monaghan	<b>40,000</b>	40,000
Area 1	North West: Donegal	<b>64,416</b>	64,416
Area 2	West Region	<b>78,412</b>	78,415
Area 3	Midwest Region	<b>85,000</b>	85,000
Area 4	Southern HSE	<b>126,671</b>	122,489
Area 5	South East Region	<b>123,314</b>	123,308
Area 7	East	<b>47,521</b>	47,163
Area 8	Midlands	<b>96,500</b>	96,500
Area 8	North East: Louth / Meath	<b>61,688</b>	61,688
Area 9	East	<b>79,751</b>	79,751
	National Mental Health	<b>462,048</b>	462,024
		<b><u>1,294,121</u></b>	<b><u>1,289,554</u></b>

Incoming resources re HSE Lottery Grants

<b>CHO Area</b>	<b>Region</b>	<b>2019</b>	<b>2018</b>
		<b>€</b>	<b>€</b>
Area 1	North West	<b>4,000</b>	3,000
Area 1	North East	<b>2,235</b>	2,000
Area 2	West Region	<b>2,000</b>	1,500
Area 3	Midwest	<b>6,000</b>	6,000
Area 4	South	<b>12,000</b>	10,000
Area 5	South East	<b>10,000</b>	12,001
Area 6	East	<b>2,283</b>	2,000
Area 7	East	<b>6,140</b>	-
Area 8	Midlands	<b>800</b>	1,000
Area 8	North East	<b>3,000</b>	1,600
Area 9	East	<b>2,512</b>	2,400
		<b><u>50,970</u></b>	<b><u>41,501</u></b>

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**7. Details of 2019 grants received**

Region	Grantor	Name of Grant Programme	Purpose of Grant	Term	Amount €
All Regions	Health Service Executive	Service Level Agreement/Grant Aid Agreement	Pay and General Administration, Service Provision, Advertising Development etc.	January to December 2019	1,294,121
National	Health Service Executive Via	National Office of Suicide Prevention	Secondment to NOSP	January to December 2019	76,800
All Regions	Health Service Executive	National Lottery Grant Scheme	Respite Funding	January to December 2019	50,970
National	POBAL	Funding scheme to support National Organisations in the Community and Voluntary Sector	Pay and General Administration, Monitoring & Evaluation	Project ended June 2019	24,985
National	POBAL	Funding scheme to support National Organisations in the Community and Voluntary Sector	Pay and General Administration, Monitoring & Evaluation, Governance Compliance	3 Year Project ends June 2022	45,000
National	The Department of Justice and Equality through the Probation Service	Probation Service funding for Arbour Hill Programme	Service Provision of GROW program in Arbour Hill.	12 Months	13,000
Midlands	Westmeath County Council	The Big Hello Grant	To support communities to host events in their local area in order to strengthen community ties and help tackle the problem of social isolation.	Community Weekend 04th - 06th May 2019	230
Midlands	Offaly Co Council Grant	Offaly Local Development Committee	Purchase Laptop	LCDC Community Enhancement grant 2019	500
East	Sage	Youth Health & Wellbeing	Development of East	January to December 2019	460
East	Central Mental Hospital	Leadership Course	Role out of Leadership course in CMH	January to December 2019	2,720
East	Dunlaoghaire/Rathdown County Council	The Big Hello Grant	To support communities to host events in their local area in order to strengthen community ties and help tackle the problem of social isolation.	Community Weekend 04th - 06th May	550
West	Mayo & Galway Co Council	The Big Hello Grant	To support communities to host events in their local area in order to strengthen community ties and help tackle the problem of social isolation.	Community Weekend 04th - 06th May	494
	<b>Total Grants Received</b>				<b>1,509,830</b>

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**Department of Justice and Equality through the Probation Service**

Department of Justice and Equality through the Probation Service provided current funding in the amount of €13,000 in 2019. Funding is granted for a 12 month period and paid in accordance with the terms and conditions of the funding agreement.

Grow in Ireland is compliant with the relevant Circulars, including Circular 44/2006 and have obtained an up to date Tax Clearance Certificate.

