



2023 ANNUAL REPORT



RECOVERY THROUGH COMMUNITY

EACH PERSON'S RECOVERY OR GROWTH AIDS THE TRANSFORMATION OF THE WORLD.

Within Grow Mental Health, you'll find a safe place where your voice matters, where you can openly share your problems and discover tips on how to improve your way of thinking and understanding. You will experience the support of other people who have already changed their lives for the better.



ABOUT US



Our Vision

An Ireland where no one needs to navigate mental health challenges or life's struggles alone.

Our Mission

To create new hope, sense of identity, meaning, and valued connections by empowering people to nurture their own positive mental health and wellbeing, by supporting personal growth and establishing a path to recovery with education, self-teaching and peer support.

Our Values

Inclusion
Hope
Integrity
Connection
Support
Change



What We Do

- Provide and maintain support groups in communities and online.
- Educate the public and health professionals in mental health and recovery principles.
- Work in collaboration with other organisations, agencies and experts to achieve our vision.
- Influence public policy and raise awareness of the challenges of those struggling with mental health issues.



Follow us on:



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"I reckon every GP should have a Grow Mental Health poster and leaflet in their waiting area. Nobody should have to do this alone."

Lorraine, Grow Group Member



"At times, I felt so alone with my mental health challenges. I found acceptance and friendships in my Grow group."

Jonathan, Grow Group Member



"I was very critical of myself but my Grow group helped me to learn new ways of thinking. I am now a more compassionate, happier, and self-caring version of me."

Christina, Grow Group Member

2023 PERSONAL REFLECTION FROM THE CHAIRPERSON



"Confidence is not a feeling but an attitude of mind." – Grow Program

I became the acting Chairperson of Grow Mental Health in January 2023 when our former Chairperson decided to step down from the board of trustees. I was Vice Chairperson at the time, so with the support of my fellow board members I agreed to step into the Chairperson on a temporary basis. Little did I know back then that nine months later, after the 2023 Grow AGM, I would eventually become the Chairperson. It has been personally and without doubt the most challenging role that I have ever undertaken in Grow, the continued support from my fellow board members, has been invaluable. While I can say that I have always realised the important role of the Chairperson, I have tried to remind myself that, like any other Grow voluntary role, you are only ever expected to do your best.

Leadership is not a natural path for many of us because it requires us to move outside of our personal comfort zone, taking on leadership roles requires us to do so. The Grow Program encourages all of us to take on leadership roles as a fundamental part of the Grow Recovery Model. It is through peer support and friendship that we will encourage each other to take on the progressive challenge of leadership, as a means of personal development.

"Grow sees all its members as having a leadership role."
– Grow Leadership Course

For Grow to fully reach its potential as a successful membership led organisation, we wish to encourage our members to develop a deepening involvement in Grow. A key part to this success is our updated Leadership course which was rolled out initially to staff in 2023 and is scheduled to be rolled out to members in 2024. It is Grow's experience that once Grow members have completed the course, and develop their leadership skills, they will feel better equipped and inspired to take on new leadership roles.

JOHN O'DONNELL
CHAIRPERSON, GROW MENTAL
HEALTH BOARD OF TRUSTEES

"Leadership is
journeying together
and growing
together into our
whole humanity."
– Grow Leadership
Program

2023 PERSONAL REFLECTION FOREWORD FROM THE CHAIR OF THE BOARD OF TRUSTEES

2023 was always likely to be a challenging year for the Grow organisation, the HSE decision to implement their plan to restructure into six new health regions, meant that Grow similarly had to reorganise our regional structure to reflect these changes. Notable changes such as these can bring us uncertainty, can also provide new experiences and opportunities both individually and for the Grow organisation. In June Michele Kerrigan, former Grow CEO made the decision to resign her position to accept a new role with the charity Care After Prison. The board of trustees were very pleased to appoint Annabel O'Keeffe, former Grow board member as the Interim CEO, her knowledge of Grow and previous experience in the not-for-profit sector has been invaluable. I am happy to report Annabel was able to hit the ground running during this challenging period of change.

2023 saw our Grow members, staff and guest speakers gathered at the Killeshin Hotel in Portlaoise for the first National Weekend since Covid. The weekend was such a momentous success with so many people reporting this was the best weekend they had ever attended. Guest speakers included Elaine Browne, Mental Health Peer Support Practitioner, Michael Norton and Paul Clabby of the HSE. Paul Clabby is a former Grow member, staff member and is now a valued member of the Grow board. Michael and Paul gave us a presentation on coproduction within peer support. In the context of mental health, coproduction is a process where people with lived experiences, can contribute to help improve the quality of mental health services.

Sinead O'Connor, the mental health campaigner, died in 2023 and had openly struggled with her mental health for several years, she had said of her illness that it kept her feeling alone. I believe many of us identify with these feelings of loneliness that mental health challenges can bring. In Grow meetings we are comforted, healed, and harmonised by the friendship offered in our groups.

**"Friendship is the
special key to
mental health."
– The Grow Program**



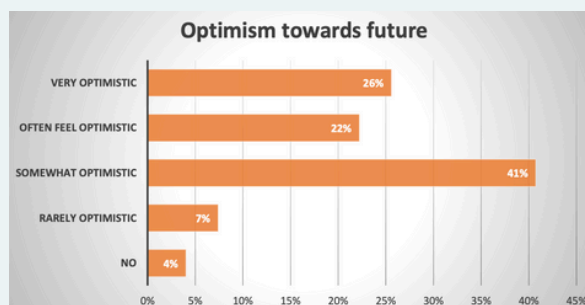
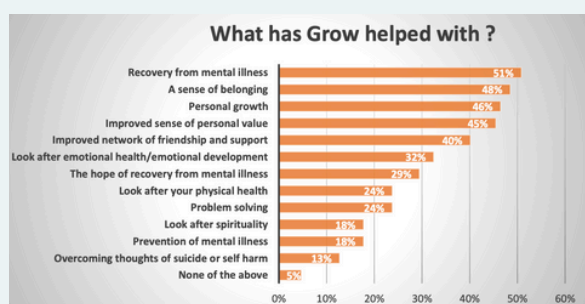
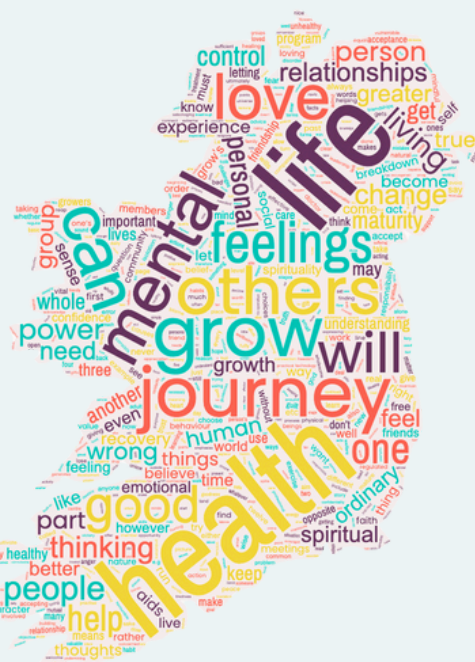
John O'Donnell

Chairperson, Grow MH Board of Trustees

CEO'S 2023 REVIEW

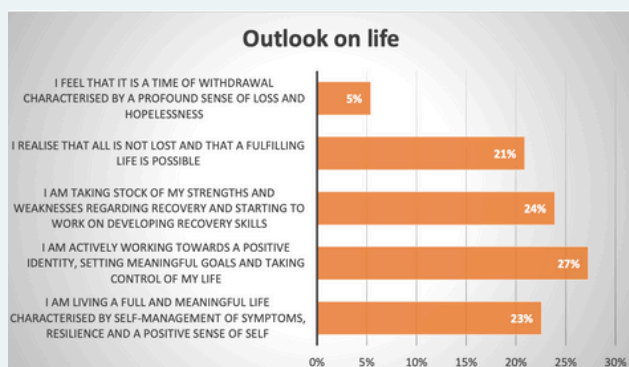
It is with immense pride that we present our Annual Report for 2023. This year has been marked by significant achievements and milestones as we continue to realise Grow Mental Health's vision of, "An Ireland where no one needs to navigate mental health challenges or life's struggles alone." From the return of in-person and regional events to the consistent hosting of 110 peer-supported groups on a weekly or bi-weekly basis, our progress has been both inspiring and impactful.

Our dedicated volunteers, group members, employees, directors, trustees, and our generous partners, funders, and donors have all played a crucial role in advancing our mission. Their commitment has been instrumental in empowering individuals to help themselves and others.



Our National Survey, completed by 299 Growers, highlights the tangible difference we are making in the lives of many:

- 96% reported that meetings had a positive impact on their day-to-day lives.
- 98% felt a renewed sense of optimism for the future.
- Over 40% reduced or no longer required professional help while participating in their support group and using the Grow Program.



CEO'S 2023 REVIEW

At the heart of the Grow Program are our Mental Health Support Groups, grounded in the well-established Grow Group Method and facilitated by the very people who attend these groups. These groups are led by Group Organisers, who are appointed after undergoing a period of self-development and leadership training. They are supported by a dedicated team of Area Coordinators, all of whom are qualified to Fetac Level 5 or equivalent. Our Grow groups are free and accessible to anyone aged 18 and over, with sessions held both online and in person across Ireland on a weekly basis.



Key Achievements of 2023

1. Grow Program: We successfully operated 110 peer-supported groups throughout Ireland, providing vital mental health support.
2. Increased Access to Services: Hundreds of individuals, both online and in person, benefited from our free mental health support groups, which are available any day of the week. This offered an essential alternative to those who preferred or required an in-person environment.
3. Launch of New and Updated Initiatives:
 - Leadership Course: Leadership and self-development are core components of the Grow Program. We developed an online version of our Leadership Course, delivered by Area Coordinators, to ensure the continued quality of our groups.
 - Progress and Gratitude Journal: We introduced a weekly journal designed to help individuals monitor their progress and stay motivated. This tool was developed through a collaborative process.
 - Performance Support and Development System: We implemented a new system to support our employees in achieving their goals, ensuring our mission is effectively delivered.



As we reflect on the achievements of 2023, we remain committed to our vision for the future. The work we do together is vital, and we are deeply grateful for the unwavering dedication and support of everyone involved with Grow Mental Health. Together, we will continue to make a lasting impact on the lives of those who need support.

Thank you for being a part of this journey.

Michelle Kerrigan
CEO
GROW MENTAL HEALTH

Annabel O'Keeffe
INTERIM CEO
GROW MENTAL HEALTH

NATIONAL PROGRAM TEAM



2023 was a busy year for the National Program Team. The wisdom of “sufficient care, sufficient risk,” probably best describes our work this year. As an organisation, we are immensely proud of our Grow Mental Health Program. Maintaining the integrity of that Program is an integral role of the National Program Team, supported by volunteers, our members, and staff. We are now operating in a new blended landscape. Our Grow Program is delivered in our peer support groups both online and in person, providing both challenge and opportunity to the program team. In 2023, 110 peer-supported groups were delivered. 83 groups were in person, 19 were online and 8 were blended where members attended both in person and online.

Gathering Again

2023 welcomed a return of in-person regional and national events. A series of day trips and events, as well as regional and national weekends, took place. Our National Weekend was in October with the theme of, “opening up to friendship.” There were a large number of familiar faces and new ones in attendance. The theme was embraced, and the Grow Mental Health values of hope, support, inclusion, connection, integrity, and change were felt and lived throughout the weekend by all of us in attendance.

Leadership

The online leadership course was further developed and launched in 2022. A pilot was run where 38 staff and volunteers completed the program in 2023. After a full review of the pilot, the program is being rolled out to interested members in 2024. A hard copy of the course booklet is available to those having trouble accessing the material online and a mentor's handbook is being reviewed to support a wider delivery of the course. The National Program Team endeavours to produce literature that supports and encourages recovery and well-being.

Progress & Reflection

2023 saw the production of the, “Daily/Weekly Progress & Reflection Journal: Supporting your Journey to Mental Health.” This Journal was a labour of love for our National Program Team and Board member Kate Slater who, in conjunction with members of the Content Creation Team, worked to bring this journal to fruition. The journal is an excellent resource, and we are grateful to the members of the program team who worked diligently to bring this project to completion. The Journal acts as both a motivation but also a tangible record of progress that members make every day towards recovery and well-being in Grow Mental Health. The Journal can be purchased on our website or through our peer support network.



YOUR JOURNEY



Grow | Progress & Reflection Journal | Page 3

EXAMPLE PAGE

Week beginning: 01 / 01 / 2024

- 1 Problem
Feeling isolated and alone
- 1 Practical Task
Make contact with a friend or family member
- 1 Part of the Program
A friend is as far as the nearest phone. P. 104, Step 2

Monday
Went for a walk

Tuesday
Went to my Grow meeting

Wednesday
Tough day - reached out to another member and listened to a Grow podcast on hope 😊

Feel free to remove this page once you become familiar with the process.
Grow | Progress & Reflection Journal | Page 4

NATIONAL PROGRAM TEAM

Streamlining the Group Evaluation Process

The National Program Team works closely with the Monitoring & Evaluation Officer to find innovative ways to collect and interpret the information from group evaluation and recorder forms and better support decision-making around group processes. In the Autumn of 2023 an online evaluation and recorder form was introduced for our Grow Mental Health digital groups and widely welcomed by Recorders, Area Coordinators, and group members using the forms. The National Program Team has been reviewing the online forms and processes to see how they can be used with regional groups to have access to real-time information and make the process of data entry easier to engage with and interpret. It is hoped that regional groups will migrate to these online forms in 2024. The aim is to strengthen the groups and empower members to make decisions around developing the group and supporting the personal recovery and well-being of members.

Evaluating Grow Mental Health

Grow Mental Health received a grant to fund an external evaluation of the Grow Program. This evaluation will provide Grow Mental Health with a deeper insight into the impact that our groups have on the lives of members who attend them weekly. The National Program Team has taken deliberate time and effort to work with the external evaluators to ensure a successful evaluation, which will take place in 2024. We look forward to looking at areas of need in the mental health community as well as clarifying Grow Mental Health strengths and benefits.

National Survey

In October of 2023, 299 members completed our annual National Survey. The results were overwhelmingly positive and gave heart to us all working to deliver our vision of, "an Ireland where no one needs to navigate mental health challenges or life's struggles alone." 96% of respondents said our peer-supported meetings had some positive impact on their day-to-day lives, and 98% felt some optimism for the future. 40 % of respondents had reduced their dependency on professional help. While 51% had not experienced any increase in symptoms or a relapse in 2023. As an organisation, we are honoured to witness the growth and share the recovery stories of our dedicated members.

Organiser & Recorder Roles

During 2023, 16 Organiser & Recorder meetings took place, with an average of 5 groups represented and an average of 8 members participating at each meeting. The National Program Team has been considering ways to strengthen the Organiser & Recorder roles and make them more consistent nationally. They are key roles in our peer support meetings. The Organiser coordinates the meeting and activates and nurtures leadership within the group. The Recorder supports the Organiser to ensure the Grow Program is followed and is responsible for ensuring the evaluation sheet is completed. The Program Team has considered plans in conjunction with the Volunteer & Member Support Officer, Mary Walsh, to create an up-to-date register of Organisers & Recorders nationally and is considering the best way to coordinate the communication and training.

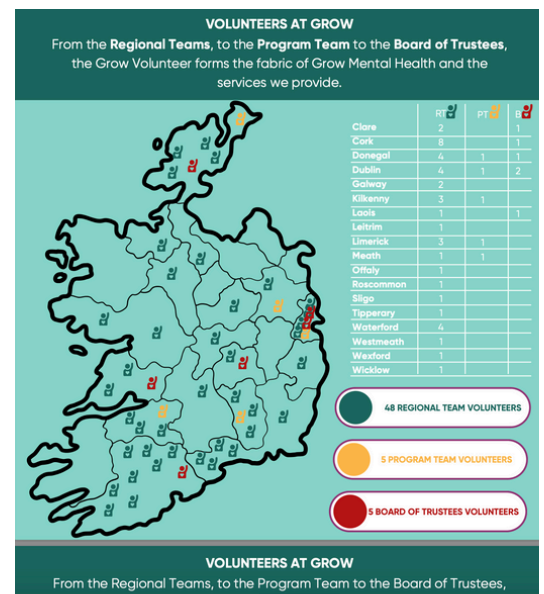
The National Program Team would like to thank the members of the team for continuing to work with diligence and integrity to support the delivery of the Grow Program. We would like to acknowledge and thank members of Grow's sharing and caring community who continue to, "carry the message to those in need." The National Program Team would also like to thank the staff for their cooperation and support in the delivery of the Grow Program.

*The National
Program Team*



NATIONAL VOLUNTEER TEAM

2023 was a busy year for Grow Mental Health volunteers and one of change, starting with the task of implementing the changes in the Grow Mental Health Strategic Plan to align our regions with the new HSE Regions and transitioning from Regional Teams to Regional Program Teams. The process began with a Mapping Report Update at Midlands Park Hotel in Portlaoise on 20th & 21st January for Regional and Program Team members, the Board of Trustees, and all Grow Mental Health staff. Grow experienced a lot of change as an organisation and our volunteers and members were active at many events throughout the year. Below is a taste of the different events that took place around the country and online.



EMPOWERMENT/SUPPORT

Grow Mental Health Open Group

Weekly Online Grow Group MH meeting every Friday at 2pm for any Grow MH member who might have missed their weekly Group, is looking for some extra support between meetings or would like to offer support to others.

Mental Health First Aid

MHFA was offered to members online and alternated between day and evening sessions to accommodate as many people as possible. The course is 4 x 4-hour sessions taking place over the course of one month. It was rolled out in both Spring and Autumn and 14 people completed the course.

Discovering Leadership in Grow Mental Health

Leadership in Grow MH is a journey, both of self-discovery and of the revelation of the worth of others, in and through community. This online session explored the path of leadership in Grow MH.

The Organiser Role Explained

Grow MH members and staff were invited to attend this online session to help breakdown the seemingly daunting role of Organiser and to encourage members to take on the challenge of the role, making it less daunting for all.

The Recorder Role Explained

Grow members and staff were invited to attend this 1-hour online session to learn more about the role of Recorder and to understand how they can progress their leadership skills.

Story Sharing

Kate Slater and Mary Walsh held a 1 hour session online to highlight the importance of sharing one's story and what it does for both storyteller and listener.



NATIONAL VOLUNTEER TEAM

COMMUNITY EVENTS

Members Coffee Mornings

Our Caring and Sharing Online Coffee Morning was open to anyone in the Grow MH Community, and we met online on the first Monday of every month.

WHY:

- Develop the Grow MH Caring & Sharing Community by sharing what was working well in each region with others, i.e. 12 Step work or group challenges.
- Building the Community - National 12 Step work - members meeting other members in a facilitated online setting.
- Encourage members to take part in smaller gatherings to help eliminate the fear when attending other Grow MH events. We all know it is easier to go somewhere for the first time if we know some of the people attending. As we have always done in the past, members are encouraged to attend the Regional Weekend first where the numbers attending are relatively small before progressing on to the National Weekend – where the attendance is much larger.
- Encourage members to attend larger gatherings outside of Grow MH when ready.
- Peer Support through brainstorming and sharing ideas – for members by members.
- An opportunity to inform members about the other relevant activities available to them.

Who: Grow Mental Health members.

What: A chat and a cuppa in a comfortable non-judgemental environment.

When: The first Monday of the month @ 11am;

9th January, 6th March, 3rd April, 12th June, 3rd July, 2nd October, 6th November, 4th December.

Average attendance: 5

Midwest and Southern Community Day, Killarney

The Volunteer Coordinator was invited to attend the community day. This new role was introduced to all in attendance. A huge amount of work went into organising everything that made this day possible. There was a variety of activities offered to members from walks to jaunty cart rides. Great fun was had by all.



South East Community Day – Wexford

This was a well-attended event with a seasoned member sharing their story of hope and recovery – which was well received by all present. There were visualisation meditations & vision board workshops which everyone enjoyed. The location was well suited to the group. The food was lovely, and the weather obliged which all-in-all made for a very successful Community Day for the South East Region.

NATIONAL VOLUNTEER TEAM

Eastern Community Day

A really great day was had by all in Hazel House on Saturday 1st July with approximately 30 people in attendance! It was truly a memorable day of fun, a bracing walk, woodwork, fabulous food, stories, and a singsong. There were personal stories, chats, and loads of fun in Hazel House with the Eastern Region. John F. did a great job as compere for the day and Maureen and Ann told their Grow Mental Health stories and testimonies beautifully. Very grateful to everyone who organised funding and the agenda, and all who contributed to the day. Special thanks to Gerry Farrell and Hazel House for hosting. It was a day that will never be forgotten.



Kanturk 30th Birthday

Kanturk Grow MH Group celebrated its 30th birthday on the 16th of July with a delightful Afternoon Tea in the old-world charm of the Cahernane House Hotel in Killarney. Amid beautiful sunshine, with wonderful views of Killarney National Park, a great afternoon of celebrations, laughter, chat, and fun was enjoyed by all. The guest of honour was founding member Nora Daly.

Western Regional Weekend in Knock

The Western Region met in Knock for a weekend themed Balance Living for your Mental & Emotional Health with approximately 45 people in attendance. Featuring members of Grow MH groups and staff plus invited keynote speakers, the weekend was educational and relaxing. The National Volunteer Coordinator, Mary Walsh, was invited along to introduce this new role. The sense of community was amazing.



NATIONAL VOLUNTEER TEAM

Grow Mental Health AGM – The Killeshin Hotel, Portlaoise

The AGM took place just prior to the National Weekend.

National Weekend, The Killeshin Hotel, Portlaoise

We came from all across Ireland for the 2023 Grow Mental Health National Weekend. We opened ourselves up to connection and friendship. We also recognised the significance of doing so in changing our thinking, feeling, and acting. We came together as a caring and sharing community and celebrated our ability to be with one another in person. We learned, explored, sang, danced, created and returned to our Grow Groups with lots to share.



Christmas Wellness Plan

This plan adopted from Australia was well received by attendees. Members were positive about having a plan in place – knowing who and what services were available to them over the Holiday period.

Annual Grow Mental Health Christmas Talent Show Online

All were welcomed including staff and board members. People were free to sing a song, recite a poem, tell a joke, or even show a short photo slideshow. Organised by Alan Keaveney – AC Western Region.

2023 was a year of change, connection, and friendship. To all of the volunteers who live the Grow Program of Hope and Recovery every day, you are appreciated and integral to Grow MH. Thank you.

Mary Walsh
Volunteer & Member Support Officer

HUMAN RESOURCES

Thanks go out to all Grow MH staff and volunteers from the HR team, who worked together in providing support to the wonderful work of Grow Mental Health's peer support groups nationwide throughout 2023. We accomplished so much during a time of transition and change and in the Grow MH way, we did it in collaboration and while supporting one another at all levels of the organisation.



Training on Strategic Plan

As part of the socialisation of the Strategic Plan, our team came together in November to reflect on purposeful leadership, roles as part of our Vision, understanding our impact, ethic development, any challenges as part of our implementation of change. An engaging couple of days were spent in training and workshops which afforded employees an opportunity for reflection away from busy working lives.

Recruiting Dedicated Talented Personnel

Grow Mental Health's online program received funding which allowed HR to put a team together to reach out and make available support for those who, for various reasons, cannot attend in-person groups or just prefer to work online. The success of the pilot was down to the energy, commitment, and dedication of the team who set this up and Grow MH offers its thanks to all staff, volunteers and members who completed this work – a really great team. The team continue to develop this terrific offering which can provide access to peer support groups for many different demographic groupings. For those who prefer in-person meetings, they continue to grow in number and coverage across Ireland.

Grow HR were busy with recruitment as funding was gratefully received, allowing for the introduction of 2 new roles in support of our work in peer supported recovery. We also successfully recruited key personnel to replace those who left us in 2023. Again, thank you to those who have worked hard across the country to develop the supports for people in communities across Ireland.