**8. Other incoming resource**

	2019 €	2018 €
Fundraising activity	31,188	29,572
Street collections	44,251	45,743
	<u>75,439</u>	<u>75,315</u>

**9. Expenditure on charitable activities**

	2019 €	2018 €
<b>Other costs</b>		
Service delivery	327,414	313,624
Education and outreach	5,929	8,393
Promoting and marketing	100,333	63,183
Premises costs	75,087	84,198
Wages and salaries	1,084,923	1,052,477
Office costs	85,607	70,901
	<u>1,679,293</u>	<u>1,592,776</u>
<b>Governance costs</b>	21,388	16,352
	<u>1,700,681</u>	<u>1,609,128</u>

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**10. Analysis of governance costs**

	<b>2019</b>	<i>2018</i>
	€	€
Regional team expenses	<b>7,036</b>	4,899
Executive expenses	<b>7,161</b>	4,488
Audit fees	<b>7,191</b>	6,965
	<u><b>21,388</b></u>	<u>16,352</u>

**11. Employees**

	<b>2019</b>	<i>2018</i>
	€	€
Staff salaries	<b>968,335</b>	943,931
Social insurance costs	<b>93,822</b>	91,665
Costs of defined contribution scheme	<b>14,619</b>	16,881
Statutory redundancy costs	<b>8,147</b>	-
	<u><b>1,084,923</b></u>	<u>1,052,477</u>

The average monthly number of employees, including the directors, during the year was as follows:

	<b>2019</b>	<i>2018</i>
	No.	No.
Charitable Activities	<b>44</b>	42

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

	<b>Number of employees 2019</b>	<i>Number of employees 2018</i>
€70,000 - €80,000	<b>1</b>	1

None of the directors received any remuneration or received any other benefits from an employment with Grow Ireland.

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**12. Tangible fixed assets**

	<b>Freehold property €</b>
<b>Cost or valuation</b>	
At 1 January 2019	500,000
At 31 December 2019	500,000
<b>Depreciation</b>	
At 1 January 2019	10,000
Charge for the year on owned assets	9,800
At 31 December 2019	19,800
<b>Net book value</b>	
At 31 December 2019	480,200
<i>At 31 December 2018</i>	490,000

**13. Debtors**

	<b>2019 €</b>	<b>2018 €</b>
Trade debtors	56,966	84,025
Prepayments	2,952	10,053
	59,918	94,078

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**14. Cash and cash equivalents**

	2019 €	2018 €
Cash and bank balances	307,637	210,593
Cash on deposit	481,611	515,342
	<u>789,248</u>	<u>725,935</u>

**15. Creditors: Amounts falling due within one year**

	2019 €	2018 €
Trade creditors	14,763	9,025
Payroll taxes	22,645	23,502
Accruals	22,410	20,032
Deferred income	144,673	105,106
	<u>204,491</u>	<u>157,665</u>

**16. Pension costs - defined contribution**

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Pension costs amounted to €14,619 (2018: €16,881).

**17. Analysis of net assets by fund**

	Fixed assets €	Current assets €	Current liabilities €	Total €
<b>Restricted income</b>				
All funds	480,200	148,401	(144,673)	483,928
<b>Unrestricted income</b>				
Activities for generating funds	-	700,765	(59,818)	640,947
	<u>480,200</u>	<u>849,166</u>	<u>(204,491)</u>	<u>1,124,875</u>

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

**18. Analysis of movements on funds**

	Balance 1 January 2019 €	Incoming resources €	Resources expended €	Transfer between funds €	Balance 31 December 2019 €
<b>Restricted income</b>					
Grants received	490,637	4,954	(15,391)	-	480,200
HSE grants	-	1,294,121	(1,475,948)	181,827	-
Probation service	-	13,000	(12,363)	-	637
HSE Respite funding	2,185	50,970	(53,155)	-	-
National Suicide Prevention Grant	-	76,800	(76,934)	134	-
Pobal	-	69,985	(66,892)	-	3,093
	<u>492,822</u>	<u>1,509,830</u>	<u>(1,700,683)</u>	<u>181,961</u>	<u>483,930</u>
<b>Unrestricted income</b>					
Activities for generating funds	<u>659,526</u>	<u>171,129</u>	<u>(7,751)</u>	<u>(181,959)</u>	<u>640,945</u>
<b>Total funds</b>	<u><u>1,152,348</u></u>	<u><u>1,680,959</u></u>	<u><u>(1,708,432)</u></u>	<u><u>-</u></u>	<u><u>1,124,875</u></u>

**19. Company status**

The company is limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1 towards the assets of the company in the event of liquidation.