Training and Managing Motivated Staff

Grow MH HR introduced a new Performance Support and Personal Development System to support all employees in understanding the part they play in supporting the Grow MH Strategic Goals, clarifying their priorities and their own development plans, and improving communication within Grow MH. This is an online system and allows for many types of conversations, on-boarding reviews, probationary reviews, and catch-ups. Its main benefits are in its flexibility, allowing the employee to agree priorities and for those to move and change depending on the requirements of Grow MH and its strategic goals. The roll-out was supported with training on the system itself.

NATIONAL HUMAN RESOURCES

Enriching Our Staff Through Community Links

The Grow Mental Health office in Swords continued its links with Valley Project Community Employment Scheme and the local TUS Team. These relationships allow us to enjoy working in a mutually supportive environment. Grow Mental Health is grateful to all the community employees who have joined us over the years and worked alongside the rest of the team in the delivery of our services.



Training is a Vital Part of Supporting Our Staff

Grow MH continues its relationship with Mental Health First Aid and have trained over 40 of its volunteers and 45 staff members as Mental Health First Aiders. Those who take on roles of responsibility in our peer support groups have identified that this program boosts their self-confidence and self-belief in working in recovery based peer support. This year we collaborated with 'Care after Prison' and held joint training with their staff.

Making Exit Interviews Count

We have conducted a full evaluation of our exit interviews for 2023 and benchmarked our staff turnover which is slightly higher than average at 14% versus 12% for an organisation of our size. We are now working on the feedback we have received.

**THANK YOU TO
EVERYONE WHO CAME
TOGETHER TO MAKE 2023
AN INCREDIBLE YEAR FOR
GROW MENTAL HEALTH!**



In 2024 the HR team will be changing to become the People and Culture Team, we are looking forward to working with everyone in Grow MH on our change program and on creating a culture that reflects our values of Inclusion, Hope, Integrity, Connection, Support and as always, Change and Growth. A big shout out to the HR team themselves who work tirelessly in support.

Dara farrelly
HR Officer

MARKETING, COMMUNICATIONS & FUNDRAISING

2023 was a year of growth, community, and shouting about Grow MH from every rooftop we could find! In the Marketing, Communications, and Fundraising Team, we were busy all year long supporting events and finding new ways to tell people about Grow Mental Health and the important work we are doing in communities across Ireland and online.

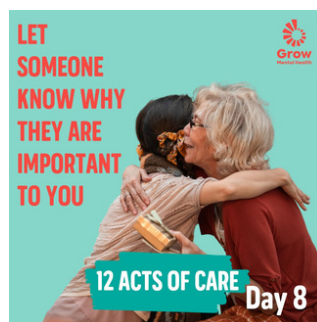
Marketing

As always, we were busy across our social media channels keeping folks informed of upcoming events, Grow MH news, and opportunities to support our programs. Our biggest awareness campaign for 2023 celebrated and thanked the people who work tirelessly for Grow MH all year round. With the support of Mini Ireland and Flowers.ie, we were able to deliver flowers and heaps of appreciation to our volunteers and staff in every corner of the country. This BIG LOVE campaign was the first of its kind for Grow MH, but one that we plan to build on year after year. Social media posts from the campaign reached over 30,000 people and importantly generated over 80 new registrations for Grow Groups. There was even a spot on Ireland AM to raise awareness for Grow MH through the BIG LOVE campaign!

Throughout the year we supported myriad community outreach events including Community Education Programs in the Midlands and Grow MH information booths throughout the country. Grow MH was part of the Joy in the Park Festival in Cork once again this year. There were also volunteers and staff handing out leaflets and giving talks throughout Ireland during World Mental Health Month in October. It is lovely to see the Grow MH logo and brand represented at each of these events year on year.

During the holiday season, we introduced a 12 Acts of Care campaign online to highlight 12 different ways that people could help themselves and others during a period when people might be extra stressed and blue.

A heartfelt thanks goes to every person who supported our promotional efforts this year.



MARKETING, COMMUNICATIONS, & FUNDRAISING

Communications

We strive to keep our Grow MH community updated on all of the happenings and messages coming out of the Grow Groups and committees. We do this through our monthly online newsletter, which continued to grow during 2023, our Grow Mental Health Podcast, and our social media channels. Like 2022, we explored a different theme each month of the year and used this theme to guide our communications.

January: Self-Activation
February: Personal Value
March: The Cycle of Support
April: Discovering Hope
May: The Power of Story
June: Community
July: Friendship
August: Happiness and Contentment
September: Creativity
October: Opening Up To Friendship
November: Inner Peace
December: Support through the Season



These themes were reflected across all of our communication channels and members of the Grow community were invited to share their thoughts and creativity around the topic. The themes were also used in some groups to guide the middle routine and group discussions.

2023 saw the launch of *Stories of Hope & Recovery*, a book of Grow Member personal stories. This is the fourth in a series pulled together by Mike Watts, PhD, and Denis Bergen highlighting the power of the Grow Program and of sharing your story. Our launch event in the lovely Hazel House in Dublin was a great success and featured some of the storytellers from the book sharing parts of their contributions.

After talking about it for many years, the Grow Progress Journal Project finally came to fruition in 2023. Together with a committee of Grow volunteers, the Marketing, Communications, and Fundraising team re-imagined the progress journal of old and published the *Grow Progress & Reflection Journal* – an aid for those using the Grow Program of Hope & Recovery. The project was one of collaboration, innovation, and passion. The final result is one that makes our team very proud.

In addition to our usual communications activities, our team was heavily involved in the planning and program for the Grow National Weekend. Our role was to bring forth the stories of our Grow members and we enjoyed doing so through panel discussions and a live podcast.



MARKETING, COMMUNICATIONS, & FUNDRAISING

Fundraising

2023 was a banner year for fundraising through corporate donations, Grow events, and individual fundraisers making huge efforts to support our work.

Through asking and being a recognisable entity in the community, the likes of Wallace Mobile Homes in Waterford and McCarthy Insurance in Cork plus many more wrote cheques and held office fundraisers for Grow MH.

We directly supported fundraising events like a charity concert in Cork featuring amazing local talent, the RUGS (Rathfarnham Ukulele Group) 10th Birthday Concert in Dublin which was great fun and brought in over €7,000 in donations, and our annual Caroling for a Cause. Once again at Christmas time, Grow choirs gathered across Ireland in the week before Christmas to spread holiday cheer and shake the bucket for Grow.

Our 2023 YELLOWWALK was a roaring success, raising both funds and awareness for Grow Mental Health in every region. All across Ireland, people wore yellow and walked the walk for mental health. Once again sponsored by Bus Éireann, this event was the highlight of our Grow fundraising calendar this year.

Individual fundraisers were the real heroes this year. From head shaves, to health challenges, to memorial rugby tournaments, to fitness challenges – Grow was the grateful beneficiary of so many hard earned donations. Thank you to all for your dedication to our vision of an Ireland where no one needs to navigate mental health challenges or life's struggles alone.



come celebrate our
**10th
birthday!**



8pm Friday 13th October 2023
Rody Boland's, Rathmines
Raising money for Grow Ireland

Sile Tracey
Marketing, Communications, & Fundraising Manager

THANK YOU TO OUR SPONSORS AND SUPPORTERS

Grow Mental Health is a charity funded by grants from the Government of Ireland, the HSE, Pobal, corporations, and individual fundraisers. We are grateful for every contribution which helps us to reach our vision of an Ireland where no one needs to navigate mental health challenges or life's struggles alone.



Rialtas na hÉireann
Government of Ireland



MANTRA
STRATEGY

mental health first aid
IRELAND



making
better
connections



Bus Éireann
Bus Éireann
Bus Éireann

Tullamore Credit Union



Wallace Insurance Waterford

Donnacha Ryan Luke Memorial Truck and Tractor Run



Plant Sale for Grow MH



Folk Concert for Grow MH

OUR PARTNERS

LOUISE'S STORY

Anxiety and Low Mood

Growing up I was a typical "Tomboy". I loved the outdoors and being active. One relative described me as "the one who is full of love". I was a content child, I got on with my family, but clashed with my Mam. As I got older, I realised I was very socially awkward and shy. In shops I would struggle to ask staff for help. I had a fear of making phone calls, I would get so anxious! Controlling my anger had become a big challenge for me. As I got older I realised that my self esteem and confidence were low. I got an average Leaving Cert but I knew I could have done better. After school I did a FETAC Nursing Course which I loved but I didn't pursue a nursing career.



Instead, I got my first job in a restaurant. I was 18. I had the best team of co-workers, and I could see my confidence grow. I loved my job. At age 19 I decided to move out with one of my work colleagues. Away from my negative household. My family were shocked especially my Mam. I liked to help out with my siblings when she was at work but I did so out of fear I suppose, as she would lose the plot if things didn't get done. Shortly after I moved out she told my Dad that she had realised how much I had done for her and that she missed me. I met Micheal my now Husband in May 2011. Meeting him helped as he is always there with advice and constructive criticism. In November 2014 when I went to Pakistan to meet Michaels family, I felt unconditional love. It was nothing like my hostile, negative family home. We got engaged and married in November 2014. I was so happy. March 2017 our son was born, he was loved by everyone. I became a stay-at-home mother and in July 2019 we had our daughter. Four and half weeks after her birth I was diagnosed with postnatal depression. The only support I had was from Michael, my aunt, and the PHN. As time went on my Mam started to offer to help. Then COVID hit! My postnatal depression turned into anxiety and low mood. I was put on antidepressants and referred for counselling. I managed to come off medication in 2022. In 2023 I realised how much I still resented my parents for their lack of support. A friend gave me the details of Grow. I have always been good at taking advice and since joining my Grow group I can already feel a huge difference in myself. I realised how strong I am. I am so much happier and have confidence in my abilities and determination. I love logging on to my weekly meeting knowing there is someone to talk to about any issues. I love setting my weekly task. I still struggle with anger. I have always put the feelings of others before my own. When my mother-in-law passed away in 2022, I stayed strong for everyone else. With Grow I have learned to put myself first and to see when I need to remove negativity from my life, even if it means losing friends. I am happy right now with my family of 4 and I would highly recommend Grow Mental Health to anyone who is struggling with any mental health problems. I am looking forward to the future and continuing my Grow journey.

Louise

GROW GROUP MEMBER

2023 HIGHLIGHTS

JANUARY

Self-Activation

At Grow Mental Health we were delighted to be ringing in a new year full of change, support, connection, integrity, inclusion, and hope. In January, we talked about self-activation and the steps, little and big, we can all take today to start seeing the changes we've imagined. In Grow, we believe that our own efforts at recovery and growth are irreplaceable.



Goodbyes

Kate Slater, Area Coordinator in the Southeast retired from her position at the end of December 2022. Kate has been part of the fabric of Grow Mental Health in the Southeast for over 10 years and has shone in so many different roles there. Kate came to Grow MH as a member initially and very quickly took on board the concept of leadership, taking on roles within her group and supporting her fellow members.

The Southern Region said farewell to our Treasurer Jim Murphy while gathering for its first Grow social dinner post-pandemic on Friday evening, 27th January.



New Group

Grow Mental Health Area Coordinator Jerry Cronin introduced Grow at the Blue Line Community Event in the Ballybunion Community Centre on Thursday, January 26th. Attendance was about 200 people and a wonderful opportunity to promote a new Grow Group which opened in Ballybunion on 22nd February.



Busy in the Midwest

January was a busy month for the Midwest team as we spoke at two events. First, we joined Midwest ARIES and a panel of mental health organisations to discuss innovations in mental health services and Grow Mental Health's plans for the coming year. We also delivered a talk to a group of 60 third level students about managing stress and minding your mental health. After all that, we had worked up an appetite so we headed to Marco Polo in Limerick City with over 20 members for a lovely meal to end the month and celebrate making it through January.

FEBRUARY

Personal Value

In Ireland, February signals the return of colour. We start to see flowers popping up, fewer clouds, and longer stretches of light in the evening. Valentine's Day is also in February when many of us show our love for others with flowers, chocolates, cards, and all kinds of romantic acts. In February in our Grow Mental Health Groups, we talked about loving others AND ourselves. We took a closer look at personal value and how we can give ourselves the respect and kindness that we so freely give to others. One of the keys to recovery and growth is love and when we learn to love ourselves, we become stronger, healthier, and a beacon of hope for others.