**20. Related party transactions**

During the year none of the directors have been paid any remuneration or received any other benefits from an employment with Grow in Ireland.

The total amount of expenses reimbursed to the directors during the year is €4,143. The expenses relate to travel costs incurred while fulfilling their duties.

**21. Provisions available for Small entities**

In common with many other businesses of our size and nature, we use our auditors to prepare and submit tax returns to the revenue and assist with the preparation of the financial statements.



---

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

---

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2019**

---

**22. Post balance sheet events**

In the first half of 2020, the Covid-19 virus spread worldwide. In common with many other countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of this virus. In early March 2020, many businesses closed voluntarily and throughout the month more restrictions were placed on people and businesses. On 28 March 2020, all "non-essential" businesses were ordered to close temporarily.

This has had a negative impact since the year end on the company's ability to deliver services. At the time of approving the financial statements, there is uncertainty regarding how the balance sheet may be impacted based on events since the year end and as a result an estimate of its financial effect cannot be made.

**23. Approval of financial statements**

The board of directors approved these financial statements for issue on

16/5/20

*Dennis Lally*  
*C. Diamond*

---

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

---

**DETAILED PROFIT AND LOSS ACCOUNT  
FOR THE YEAR ENDED 31 DECEMBER 2019**

---

	<b>2019</b>	<i>2018</i>
	<b>€</b>	<b>€</b>
Income	<b>1,680,651</b>	<i>1,651,546</i>
Expenditure	<b>(1,708,432)</b>	<i>(1,618,829)</i>
Income from investments	<b>308</b>	<i>713</i>
<b>Net (deficit)/Surplus</b>	<b>(27,473)</b>	<i>33,430</i>

**GROW IN IRELAND**  
**(A Company Limited by Guarantee, not having a share capital)**

**SCHEDULE TO THE DETAILED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

	2019 €	2018 €
<b>Income</b>		
Donations - general	<b>60,082</b>	64,853
Fundraising activity	<b>31,188</b>	29,572
Church gate collection	<b>44,251</b>	45,743
The probation Service	<b>13,000</b>	13,000
National Office of Suicide Prevention	<b>79,978</b>	74,927
POBAL grant	<b>69,985</b>	44,217
HSE National Mental Health	<b>462,048</b>	462,024
Eastern HSE	<b>127,272</b>	126,914
Midland HSE	<b>96,500</b>	96,500
Western HSE	<b>78,412</b>	78,415
Mid Western HSE	<b>85,000</b>	85,000
North Eastern HSE	<b>101,688</b>	101,688
South Eastern HSE	<b>123,314</b>	123,308
North West HSE	<b>93,216</b>	93,216
Southern HSE	<b>126,671</b>	122,489
HSE Lottery Fund	<b>50,970</b>	41,501
Grants received	<b>1,776</b>	8,700
Literature income	<b>8,694</b>	12,456
Voluntary/Grower contribution	<b>26,606</b>	27,023
	<b>1,680,651</b>	<b>1,651,546</b>

**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

**SCHEDULE TO THE DETAILED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

	2019 €	2018 €
<b>Resources Expended</b>		
Wages and salaries	968,335	943,931
Statutory redundancy costs	8,147	-
Social insurance costs	93,822	91,665
Staff defined contribution pension costs	14,619	16,881
Employee training expenses	19,800	17,961
Other staff costs	6,673	16,547
Travelling expenses	201,822	184,227
Research and development	6,969	-
Printing and stationery	19,158	19,160
Telephone	22,273	20,238
Computer bureau costs	17,769	13,365
PR & Advertising	10,487	14,295
Subscriptions	4,725	7,106
Legal and professional	2,328	6,924
Auditors' remuneration	7,191	6,965
Bank charges	2,386	2,183
General expenses	1,204	1,290
Rent	36,452	32,637
Light and heat	12,428	12,212
Insurance	8,129	7,930
Repairs and maintenance	11,236	24,274
Depreciation	9,800	10,000
Executive expenses	7,161	4,488
Regional team expense	7,036	4,899
Equipment written off on purchase	15,091	10,115
Staff recruitment	5,929	3,565
Literature costs	12,298	15,687
Respite costs	69,098	39,316
Community Education Programme	6,845	6,276
Group expenses	66,806	61,992
Fundraising costs	7,751	9,707
Gifts, cards and flowers	4,749	804
50th Anniversary Costs	12,092	-
Conference Expenses	5,604	8,359
Programme Costs	2,219	3,830
	<b>1,708,432</b>	<b>1,618,829</b>

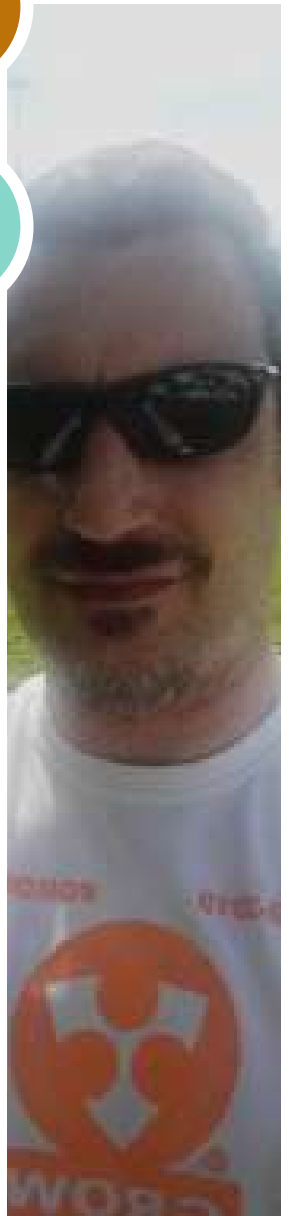
**GROW IN IRELAND**  
(A Company Limited by Guarantee, not having a share capital)

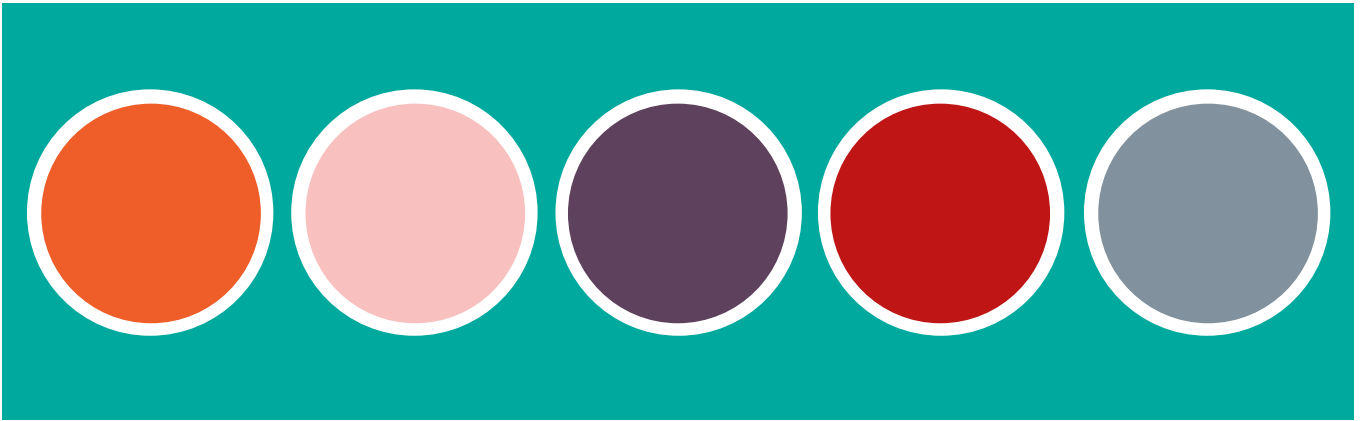
**SCHEDULE TO THE DETAILED ACCOUNTS  
FOR THE YEAR ENDED 31 DECEMBER 2019**

	<b>2019</b>	<b>2018</b>
	€	€
<b>Interest receivable</b>		
Bank interest receivable	<b>308</b>	<b>713</b>
	<u><b>308</b></u>	<u><b>713</b></u>
	<u><u><b>308</b></u></u>	<u><u><b>713</b></u></u>