MINI Acts of Big Love

Mini Acts of Big love - This Valentine's Day, Grow Mental Health teamed up with Mini Ireland to share the love! Loving people back to health, even when they are at their lowest and seem unlovable, is the Grow way. Love and friendship are the special keys to recovery from mental health challenges and this year we wanted to thank those who tirelessly and generously love people in our community back to health. We kicked off the campaign by sharing a rose with TV presenter Elaine Crowley on Ireland AM. Thanks to the amazing Christine Fitzgerald and Eanna Ryan for representing Grow so beautifully on the show.



Community Education

In February, the Grow Mental Health Community Education Programs returned and saw a great surge in interest across the Midlands. The latest program saw the titan of social justice, John Lonergan launch the series of events in Mullingar. John is, of course, renowned for his change-making work in the reform system during his time as Governor of Mountjoy prison. For those familiar with much of Grow's literature, his name may stand out as his own entry in the Soul Survivors collection is a well-used story within our groups, which promotes hope and changed perspectives.



GROW MENTAL HEALTH ONLINE MENS' GROUP
TUESDAYS 10:30 AM - 12 PM

"GROW GAVE ME A VOICE"

Talking to someone who has 'been there' is the first step to improving your mental health. If you need help, we're here for you.

Contact Jerry Cronin for more information:
jerrycronin@grow.ie
086 0271990

www.grow.ie INFO LINE: 0 818 474 474

Online Men's Group

Men's Group Online - The introduction of a new men's online peer support group has become a forum for sharing stories, exploring difficulties, and supporting and challenging one another on our journey toward mental wellness. It allows men to grow as individuals, challenge weaknesses, and develop gifts and strengths while the stigma around mental unwellness diminishes.

The Cycle of Support

In March, we spoke about support, or more specifically the cycle of support that drives our Grow Mental Health groups. When people first walk into or log onto one of our peer-support meetings, they are generally looking for support. In our own time and with the help of the Grow Program, we learn how to support ourselves. When we become stronger, we are able to offer support to others in the group. And the cycle can continue when any of us hits a challenge where we need the support of our group again.



Outreach in Cork

Mayfield Learning Neighbourhood Expo - As part of Cork's Lifelong Learning Festival Week, The Mayfield Sports Complex opened its doors to host the Mayfield Expo, organised by the Mayfield Learning Neighbourhood, on Wednesday 29th March.



Awareness in Wicklow

Members and staff from Grow Mental Health teamed up with Wicklow Social Prescriber Paul Brown for a very successful awareness evening in Wicklow. There were 5 speakers including Paul, Trish Williams, Grow Area Coordinator; Wayne Kanvanagh a Grow member who was one of the event's organisers and two more Grow members who shared their stories. The evening included a beautiful relaxation and meditation session as well as some treats from a local baker. Everyone enjoyed it. Well done to the Wicklow team!



March Podcast – Cycle of Support

Jenny had the privilege to meet with Gertrude Howley, a member of the Grow Mental Health community since the 1980s. Gertrude is a Presentation Sister, therapist, educator, and advocator for positive mental health. She and Jenny discussed the cyclical nature of support both in our Grow Groups and in life and some of the history of Grow, why boundaries are so important, what self-care really means, and how carrying the message and not the person is the key to learning self-support.

Discovering Hope

The blooms were blooming and Spring was springing, only if the rain ever stopped in April, we would be in the glorious phase of Springtime in Ireland. And what a wonderful time that is! April seems to be the most hopeful of months. We have longer days, little tastes of the summer months to come, abundant colour, and for many the renewal of Easter. This month at Grow Mental Health we took a closer look at HOPE – What gives us hope? Why is hope such an important piece of the Grow Program? How can we discover hope when all seems dark around us?



West Be Well

Grow Area Coordinator in Galway, Alan Keaveney, took part in West Be Well in Tuam on Tuesday, April 4th. Guest Speakers on the day included representatives from Tuam Mental Health Association, Mental Health Ireland, Pieta House, Planet Youth, Galway Recovery College, Grow Mental Health, shOUT, GRD, West Traveller Association, Principal Social Worker, Venture Out, Resource Officer for Suicide Prevention, Healthy Ireland, Women's Shed, Men's Shed, and a mindfulness and yoga tutor. There were over 30 people in attendance for this wonderful event. Well done, Alan!



Running for Grow MH

Rob Stephen and the Sanctuary Runners completed another Great Limerick Run and, in the process, raised over €1,000 for Grow Mental Health.



New Offices in Kilkenny

On April 18th, our new Grow Mental Health Southeastern Regional Office was officially opened on Dean Street in Kilkenny. The event was attended by Grow staff members as well as many honoured guests. In it's new location, the regional office will continue to be a hub for the members, groups, and activities in the Kilkenny area.

The Power of Story

In May, we talked about the Power of Story at Grow Mental Health. Story is an important part of our program of recovery and personal development. We share the story of our own journeys at weekly meetings and regional and national weekends. We hear someone's story and can resonate with something they've experienced. Story is a powerful and personal way of helping others and ourselves. Healing happens through the sharing and hearing of personal stories of growth and recovery.



Concert in Cork

Cork Artists Fundraise for Grow. On Saturday, May 6th a fundraising concert was held for Grow in the Triskel Arts Centre in the heart of Cork City. Eve Telford, partner of the famous folk singer Jimmy Crowley contacted Grow Southern region in early March 2020 saying that Jimmy and herself would do a fundraising concert for Grow. This concert was 3 years and 3 months in the making. Grow Southern Region had planned to stage this concert in April 2020 but unfortunately, Covid-19 reached Ireland just weeks before and all events were put on hold. Over the 3 years, Eve kept in contact with Grow and in February of this year, a date was set for the concert.



Balbriggan Information Day

Grow information day - Balbriggan Grow held an information day in the local library on Thursday, May 4th. Grow Area Coordinator Louise Carroll was on hand to answer questions and distribute Grow literature in the busy library. Thanks to Mick and Hubert from Balbriggan Grow for their great work and much needed helping hands on the day.



Stories of Hope & Recovery Book Launch

May 17th, many people gathered at the gorgeous Hazel House and Cafe in Tribadden, County Dublin to celebrate the release of Stories of Hope and Recovery. We were welcomed to the retreat center by owner and Grow member Gerry Farrell, who told us about the vision for Hazel House. Grow CEO Michele Kerrigan spoke to the crowd about Grow and the importance of sharing one's story. Denis Bergin, who generously gave his time in editing and advising for the book spoke about the process of creating the volume. Mike Watts, who collected and curated the stories and gave his own to the book, gave more background on each piece's gathering.

Community

June brought us the longest day of the year and at Grow Mental Health we celebrated the Summer Solstice with our third annual YELLOWWALK. On June 21st, we walked, cycled, ran, hiked, swam, and moved for 30 minutes with and among our local community to raise awareness and funds for Grow MH. Community is one of the core supports for the Grow program of hope and recovery. We heal with our Grow community and contribute to our greater communities as we gain leadership skills. When we have a community around us, anything is possible!



Michèle Kerrigan Leaves Grow MH

After 19 years with Grow Mental Health and most of those as CEO, Michèle left Grow to take up a new role as Executive Director of Care After Prison. Michèle's leaving marked the end of an era for Grow Mental Health in Ireland. Michèle was the first person appointed as CEO of the organisation in 2007. During her time, she led the organisation through structural change, growth, and diversification. We wish Michèle every success in this next chapter and look forward to seeing all that she achieves in her new role. Grow Mental Health is very fortunate to have had Michèle's deft leadership for as long as we did. Thank you!



Men's Mental Health Week

As part of Men's Mental Health Week, and in conjunction with the Claremorris Family Resource Center, Co-Mayo, an event was held in the Square Claremorris on June 14th, titled "Men on a Mission." Area Coordinator Cecilia Trench was asked by the FRC to attend this event and promote Grow Mental Health.



YELLOWWALK 2023

On June 21st, we once again created a sea of yellow across Ireland. The Grow community gathered in their droves to wear yellow, celebrate the hope that the longer days bring, and raise vital funds and awareness for Grow Mental Health. The YELLOWWALK was born out of the isolation of the pandemic and continues to be a way for our members, friends and supporters to gather together and feel the hope of the summer solstice while moving and connecting. The 2023 YELLOWWALK was sponsored by our friends in Expressway and the Community Gardi, who met our walkers and runners all over Ireland. Thanks to those who walked, wore yellow, organised, and donated.

Friendship

In July 2023 we looked at FRIENDSHIP at Grow Mental Health. We celebrated the friendships that have sustained us through the difficult times and those waiting for us as we journey into our next chapter. 'Friendship is the special key to mental health' (Grow Program, p.21) and as such gets special focus in our groups. Each year on International Friendship Day (July 31st) we encourage our community to reach out to that important friend or maybe to make a new one.



Gathering in the East

A really great day was had by all in Hazel House on Saturday 1st July! We had a truly memorable day of fun, a bracing walk, woodwork, fabulous food, stories, and a sing-song. We had testimonies, chats, and loads of fun in Hazel House with the Eastern Region. John Farren did a great job as compere for the day and Maureen and Ann told us their Grow Mental Health stories and testimonies beautifully. We were all talking about what amazing women they are all day. We were all so grateful to everyone who organised funding and the agenda and all who contributed to the day. Special thanks to Gerry Farrell and Hazel House for hosting this great event. It was a day we'll never forget.



Gathering in the West

After more than 15 years of hosting Western Regional Weekends in Esker Retreat Centre in Athenry, this year the Western Region had to find a new location. Our priority was to find a peaceful place that was also very cost-effective and we found just that in St. Mary's Accommodation in Knock, Co. Mayo. Then we found out that the St. John's Day Centre across the road had a beautiful meeting room big enough for 50+ attendees. To make things even better, there was a huge performance area with a great sound system for our entertainment on both nights. The weekend was a great success with contributions from Growers, Grow staff, and others. Our keynote address was from Karen McHale, Peer Educator of Mayo Recovery College.



Kanturk Group Celebrates 30 Years

The Kanturk Grow Group celebrated its 30th birthday on the 16th of July with a delightful Afternoon Tea in the old-world charm of the Cahernane House Hotel in Killarney. Amid beautiful sunshine, with wonderful views of Killarney National Park, a great afternoon of celebrations, laughter, chat, and fun was enjoyed by all. Nora Daly, who was instrumental in starting this group, received special notice and accolades.

AUGUST

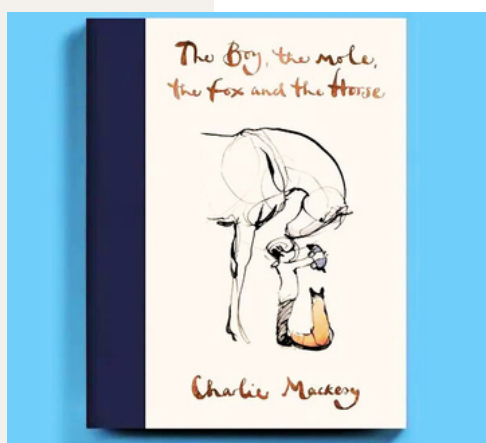
Happiness and Contentment

Contentment and happiness. Are they one and the same? And how do these concepts fit into our Grow Mental Health program of recovery and growth? In August, we were very fortunate to have a lot of Grow group member input into our newsletter, along with news and updates for the month. Our exploration of happiness and contentment and the difference therein made for a rich and enjoyable month of content.



Tullamore Goes Green

On the 28th of August members from the community and organisations across Offaly gathered to launch Tullamore Goes Green, an initiative supporting the See Change Green Ribbon campaign which aims to end stigma surrounding mental health. Participating organisations included Accessible Counselling Tullamore (who organised the launch), the National Office of Suicide Prevention, An Garda Síochána, local politicians, and Grow Mental Health - represented by the local area coordinator for Offaly and Laois, Michelle McCormick.



What Does Happiness Mean to You?

To me, happiness and contentment can be found in the simplest of things. Listening to my children laugh or looking at an older couple and the respect and affection shown to each other. Sitting and having a cup of tea in the evening with my husband after we have had a busy day on the bog or the farm. Sitting and waiting for the GAA matches to start with my in-laws. These things may not sound very exciting but they are simple and sometimes the simplest things are the nicest things. I highly recommend the book pictured to illustrate what happiness can be. By Caroline, Grow Group Member



Online Meet-Up

The Blackrock/Dun Laoghaire online group celebrated the summer weather with an in-person social. It was a wonderful morning. The group met at the People's Park in Dun Laoghaire under blue skies. A walk down the pier was followed by a visit to the Lexicon Library Cafe. It was great to get out and enjoy the lovely sunshine and friendly chat in person for a change!

SEPTEMBER

Creativity

Creativity! We often stand in awe of a painting that speaks to our souls. A beautiful poem can bring us to tears. We see ourselves in the songs and plays of great artists. But how often do we tell ourselves that we could never be that creative? That we just don't have the creative talent that others possess? In August we spoke about creativity and our mental health. Creative efforts do not have to result in masterpieces. In fact, they don't have to be for anyone but ourselves. But when we put pen to paper, brush to canvas, fingers to clay, or unleash our imaginations we can tap into the places and feelings that elude us otherwise.



Grow MH National Weekend

We came from every county in Ireland for the 2023 Grow Mental Health National Weekend. We opened ourselves up to connection and friendship. We also recognised the significance of doing so in changing our thinking, feeling, and acting. We came together as a caring and sharing community and celebrated our ability to be with one another in person. We learned, explored, sang, danced, and created and returned to our Grow Groups with lots to share.



Welcome, Annabel

Annabel O'Keeffe was appointed interim CEO of Grow Mental Health. Her background is in advertising, fundraising, and general management of not-for-profit organisations. Annabel accepted the role for one year, with the option of extending. Her goals for the interim period are to guide Grow Mental Health through a period of change and work collaboratively to map out the strategy for Grow for the coming years.



Thank you, Sheila

Sheila Magliozzi has been a member of the Regional Team in the Southern Region for the past 30 years. Sheila has been our main fundraiser on the Regional Team and over the years has raised approximately €600,000 for the Southern Region. On the 24th of September, the Cork Volunteer Centre held a Volunteer awards ceremony in Cork City. Many charities in the Cork/ Kerry area were represented at the awards and their volunteers recognised. Sheila (pictured here with Grow members Michael Manning and Diarmuid Cronin) was awarded the "Board Member of the Year" award.

OCTOBER

Opening Up to Friendship

October is World Mental Health Month. Our focus never wavers from our vision of an Ireland where no one needs to navigate mental health challenges or life's struggles alone. This month, however, we took advantage of the amplified conversation around mental health and highlighted the stories of hope and recovery that our Grow community has been brave enough to share over the years. We also focussed on the special key to mental health which is friendship. We looked at the different types of friendship we experience over time as well as what it means to take that first step and OPEN OURSELVES UP TO FRIENDSHIP.



Happy Birthday, RUGS

Our wonderful friends The RUGS celebrated their 10th Birthday during Mental Health Week with a fabulous night of Ukulele performances. Growers from all over Ireland joined the RUGS in Rody Borland's in Rathmines as they lifted the roof and raised over €7,000 for Grow Mental Health.



Creativity in Cahir

In the Spring Keith, one of the Cahir Farmer's Market suppliers, wanted to sell Sunflower plants. Keith sowed the seeds and eventually brought beautiful sunflower plants to the market. He wanted to give back to his community and he and his wife, Verona, decided to sell the blooms in aid of a charity. They selected Grow Mental Health as they were both impressed with the work that Grow and the group members do in their Cahir community.



World Mental Health Day

On World Mental Health Day, the Castlerea Grow Group set up an information stand to promote Grow in lovely Castlerea town. There was great support from the local community and lots of interest in Grow. The members felt it was an opportunity for growth and informing their town about Grow's Program of Hope and Recovery.

Grow was represented at World Mental Health Day at events all over Ireland. Thanks to all who were out there spreading awareness of our community peer support services.

NOVEMBER

Inner Peace

The world around us seems to fast forward in a blur. We can often get caught up in the hustle and bustle of living. Having inner peace is vital these days. But what happens when we lose connection with our peace of mind? In November we looked at some ways that we, as individuals, find and keep our inner peace.



Generous Spirit in Wexford

Tis' the Season for Charity - Wallace Mobile Homes in Wexford presented Grow Area Coordinator Felicia Black with a very generous cheque following their October fundraising campaign. On behalf of Grow Mental Health, we would like to thank Wallace for their kind donation. Their generosity will facilitate the continued work of Grow in the Southeast.



Celebrating Fr. Stan

Fr. Stan Mellett, pictured here with Grow volunteers at an awareness event, celebrated his 92nd Birthday with the Dundalk group with tea and birthday cake after the meeting. Fr. Stan has reached a wonderful age and his knowledge, kindness, and commitment to the Grow Program are so inspiring and encouraging for all of us in our Dundalk group and the wider Grow Community. We wish Fr. Stan many happy returns.



Inner Peace Podcast

In one of our most important conversations of the year, Jenny and Jonathan explored the importance of finding inner peace in a ever more chaotic world. Jonathan gave a masterclass on each of the ways he has found to tap into his own inner peace including meditation, mindfulness, getting into nature, reading, creating and so much more. At a time of the year when things can feel extra hectic, this podcast was the perfect listen and a great reminder that we are not our thoughts.

DECEMBER

Support Through the Season

December brought silver bells and holiday cheer. It also brought extra expenses, pressurised time with family or acute isolation in some cases, and stress! Whether we love the silly season or not, it comes around every year. In December we talked about ways you can help yourself and those around you who might be struggling over the Christmas period. We've included a calendar of Grow events taking place over the coming weeks as well as 12 Days of Christmas ideas for you and yours to help you stay merry and bright.



12 Acts of Self-Care

For the month of December, we came up with a 12 Days of Christmas self-care list. Each day, we gave a practical task to help stay grounded and prioritise self-care during this busy season. Because Christmas can be a rollercoaster, we urged everyone to stay connected and well, to reach out to old friends and family for a coffee catch-up, call someone who might be feeling lonely, or simply take a moment to just BE amidst all the hustle and bustle. We encouraged folks to reflect on the past year and think about the little changes we can make for the year ahead.



Super Star Fundraisers

On Christmas morning, Killian Andersen ran 50k in Naas to raise funds for Grow and awareness around the stress that many of us feel at the holidays. Killian was joined by lots of folks including Grow members along the way who wanted to support him and start their day with some exercise and fresh air. Killian's campaign raised a whopping €5,000 for Grow.

On December 30th, the Mullingar Rugby Club hosted a Memorial Cup Tournament in aid of several local mental health charities, including Grow. The tournament honoured Robbie Cooney, who died by suicide in August. It was greatly supported on the day and raised over €35,000 - €5,800 of which was generously donated to Grow Mental Health.



Carolling for a Cause

For the second year in a row, Grow groups in Limerick, Cork and Dublin caroled at bus stations to raise cash for their regional groups. Once again, we received donations from Bus Éireann/Expressway for each performance and the carolers collected contributions from those enjoying the holiday cheer. A special highlight to this year's line-up was the children of Sacred Heart National School Carolling for our cause at The Square in Tallaght. We raised over €3,000 in December through the Grow carolers.

SUSAN'S STORY

The Cycle of Support

**IF YOU NEED HELP,
HELP OTHERS. TO
HELP OTHERS, BEST
LET THEM HELP YOU.**



GROW PROGRAM

I looked for Grow in June 2020 in the middle of lockdowns and the beginning of online groups. All I knew at that time was I needed a group of like-minded people to support me. My family were in the middle of a huge crisis, and I had nowhere to turn. On top of that I had always been an incredibly anxious person.

Anxiety from childhood that is with me all day, every day. The worrying thoughts, the worst-case scenarios, the seeking perfection and the exhaustion. So, when big life problems hit it is very hard to cope.

From the beginning I discovered Grow was for me, I leaned into all it had to give me. The safe place to be myself, talk freely and find support. I let the support of the other members wash over me.

I always imagine it like a trapeze net, if you fall there will be those there to support. As I embraced the support of the group I also signed up for the newsletter, linked into the Facebook page and the Instagram. I listened to the latest podcasts. This helped bring Grow into the rest of the week.

My group have had many fantastic Coordinators, from the wonderful John Farren, being the first to Ruth Mangan who is such a kind and caring Co-ordinator now.

Things improved for me, not the family difficulties but I improved. I am ordinary, one of my favourite wisdoms, it takes the pressure off being perfect.

As I improved, I had time to take a breath and explore ways to support others. Having a little space in my head allowed me to do this. First, I became the group Organiser, then I joined a regional team, and I attended fund raising events and regional and national weekends.

The benefits for me were, building my self-esteem, which had been so low, giving me confidence to try new things and a sense of achievement. Anxiety had robbed me of all that.

It's funny when I searched for Grow I was only concerned with what it could give me and what I needed, I never considered how much it would help when I gave back. I then started to hear about a Leadership Course and those who said it was great. I really didn't have any expectations but again I thought well it can only be a good thing. The course was so interesting, I learnt so much about leadership in Grow. Before Grow I would have said to myself "You can't lead, what has leadership got to do with you? That's for others".

SUSAN'S STORY

One of the most powerful things I discovered during the course was, we are all leaders in Grow, something as simple as showing up regularly for your meeting and making eye contact with others is leading by example. Just smiling and nodding to a fellow member can encourage and support them.

The Leadership Course is made up of slides, quiz questions and case studies, all of which is discussed in the class before you tackle it. The modules look at different aspects of leadership, leading by example, leading a meeting and the roles of organisers and recorders. Treasa and Amanda were brilliant, they were calm and so encouraging. It is a detailed course with lots to do but I gained so much from it. The sense of achievement when I completed each assignment, and the feedback was so encouraging. When I'd see the email coming in from Treasa I would be dying to read it. The group classes were great, I would often be reluctant to ask a question and then someone else would, which was great. It was an opportunity for us to get together and discuss how we were progressing and prepare for the next module.

The graduation night was very special for me, I put on nice clothes and planned to a lovely dinner at home afterwards. It was held with the same significance as if it had been a face-to-face graduation. Annabel O'Keeffe, Grow Interim CEO, was there to handout the certificates.

Following the course, I feel more knowledgeable about the Grow Program and the different roles. I also feel I have more confidence when supporting others in the group. I would like to thank Francis and all my group for all they have given me.

Look, life continues to have ups and downs. Sometimes I need lots of support from my Grow family and sometimes I have the space to give support. Both have allowed me to find ways to cope, build my self-esteem and even find joy in things again.



Susan
GROW MEMBER
EASTERN REGION

GROW IN IRELAND
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

GROW IN IRELAND
(A Company Limited by Guarantee)

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GROW IN IRELAND
(A Company Limited by Guarantee)

CHARITY INFORMATION

Directors	Kate Slator (appointed 6 October 2023) Yvonne Pearse (appointed 20 February 2023) Paul Clabby Aideen O'Brien Christine Fitzgerald John O'Donnell Denis Fitzpatrick Gerry Farrell Annabel O'Keeffe (resigned 25 March 2023)
Company secretary	Denis Fitzpatrick (appointed 25 March 2023) Audrey Mcloughlin (resigned 25 March 2023)
Registered number	138767
Registered office	33 Henry Street Limerick
Trading address	No. 5 Forrest Mews Building Forrest Road Swords Co. Dublin
Independent auditors	Crowe Ireland Chartered Accountants and Statutory Audit Firm 40 Mespil Road Dublin 4 D04 C2N4
Bankers	AIB Permanent TSB
Registered charity number (RCN)	20023294
Charity number (CHY)	9319

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

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Directors' responsibilities statement

The directors are responsible for preparing the Directors' annual report and the financial statements in accordance with Irish law and regulations. Irish company law requires the directors to prepare the financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date, of the net income or expenditure of the company for that financial year and otherwise comply with the Companies Act 2014.

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

- Select suitable accounting policies and then apply them consistently.
- Make judgments 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 on the going concern basis unless it is inappropriate to presume that the charity will continue in operation. The directors confirm that they have complied with the above requirements in preparing the financial statements.