# Virtual Walk





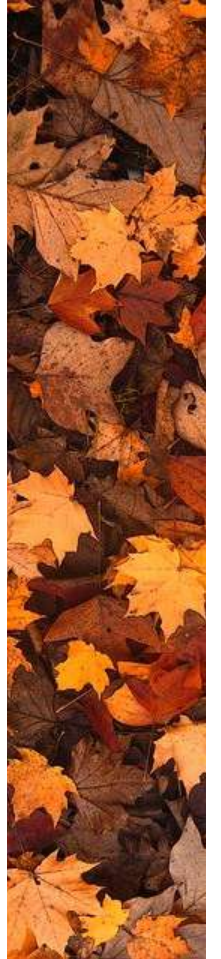












# Memorable Weekend to Celebrate 50th Anniversary

After months of careful preparation the 50th Anniversary Weekend proved to be a huge success with Grow members and staff, along special guests enjoying a memorable few days in Carlow.

The weekend was attended by members and staff from all over Ireland, along with visitors from Australia, United States and Canada, with National Chairman, Rob Stephen, welcoming all to the conference entitled 'Universal Benefit each person's Recovery or growth aids the transformation of the world'.

Proceedings were opened by Minister of State for Mental Health and Older People, Jim Daly, who underlined his commitment to push through on his attempts to reform the approach to mental health. In complimenting the efforts of Grow in working with people in the community and helping individuals recover from all types of mental challenges, Minister Daly stated that this approach ties in with his own views on how to deal effectively with mental health.

Minister Daly has been proactive in updating the National Policy on Mental Health, entitled 'A Vision for Change', which has work in the community as a central part of recovery.

MC for the day was John Lonergan who reminded everyone that unwell people have the capacity to recover and that we must never lose hope.





**Dr Jim Lucey**

spoke on 'The Importance of Fellowship as part of Recovery' and reminded the attendees that everyone has the right to live a mentally healthy life and to expect recovery.



**Sr. Gertrude Howley**

spoke on the subject of 'Choosing to be Mentally Well' by using the Grow programme. She delivered an entertaining speech which included taking John Lonergan on a test drive with a four wheel car to illustrate how we can control our thinking.



**Dr. Sharon Lambert**

of the UCC School of Psychology spoke on 'Rethinking mental health service delivery – applying research to practice', and her very engaging delivery provided some very interesting insights.



**Dr. Mike Watts**

concluded the morning session with a talk entitled 'Grow a school of living ...where Recovery is experienced as a gradual process of Re-enchantment with Life'. He spoke about life being made up of stories and how we all have a unique contribution to make to that story.



**Kate Mitchell**

and Padraig O Feich of Mental Health Reform outlined a survey which was undertaken to see how far mental health services had moved towards a community-based service. While improvements had been made, it was concluded that this hadn't progressed as far as was anticipated in the Vision for Change.



**Julie Ling**

National Manager, Program and Business Development from Grow in Australia, spoke on the topic, 'Changing to remain True – responding to community needs and ensuring quality in peer-led groups'. She spoke about a programme developed by Grow Australia for schools to meet the need of children developing mental health issues from the age of 14.



The external conference was brought to a conclusion by James Browne TD, the Fianna Fail spokesperson on mental health, who stated that he wanted to see politicians deliver on mental health policies. He revealed that it is his intention to ensure mental health issues are discussed in the Dail on a weekly basis, and how the community led approach to mental health can help combat loneliness which is a huge issue in Irish society.

















**Grow in Ireland**

Registered Charity Number: 20023294

33 Henry Street, Limerick, Republic of Ireland

Grow Info-line: 1890 474 474

[grow.ie](http://grow.ie)