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 income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Directors' Report For the year ended 31 December 2023

The Directors present their annual report together with the audited financial statements of GROW in Ireland (the company) trading as Grow Mental Health for the year ended 31 December 2023. The directors confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the "Statement of Recommended Practice (SORP)" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Objectives and Activities

GROW in Ireland is a registered charity (CHY 9319, CRA 20023294) 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 to 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, educational centres 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.

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The vision 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 Board have considered the Charity Act 2009, guidance on charitable purpose, and public benefit.

Our Mission

Our mission is to create new hope, a sense of identity, meaning, and valued connection by empowering people to nurture their positive mental health and well-being, by supporting personal growth, and establishing a path to recovery through education, self-teaching, and peer support.

Our Vision

An Ireland where no one needs to navigate mental health challenges or life's struggles alone.

- **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

New Strategy – Change and Growth 2022 -2026

Grow Mental Health (Grow) embarked on a strategy development project in the summer of 2021 with Mantra Strategy which included substantial engagement with Grow stakeholders at all levels and resulted in a new 4-year plan for the organisation. This document, entitled "Change and Growth 2022 – 2026" has been approved and adopted by the Board.

Policy Context

Our strategic plan responds to several mental health policies and strategies. Our Program focuses on recovery with the member at the centre of what we do which is aligned to the following policies and strategies

- The National Framework for Recovery (2018 - 2020)
- Sharing the Vision (2020 - 2030)
- Connecting for Life (2015 - 2024)
- Slainte Care (2021 - 2023)
- CHIME Principles (2011)
- Healthy Ireland Strategy (2013)

The strategy is built upon the following 3 strategic pillars.

Pillar One Building the Story

Building the story is about reach, growth in numbers, growth in audience diversity, digital optimisation.
Strategic Outcome: The support offered by Grow is accessible to whoever needs it.

Pillar Two Telling the Story

Telling the story is about providing opportunities for the stories to be told, supporting the telling of those stories through training, through social media content production, through multi-media narrative exploration (e.g., podcasts, documentaries, PR campaigns, fundraising events and promotions).
Strategic Outcome: The support offered by Grow is known/seen/heard.

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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

Pillar Three Owning the Story

Owning the story is about Grow developing its voice/profile as a public contributor/expert, ensuring that everyone at Grow is on the same page (organisational synergy) and that the proper organisational structure is in place to deliver on the overarching goals and aims. *Strategic Outcome: All at Grow take responsibility to evolve, innovate and develop sustainably and collectively as an organisation so that they can continue to provide much needed supports for members.*

Each of these pillars is supported by strong objectives and specific actions. These strategic pillars and objectives firmly place the story of the member at the heart of the strategy for Grow, meaning that everything else can develop from this. These pillars anchor the strategy for the organisation. They suggest an inclusive and collective approach for goal setting and implementation.

Achievements and Performance

2023 was both a rewarding and challenging year for Grow Mental Health. We are in the implementation phase of our ambitious strategy, involving the restructuring of the organisation both in terms of process and architecture. To this end Grow Mental Health aims to ensure its sustainability, reach, and effectiveness. The challenge as with any change process has been the adoption of change and we have experienced a high level of staff turnover as the organisation embraces and embeds the change process. Despite the challenges, the opportunities and positives are evident. Grow Mental Health now offers a blended service with offerings both online and in person to reach those most in need of mental health peer support. We have put huge efforts into our visibility and access pathways and believe we are on our way to becoming Ireland's No1 provider of mental health peer support. Grow Mental Health has also worked to build capacity in our community events providing respite weekends and Community Education Programs supporting our vision of "an Ireland where no one needs to navigate mental health challenges or life's struggles alone." We continue to foster strong relationships with our stakeholders and our main funders, the HSE, through our service level arrangements and are proactively working on a reinvigorated fundraising strategy.

Service Delivery

Grow Mental Health peer support groups are open to individuals aged 18 and over, across the country and online. Our groups are aimed at those experiencing mental health challenges and encompass those looking for early intervention and recovery support as well as those experiencing more acute difficulties.

We are proud to provide an accessible, visible, and free service to those needing mental health support. Our blended service model is available nationally online, and we also have a network of in-person meetings around the country. This model of service delivery allows us to deliver in-person groups where there is demand and available resources. Online groups are available nationally and provide additional access to those in remote areas or who otherwise may not be able to attend an in-person group. In-person, groups link well with online groups in terms of community engagement and allow online members the opportunity to join scheduled meetups, training, and respite events in person. This also works in the reverse where regional training and events are held online to support resource allocation and to maximise the inclusion of as many people as possible, for example our online Christmas schedule supporting those most isolated at a crucial time of year. This all contributes to inclusion, diversity, and individual wellness and connectedness.

Having the Digital Hub allows the in-person regional groups the available resources to expand in new areas and in innovative ways piloting geographical regions while maximising resource capacity. The Digital Hub can scaffold the geographical regions where needed, supporting the development of new groups, and linking in at times of increased demand and holidays. The Digital Hub is now part of our core service delivery and forms an integral part of our future delivery model.

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FOR THE YEAR ENDED 31 DECEMBER 2023

In 2023 Grow Mental Health Delivered:

- Current No of Groups: 110
- 19 National Online Groups
- 8 Regional Online/Blended Groups
- 83 Face to Face Groups

The Leadership Course

The Leadership Course is offered to Grow Mental Health members who are interested in taking up voluntary roles within the organisation. It also allows members to explore how to develop personal leadership skills and their knowledge of the Grow Mental Health Program. In 2022, Grow MH updated this course to allow us to deliver it online. In 2023, the course was rolled out to Grow MH staff and key volunteers, this process is now complete with a 78% completion rate. A full review of the program has taken place. In 2024, we will roll out the improved leadership program to group members and this will improve the quality of our groups as well as our volunteer capacity. 20 members have signed up for the first session of 2024.

Community Education Programs

Grow Mental Health delivers Community Educational Programmes aimed at developing thinking around the subject of mental health in general, its relevance to our lives today, and the importance of maintaining one's mental health and a general sense of well-being. Those attending the program may have;

- Direct experience of mental health challenges
- Be living/caring for someone who is experiencing mental health challenges
- Involved in mental health service provision
- Have a general interest in mental health

The programs are co-presented and co-produced by our members, staff, and other mental health professionals. We ran 6 programs throughout the country last year. The program generally covers a variety of topics over 5 weeks, including;

- Understanding your mental health
- Bereavement and loss
- The challenges and stresses facing vulnerable people
- Coping skills and strategies
- Stress management
- Suicide and suicidal behaviour, substance abuse, and addiction
- Testimonies from people in recovery and information on local services

Podcasts

A Grow Mental Health podcast was released every month during 2023 and guests came from a variety of backgrounds. Many were again members of our Grow groups from all corners of the country, but this year we also featured some external mental health advocates e.g. Pat Bracken, Consultant Psychiatrist, Elaine Browne of Perspectives and Kilian Anderson of Kiliohikes.com. Podcast themes originated from The Grow Program and where as follows:

- Change
- Love
- Support
- Hope
- The Power of Story
- Inclusion
- Community
- Contentment and Happiness
- Creativity
- Friendship
- Inner Peace
- Support through the Season

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Respite Weekends

Grow Mental Health national and regional weekends are a hallmark and highlight of the Grow Mental Health community engagement calendar. Grow members and volunteers, as well as board members and staff have an opportunity to come together in a relaxed and social environment, to celebrate, review, and develop the Grow Mental Health community. Last year our national weekend took place in Portlaoise, attended by 122 people. We also held well-received regional weekends in the West, in Knock, where 51 people attended. There were also regional days in the Southeast, where 50 attended, and the Midwest and Southern regions where 59 attended. Respite days were also held in the Northwest and Northeast regions where 60 attended.

Training

We consider training for staff, members and volunteers to be of great importance and in 2023 we invested in the following to ensure that we deliver the best possible programmes to our members.

- **Mental Health First Aid**, took place over 4 consecutive weeks during November 2023
- **Garda Vetting Training**, 3 participants (E-Learning programme)
- **Children First Training**, is a mandatory training course for all Grow employees. In total 9 employees took this training in 2023 and 15 renewals were completed
- **Time Management System**, as part of the on-boarding procedure training in the TMS was provided for 10 new employees
- **Clear review training**, all employees received training in Clear Review, the new performance management system at Grow. Training for new employees is now included as part of our on-boarding process
- **SafeTalk, suicide awareness**, 2 employees undertook this online training
- **Mantra Strategy Workshop**, during a companywide training and team building weekend, Mantra delivered a series of workshops including; *The Perception of Leadership, Leadership Development, and Time Management v Energy Management*. This was very positively received by employees and useful as a building block for future strategy and building positive relationships within the organisation.

World Mental Health Day

For World Mental Health Day Grow Mental Health themed up with our friends, The Rugs, a Rathfarnham based Ukulele Group to celebrate their 10th anniversary. The event also promoted the wonderful roles both music and community play in maintaining our overall wellness. The night was a wonderful success and we raised almost €8,000.

Corporate Partnerships & Fundraising

Grow Mental Health created a new partnership with Mini Ireland for Valentine's Day 2023. This allowed us to send a Valentines Rose to over 250 Grow Group Organisers. This was a "Thank you" to these key individuals who play a huge role in the delivery of our work. Each week people are loved back to health in our groups, and we were able to show appreciation and gratitude for those who make this sharing of love possible. We also created some media coverage by using the initiative to present a few media personnel with roses live on National TV and Radio. This initiative featured on Ireland AM where two Grow spokespeople explained what Grow MH all is about, the difference it had made in their own lives and prompted anyone in need of help and support to contact us at Grow.ie.

Grow Mental Health continued its partnership with Bus Eireann and Expressway (Ireland's premium inter-regional coach service) throughout 2023.

Firstly, Grow benefited from Bus Eireann's corporate sponsorship of €10,000 for "The Yellow Walk" fundraiser in June. Grow members joined Grow staff, and employees and family and friends of Bus Eireann to celebrate the summer solstice and walk in yellow to raise awareness of the free supports Grow Mental Health offers all around the country.

Secondly, in August we received a donation of €6,000 from the Reserve Vending Machines which are located at bus stations.

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Thirdly, we received a €4,000 donation in support of our Christmas Carol Singing across bus stations during December 2023.

Many other wonderful fundraisers took place throughout the year. Friends of Grow MH worked with us to raise funds through Soccer Tournaments, 50km runs, head shaves and many more events.

Recruitment and Training

During 2022 Grow trained all staff on organisational culture with a view to working towards collectively creating the new vision for Grow as part of a strategic change process. Grow is working towards a values led culture and embedding our core values into everything we do in support of our service users. We value inclusion, hope, integrity, connection, support and change. Grow continue to update all staff on the safety protocols around covid 19 which has been incorporated into our on-boarding processes including pre return to work inductions and lead worker representative training. Grow has trained its service users and staff in Mental Health First Aid and has brought its "Personal Growth and Recovery through Leadership Programme" online making it accessible to greater numbers of service users as part of their working on recovery and wellbeing maintenance. Grow is in the process of rolling this out to staff and service users across the organisation. The programme is one of personal development. This modular programme of development is available to all staff and service users in support of a peer supported model of recovery and growth. With 9 staff exiting and 11 new staff joining the Grow team, our HR department was under pressure during the year to manage exits and new recruitment. Our HR department is under resourced and this proved challenging during the year to manage such a high turnover of staff.

Recruitment and Selection

We recruited the following nine roles in 2023

- Interim CEO
- Human Resources Officer
- Finance Manager
- Area Co-Ordinator Roscommon
- Area Co-Ordinator Limerick/Tipperary
- Area Co-Ordinator Limerick/Tipperary
- Finance Assistant
- Data Officer (Monitoring, Reporting & Evaluation)
- Data Officer - (Maternity Cover)

All employees have been successfully on-boarded.

Website & Social Performance

Over recent years the website has become the main vehicle for recruitment of new members to both our online and in person groups.

To this end a new staff member was recruited to manage the SEO, content and redesign of our website grow.ie. It is crucial that we make the path into our support groups as easy as possible for those seeking support and this process is under constant review and improvement. We have also identified our recovery stories as key content which users review prior to signing up to join one of our free support groups.

Website

In 2023 Grow.ie had 28,452 user sessions.

Our web traffic increased by 1,697 users, our bounce rate has decreased from 57.19% down to 32.28% and the average time spent on our website has increased from 2m 10s to 3m 31s so this all shows the SEO content is ensuring we show up for the right searches, so users are now staying on our website for longer with lower bounce rates.

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Facebook & Instagram visits FY 2023

Visits

Facebook visits ①

16,235 ↑ 110.1%



Instagram profile visits ①

2,712 ↑ 57.3%



Reach on Instagram FY 2023

Reach

Facebook reach ①

53,807 ↓ 63.1%



Instagram reach ①

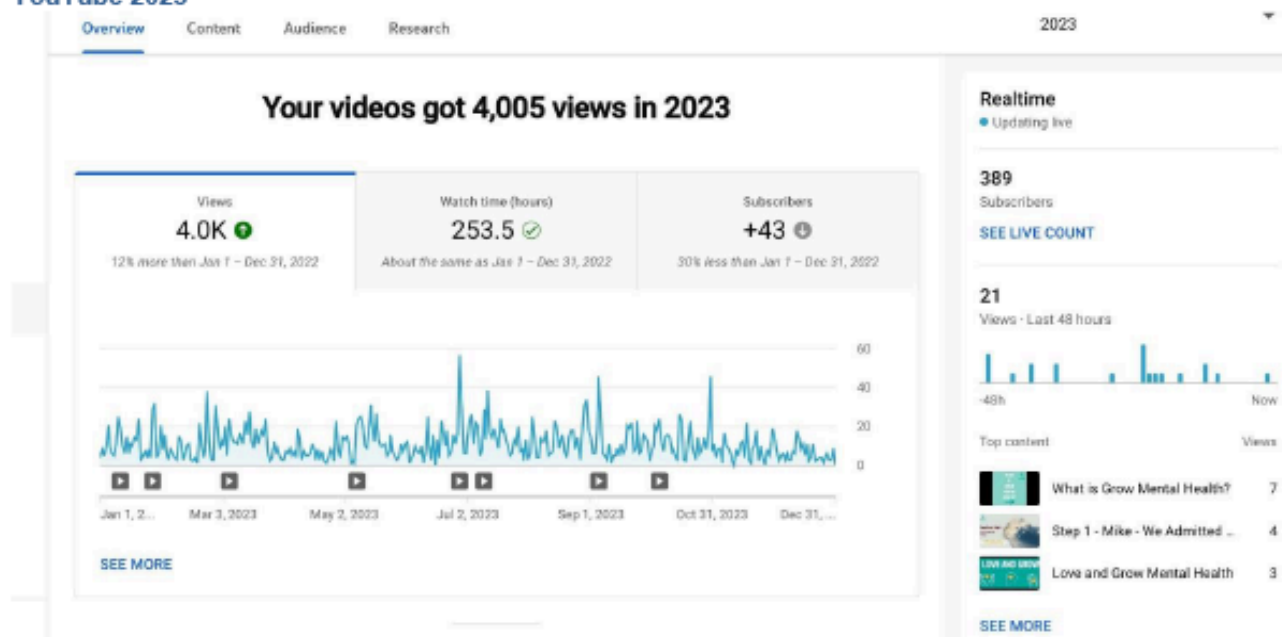
10,711 ↓ 45.3%



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DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

YouTube 2023



Overall, the Website, Facebook and Instagram pages and YouTube are performing well. The performance of all platforms depends on the amount of engaging content we can create and how fresh and relevant our posts are. No analysis has been done on X (Twitter), or LinkedIn. The challenge is keeping all social platforms fresh, engaging and relevant. As we focus on events driven content and engaging recovery stories, we expect our social media reach, interactions and follower numbers to continue to grow.

Financial Review

The Surplus for the year amounted to €309,625 (2022 – Deficit €58,489). At the end of the year, the charity has assets of €1,922,341 (2022 - €1,606,737) and liabilities of €366,494 (2022 - €360,517). The net assets of the charity have increased by €309,625.

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 is six months operating expenses of approx. €1,118,066 based on 2023 budgets. 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 2023, over 81% of our funding came from the HSE and a further 7% of funding was from other funding bodies such as Pobal and the Probation Services. We achieved a surplus in 2023 namely due to a bequest from a relative of a founding member of Grow MH. The Board have agreed that these monies should be ring-fenced for the direct benefit of Grow members in the future.

Traditional Grow fundraising activities such as street collections have yet to recover to pre-covid times. Grow Mental Health continue to develop other fundraising streams and partnerships such as the Easter Walk, Big Love Campaign with Mini Ireland and the Bus Eireann campaign. Due to these events, Fundraising and Donation income has greatly improved. 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. Grow is signed up to the Statement of Fundraising Principles.

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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 €25,294 (2022 - €21,761).

Challenges and Risks

Grow Mental Health have secured HSE funding for 2023 and have welcomed the 3.5% one off funding from the HSE. Grow recognises that it needs to become less reliant on funding from the HSE and increase its income from other means such as corporate sponsorship and donations in order to continue to deliver on its objectives and goals. Inflationary pressures continue to have a negative effect on future forecasts which the board recognises as a challenge and risk to manage over the coming years.

Director's Interests

None of the directors had any interests in any contracts entered 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 Apt 5, Forrest Mews, Forrest Road, Swords, Co. Dublin.

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

Subsequent Events

There have been no significant matters affecting the company post the financial year.

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.

Going Concern

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Therefore, they continue to adopt the going concern basis in preparing the annual financial statements.

Structure, Governance and Management

Grow Mental Health is registered as a charity under Section 3 Subsection 11 (a) of the Charities Act, 2009 "other purpose beneficial to the community." Our Registered Charity Number (RCN) is 20023294. Grow Mental Health also has charitable tax exemption from the Irish Revenue. Our CHY number is 9319. Grow Mental Health is registered as a company limited by guarantee not having a share capital in accordance with the Companies Act 2014. Our Companies Registration Number (CRN) is 138767.

Grow Mental Health is governed by its Memorandum and Articles of Association which outlines Grow's objectives. Our main object 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.'

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**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023**

The Board

Grow Mental Health is directed by a voluntary board which comprises of people with varied backgrounds, some of whom have experienced mental health issues. Its function is to provide leadership, develop strategy, formulate effective policies and procedures oversee their implementation, and to ensure good governance generally and strong financial control.

The Board is provided with regular financial and operational information. Detailed annual budgets are prepared and are reviewed by the Finance Committee and further reviewed and approved by the Board. Actual results and outcomes are compared against the budget and corrective action is taken when necessary.

During 2023 the Board met 9 times (including the AGM). The Table below sets out the attendance of Board members:

Board Member	4 th Feb	25 th March	Cont 27 th March	20 th May	15 th July	9 th Sept	4 th Nov	Cont 6 th Nov	2 nd Dec
J O'Donnell	☐	☐	☐	☐	☐	☐	☐	☐	☐
D Fitzpatrick	☐	☐	☐	☐	☐	☐	☐	☐	☐
G Farrell	X	☐	☐	☐	☐	☐	☐	☐	☐
C Fitzgerald	☐	☐	☐	X	☐	X	☐	☐	☐
A O'Keeffe *	X	X	X	X	X	X	X	X	X
A O'Brien *	☐	☐	☐	☐	X	X	X	X	X
Y Pierce *	☐	☐	☐	☐	X	X	X	X	X
P. Clabby	☐	☐	☐	☐	☐	X	☐	☐	☐
K. Slater								☐	☐

* Y Pierce is on maternity leave. A O'Keeffe and A O'Brien both stepped down in 2023.
X – donates non-attendance at meeting

The Board held nine meetings with the Chief Executive in attendance. The Chief Executive reports to the Board but is not a member of the Board.

We have a committed and strong Board, with directors giving their time for free and receiving no payments for their work. However, Board members are entitled to claim for travel and subsistence expenses in attending meetings. In 2023 Board members expenses increased to €6,083 in 2023 compared to €5,681 in 2022.

Appointment of Board

As set out in the Articles of Association, the Board should consist of not less than 5 nor more than 12 directors, one of whom is elected as Chairperson, and one as Vice Chairperson. Not less than two-thirds of the members of the Executive shall be Growers.

The National Program Committee

The National Program Committee is responsible, on behalf of the Board, for ensuring the authentic delivery of the Grow Program. It is also responsible for the delivery of training and the development of leadership relevant to the Program. It is primarily run by Growers who have come up through the organisation. It is governed by the Board and its members are selected based on their expertise relating to the Grow Program.

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Regional Teams

Regional Teams work closely with the Regional Manager and other members of staff in their region to support the activities of the region including the support of Grow Groups and fundraising activities. There are eight Regional Teams who meet approximately six times during the year. The Regional Teams are governed by the Board and are primarily run by Growers who have come up through the organisation.

Board Committees

The Board of Grow Mental Health has formed three committees to support its activities:

- The National Program Committee
- The Finance Committee
- The Governance (Risk, Compliance and Policy Management) Committee

Risk Management

The Board has delegated responsibility for risk management to the Governance Committee which is supported by our Governance, Compliance and Risk Officer. That committee has developed and regularly reviews a risk management policy and procedures which are approved by the Board. The key element of our risk management policy and procedures is a drawing up of a Risk Register to identify our top risks, the development of risk mitigation plans to address those risks, and the regular review of progress against those plans. The Risk Register and progress against Risk Mitigation Plans are reviewed at least quarterly by the Board.

Board Relationship with Management and Staff

The Board is primarily responsible for strategic leadership whilst the Chief Executive Officer (CEO) and management team are responsible for day to day management.

The CEO leads a team of up to 50 employees working in the National Office and 5 regional offices.

The National Office

The National Office is the base for the overall administrative and support services of Grow Mental Health, including, Finance, IT, HR, Communications, Risk and Compliance, Quality, and Monitoring and Evaluation of Grow Groups.

Regional Offices

The Regional Offices are the bases for the management of Grow Groups in the regions. They support a network of Regional Managers and Area Co-Ordinators whose primary function is the setting up and delivering of the Grow Program at Grow Groups operating in their region. These offices are also our primary contact point with members of the public.

Volunteers

The Board would like to pay tribute to:

- The National Program Committee and the Regional Program 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 Mental Health
- Our fundraisers who do so much to encourage others to enrich lives through donations and fundraising activities

Statement on 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.

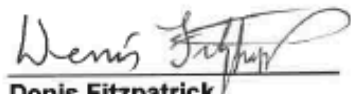
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Auditor

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

Approved by the Board and signed on its behalf by:


Denis Fitzpatrick
Director


Kate Slator
Director

Date: 23/4/24

GROW IN IRELAND
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GROW IN IRELAND

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Grow In Ireland (the 'charity') for the year ended 31 December 2023, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued in the United Kingdom by the Financial Reporting Council.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2023 and of its movement in funds 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 charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and 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

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

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

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

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in

GROW IN IRELAND
(A Company Limited by Guarantee)

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

our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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

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

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

Matters on which we are required to report by exception

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

Respective responsibilities and restrictions on use

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement on page 2, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

GROW IN IRELAND
(A Company Limited by Guarantee)

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

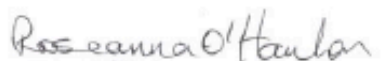
Auditors' responsibilities for the audit of the financial statements

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/Auditing-standards>. 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 charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an 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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Roseanna O'Hanlon

For and on behalf of

Crowe Ireland
Chartered Accountants and Statutory Audit Firm
40 Mespil Road
Dublin 4
D04 C2N4

Date: 29 April 2024

GROW IN IRELAND
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 €	Restricted funds 2023 €	Total funds 2023 €	Total funds 2022 €
Incoming resources					
Incoming resources from generated funds:					
Incoming resources from charitable activities	4	-	2,169,977	2,169,977	1,731,763
Voluntary income	6	510,486	-	510,486	63,016
Other incoming resources	7	46,149	-	46,149	15,286
Investment income	8	248	-	248	7
Total incoming resources		556,883	2,169,977	2,726,860	1,810,072
Resources expended					
Charitable activities	9	-	2,412,439	2,412,439	1,868,144
Raising funds		4,796	-	4,796	417
Total resources expended		4,796	2,412,439	2,417,235	1,868,561
Net income (expenditure)		552,087	(242,462)	309,625	(58,489)
Transfer between funds	18	(320,102)	320,102	-	-
Net movement in funds for the year		231,985	77,640	309,625	(58,489)
Total funds at 1 January 2023	18	877,214	369,007	1,246,221	1,304,710
Total funds at 31 December 2023		1,109,199	446,647	1,555,846	1,246,221

There were no recognised gains and losses for 2023 or 2022 other than those included in the statement of financial activities incorporating income and expenditure account.

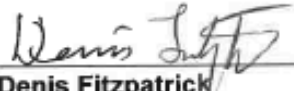
The notes on pages 21 to 32 form part of these financial statements.

GROW IN IRELAND
(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023 €	2022 €
Fixed assets			
Tangible assets	12	440,000	450,000
		<u>440,000</u>	<u>450,000</u>
Current assets			
Debtors: amounts falling due within one year	13	34,459	43,453
Cash at bank and in hand	14	1,447,882	1,113,285
		<u>1,482,341</u>	<u>1,156,738</u>
Creditors: amounts falling due within one year	15	(366,495)	(360,517)
Net current assets		<u>1,115,846</u>	<u>796,221</u>
Total assets less current liabilities		<u>1,555,846</u>	<u>1,246,221</u>
Net assets		<u>1,555,846</u>	<u>1,246,221</u>
Funds			
Restricted funds		446,647	369,007
Unrestricted funds		1,109,199	877,214
Shareholders' funds		<u>1,555,846</u>	<u>1,246,221</u>

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


Denis Fitzpatrick
Director


Kate Slator
Director

Date: 23/4/24

The notes on pages 21 to 32 form part of these financial statements.

GROW IN IRELAND
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 €	2022 €
Cash flows from operating activities		
Net movement in funds for the financial year	309,624	(58,489)
Adjustments for:		
Depreciation of tangible assets	10,000	10,000
Interest received	(248)	(7)
Decrease/(increase) in debtors	8,994	(40,160)
Increase in creditors	5,979	53,046
Net cash generated from / (used in) operating activities	<u>334,349</u>	<u>(35,610)</u>
Cash flows from investing activities		
Interest received	248	7
Net cash from investing activities	<u>248</u>	<u>7</u>
Net increase/(decrease) in cash and cash equivalents	<u>334,597</u>	<u>(35,603)</u>
Cash and cash equivalents at beginning of year	1,113,285	1,148,888
Cash and cash equivalents at the end of year	<u><u>1,447,882</u></u>	<u><u>1,113,285</u></u>
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	1,447,882	1,113,285
	<u><u>1,447,882</u></u>	<u><u>1,113,285</u></u>

The notes on pages 21 to 32 form part of these financial statements.

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. General information

Grow in Ireland (the 'charity') 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 financial statements comprising the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes constitute the individual financial statements of Grow in Ireland for the financial year ended 31 December 2023.

Grow in Ireland is a company limited by guarantee (registered under Part 18 of Companies Act 2014) incorporated and registered in the Republic of Ireland (CRO number 138767). The registered office is 33 Henry Street, Limerick.

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 'Charities SORP').

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 charity'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 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.

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.4 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.

2.5 Interest Income

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

2.6 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.

2.7 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 and impairment losses. 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

2.8 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.9 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.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the charity's cash management.

2.10 Creditors

Short term creditors are measured at the transaction price.

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2. Accounting policies (continued)

2.11 Financial Instruments

The charity 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.

2.12 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.

2.13 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.

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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.

Income recognition

In applying the income recognition principles of the Charities SORP, judgements are occasionally required to ascertain whether a grant agreement is performance or non-performance based. This is done using established criteria that are applied consistently across all funding instruments and from one period to the next. Furthermore, where grant agreements are found to be performance based, judgements are required as to the level of income that should be recognised in a particular accounting period. The organisation typically uses incurred expenditure as the most appropriate basis to measure progress on grant agreements and to recognise the related income. This is done in conjunction with a qualitative assessment of the status of the underlying projects in order to ensure this represents the most appropriate basis of recognition. All judgements are made at the individual grant level and are subject to appropriate review and approval processes.

Establishing the useful life of fixed assets

Long-lived assets, consisting primarily of freehold property, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

Going Concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the charity was unable to continue as a going concern.

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

4. Incoming resources from charitable activities

	2023	2022
	€	€
Incoming resources from HSE Grants - Section 39 (restricted)		
Area 1: North West	109,736	106,026
Area 2: West	82,728	78,412
Area 3: Midwest	87,975	85,000
Area 4: Southern	93,999	90,821
Area 5: South East	127,628	123,312
Area 6: Midlands	102,037	96,500
Area 7: East	132,292	129,751
Area 8: North East	103,088	101,688
National	1,005,705	767,011
	<u>1,845,188</u>	<u>1,578,521</u>
Incoming resources from HSE Grants - Lottery (restricted)		
Area 2: West	2,000	-
Area 5: South East	-	997
Area 8: Midlands	-	800
	<u>2,000</u>	<u>1,797</u>
Incoming resources from HSE Grants - Others (restricted)		
Area 2: West - Development of Roscommon area	20,439	-
Area 4: Southern - Development of Kerry area	36,714	-
National: Weekend	10,000	-
National: Development and expansion of Digital IT	160,843	47,035
	<u>227,996</u>	<u>47,035</u>
Non- HSE income (restricted)		
National: Probation Service - Arbour Hill	13,300	14,000
National: Pobal	76,673	90,410
National: Dublin City Council	4,820	-
	<u>94,793</u>	<u>104,410</u>
Incoming resources from charitable activities	<u>2,169,977</u>	<u>1,731,763</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

5. Grants analysis

Grantor	Total Grant Amount	Name of Grant	Opening deferred income balance €	Grants receivable €	Income recognised €	Closing deferred income balance €
HSE (All regions)	1,845,188	Section 39 funding - Funding for Grow Recovery Program and other Grow services (including 3.5% inflation grant)	25,479	1,847,188	(1,845,188)	27,479
HSE (West)	2,000	National Lottery Grant Scheme - Respite funding	-	2,000	(2,000)	-
HSE (South)	35,000	Once off funding to support Section 39 funding within the Kerry area	3,517	35,000	(36,714)	1,803
HSE (West)	44,899	Once off funding to support Section 39 funding within the Roscommon area	-	44,899	(20,439)	24,460
HSE (National)	187,000	Development and expansion of digital IT	221,323	-	(160,843)	60,480
HSE (National)	10,000	Funding for the National weekend	-	10,000	(10,000)	-
Pobal (National)	76,673	Funding scheme to support National Organisations in the Community and Voluntary Sector - Pay and General Administration for HR Officer, Volunteer Co-Ordinator and IT Officer	-	76,673	(76,673)	-
Probation Service (National)	13,300	The Department of Justice and Equality through the Probation Service (Arbour Hill Programme) - Service Provision of GROW Leadership Course in Arbour Hill (12 months)	-	13,300	(13,300)	-
Dublin City Council (National)	4,820	Funding for Running and Operating Costs for the Dublin Area	-	4,820	(4,820)	-
			250,319	2,033,880	(2,169,977)	114,222

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

Opening and closing deferred income per the above schedule is included within deferred income in note 15.

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

6. Voluntary income

	2023 €	2022 €
Donations	490,063	42,544
Literature income	1,385	6,655
Voluntary/Grower contribution	19,038	13,817
	<u>510,486</u>	<u>63,016</u>

7. Other incoming resources

	2023 €	2022 €
Fundraising and miscellaneous income	33,027	9,855
Street collections	5,099	5,431
Rental income	8,023	-
	<u>46,149</u>	<u>15,286</u>

8. Income from investments

	2023 €	2022 €
Bank interest	248	7
	<u>248</u>	<u>7</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

9. Expenditure on charitable activities

	2023 €	2022 €
Service delivery	302,610	246,056
Education and outreach	1,668	1,888
Promotion and marketing	65,771	61,501
Premises costs	88,514	83,415
Wages and salaries (note 11)	1,745,955	1,323,428
Office costs	148,322	124,997
Depreciation	10,000	10,000
Governance costs (note 10)	49,599	16,859
	<u>2,412,439</u>	<u>1,868,144</u>

10. Analysis of governance costs

	2023 €	2022 €
Regional team expenses	3,289	1,570
Executive expenses	6,083	5,681
Audit Fees	22,793	9,608
Legal and professional fees	17,434	-
	<u>49,599</u>	<u>16,859</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

11. Employees	2023 €	2022 €
Staff salaries	1,511,776	1,182,278
Social security costs	148,885	119,388
Cost of defined contribution scheme	25,294	21,762
Other compensation and termination benefits	60,000	-
	<u>1,745,955</u>	<u>1,323,428</u>

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

	2023 No.	2022 No.
Charitable Activities	<u>73</u>	<u>61</u>

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

	Number of employees 2023	Number of employees 2022
€60,000 - €70,000	1	-
€70,001 - €80,000	-	-
€80,001 - €90,000	-	1
€90,000 +	-	-
	<u>1</u>	<u>1</u>

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

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

12. Tangible fixed assets

	Freehold property €
Cost or valuation	
At 1 January 2023	500,000
At 31 December 2023	<u>500,000</u>
Depreciation	
At 1 January 2023	50,000
Charge for the year on owned assets	10,000
At 31 December 2023	<u>60,000</u>
Net book value	
At 31 December 2023	<u>440,000</u>
At 31 December 2022	<u>450,000</u>

13. Debtors

	2023 €	2022 €
Trade debtors	34,459	39,551
Prepayments	-	3,902
	<u>34,459</u>	<u>43,453</u>

14. Cash and cash equivalents

	2023 €	2022 €
Cash at bank and in hand	1,447,882	1,113,285
	<u>1,447,882</u>	<u>1,113,285</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

15. Creditors: Amounts falling due within one year

	2023 €	2022 €
Trade creditors	29,057	48,306
Taxation and social insurance	39,367	26,865
Accruals	171,702	28,962
Deferred income	126,369	256,384
	<u>366,495</u>	<u>360,517</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 €25,294 (2022: €21,762). An amount of €9,865 was included within accruals in Note 15 in respect of pension contributions which were paid in full after the reporting date.

17. Analysis of net assets by fund

	Fixed assets €	Current assets €	Current liabilities €	Total €
Restricted funds				
All funds	440,000	133,016	(126,369)	446,647
Unrestricted funds				
Activities for generating funds	-	1,349,325	(240,126)	1,109,199
	<u>440,000</u>	<u>1,482,341</u>	<u>(366,495)</u>	<u>1,555,846</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

18. Analysis of movement of funds

	Opening Balance 01/01/2023	Incoming resources	Resources expended	Transfers between funds	Closing Balance 31/12/2023
Restricted funds					
Capital and other grants received	346,598	175,663	(175,663)	93,402	440,000
HSE Section 39 and once off grants	-	1,902,341	(2,121,772)	219,431	-
Probation Service	5,801	13,300	(12,454)	-	6,647
HSE respite funding	15,278	2,000	(17,278)	-	-
Pobal	1,330	76,673	(85,272)	7,269	-
	369,007	2,169,977	(2,412,439)	320,102	446,647
Unrestricted funds					
Activities of generating funds	877,214	556,883	(4,796)	(320,102)	1,109,199
Total funds	1,246,221	2,726,860	(2,417,235)	-	1,555,846

19. Company status

The charity is a company limited by guarantee not having 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 financial 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 €4,900 (2022: €2,719). The expenses relate to travel costs incurred while fulfilling their duties as directors of charity.

21. Provisions available for audits of small entities

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

22. Post balance sheet events

There were no significant subsequent events that require disclosure or adjustment to the financial statements.

23. Approval of financial statements

The board of directors approved these financial statements for issue on 29 April 2024.

“

What our members love about Grow Mental Health and the Grow Program:

From the first meeting I felt hope the group gave me the space to heal in my own time.

Really enjoyed the group, was coming from a compassionate peer support and loved the way it flowed each week.

I have seen people blossom in Grow – people who hadn't any hope – are now helping others on to recovery and growth.

So nice to experience people's honesty and have an understanding of how the leadership works and allows people to grow within themselves.

I came through it into the light and that is what Grow has done for me.

”



Grow
Mental Health

Grow in Ireland
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