



GROW ANNUAL REPORT 2022

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.

WE DO THIS BY:

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

OUR VALUES

- INCLUSION (open to all over 18)
- HOPE (believing recovery is possible)
- INTERGRITY (honest, open, respectful, truthful communication, always striving to act with good character)
- CONNECTION (your place within your community, developing healthy friendships and connecting on a spiritual level with the world around us)
- SUPPORT (program wisdom shared through peer support, breaking isolation and empowering leadership)
- CHANGE (personal growth, self acceptance and reaching one's full potential.

GET IN TOUCH

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Grow Mental Health



Grow Mental Health



GROW_Ireland



Grow Mental Health



Grow Mental Health

CONTENTS

Foreword from the Chairperson	4
CEO's Review	6
The National Program Team Report	10
The National Volunteer Team Report	14
Human Resources Report	18
Communication, Fundraising and Marketing Report	20
Director's Report	27
Highlights of 2022	48
Independent Auditor's Report	61
#YELLOWWALK 2022	88

Foreword from the Chairperson



I'd like to thank Denis Fitzpatrick for his expertise, passion, and commitment to Grow Mental Health who has just retired as Chair of the board.

I would also like to thank the hardworking staff of Grow Mental Health, the members, and volunteers who, have successfully supported the resumption of in person groups throughout the country, attended events, helped others in need and reinforced the continued expansion of online groups.

Grow Mental Health is an incredible, resilient organisation that has never stopped and continues to provide vital mental health peer to peer supports every week throughout Ireland, and beyond, to all adults free of charge and we would sincerely like to thank to our funders and donors for their unwavering support. As we say in Grow Mental Health, "we committed to the journey even through the tough times" (6th step in the 12 steps of recovery and growth, Grow Mental Health's Program Book).

In 2022, we all together proudly imagined a powerful new vision for Grow Mental Health that inspires us all and one that we hope will leads us to a better future. Our new vision statement sets out:

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

In 2022, we had an exceptional year of activity, achieving great successes and progress together:

- We were proud in January, to resume our in-person meetings and spread our message of hope and recovery. The "meeting offers friendly help through a tried and tested program of recovery and personal growth and a carefully designed group method" (Personal Growth and Recovery through Leadership course, Grow Mental Health).
- In February, we spread the word of Grow Mental Health with our monthly Podcasts in keeping with the 12th step of recovery and growth - "We carried Grow's message to others in need" (Grow Mental Health Program Book).
- In March, we met in Athlone to explore the impact and implications of the proposed structural change of the organisation.
- In April with thanks to Expressway, we held our second national fundraising walk on Easter Sunday, April 16th. We wore yellow to celebrate Spring, life, love and happiness. We were delighted with the response which brought members, funders, volunteers and staff members out together after a very difficult, long winter.
- In May, we celebrated our Volunteers for their dedication and service to the organisation. Grow Mental Health is dependent on volunteers for the effective and efficient running of the organisation.
- In July, we encouraged others to "take their courage in their hands and ask for help" (2nd step of 12 steps of recovery and growth) with the launch of the new online Introduction to Grow course - open to anyone who might be interested in learning about Grow Mental Health and our 12-step program of recovery.

- In August we joined the campaign launch during which Mental Health Reform unveiled their plans to lobby the government for an additional €100 million for mental health in Ireland.
- In September we had our first social weekend post Covid in Athlone "Getting back on Track".
- In October we welcomed the announcement of €72.8M for mental health services in Budget 2023, the largest mental health budget in the history of the state.
- In November Grow Mental Health Midwest Region celebrated its 10th birthday at 33 Henry Street, Limerick.
- In December, we rolled out our **12 Acts of Care** on Social Media platforms and our website.

Finally, building on our previous plan the Board of Grow Mental Health instigated the development of our Strategic Plan for 2022 to 2026. Developed in consultation with our members and key stakeholders, this strategy will provide a roadmap for the next five years as Grow goes from strength to strength.

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

Annabel O'Keeffe
Chairperson.

CEO's Review



2022 was another busy year as we reconnected with our fellow Grow members as we collectively overcame the pandemic. The previous two years were challenging and required a fundamental reimagining of our work at Grow Mental Health. As we welcomed the end of Covid restrictions we were faced with new unknown challenges brought on by the Ukrainian War. This presented challenges on many fronts – demand for services increased, inflation put pressure on budgets, staff recruitment and retention were difficult to manage. Despite this there were many positives during the year as we welcomed most of our groups return to face-to-face meetings. Our respite weekends commenced again after been cancelled for the previous 2 years. We continued to foster strong relationships with our main funders the HSE through our Service Level Arrangements. Additional funding was secured from the HSE which allowed us to expand our online groups. Funding from Mental Health Ireland allowed us to commence work on developing a new App and begin the process of working with Quality Matters to externally review the Grow programme.

A new online Introduction to Grow course was introduced to anyone interested in learning about Grow Mental Health and the 12-step program of recovery. This comprised of a six-week course covering the following areas:

- What is Grow – welcome and what to expect.
- Your Personal Journey – 12-Step roadmap.
- Feelings – dealing with resistance and the inner critic.
- Thoughts – resilience and consistency.
- Leadership – confidence, integrity, and friendship.
- Where to from here – commitment to practice self-care.

Grow's Leadership course which is offered to Grow members who are interested in developing their knowledge of the Grow Organisation was updated during 2022. The course is now available online.

During 2023 there will be an emphasis to encourage all our Grow members to avail of this course giving members an option of participating face to face or online.

One of Grow Mental Health's offerings is our ever-popular Community Education Programs. When Covid took us all to an online world, these programs became available for everyone in Ireland and beyond and continue to be much in demand.

During Covid our Communications Team were busy recording podcasts. Monthly podcasts proved a resounding success with our online members. During the year several of our Grow members participated in our podcasts sharing their views on several topics. All podcasts can be found on our website www.grow.ie Some of those topics explored included:

- Change, Connection, Leadership, Truth, Inclusion, Hope, Support, Integrity, Friendship.

Grow members, staff and board members reunited after an absence of 2 years from our respite weekends. Our first event was held in the Sheraton Hotel in Athlone in March 2022 with 64 people attending the one-night event. A second weekend was held in the Radisson Hotel in Athlone in September 2022 with 75 attendees. Attendance at both weekends was lower than pre covid times as many members remained anxious about interacting socially.

For World Mental Health Day Grow released a video which curated a series of steps for living a balanced, peaceful and growthful life. Each of these steps centered on a core value that underpins the Grow Mental Health ethos of growth and recovery.

- Step 1 Look for Support – Feeling heard and seen by others who have been there.

- Step 2 Sense of Connection – With friends, community and nature.

- Step 3 Nurture Hope – Believing that recovery, balance and well-being is achievable.

- Step 4 Feel Inclusion – Where everyone is welcome.

- Step 5 Develop Integrity – Speaking your truth and really hearing others.

- Step 6 Build Change – Starting small, there is no end to the positive changes you can make in your life.

Grow Mental Health continued its partnership with Bus Eireann and Expressway (Ireland's premium inter-regional coach service). A photo exhibition with stories of 'Hope and Recovery' toured Nationwide during 2022 promoting positive mental health and raising vital funds for Grow. Bus Eireann also worked with Grow on their 'Driving Change' strategy highlighting sustainability and mental health. Building on the success of the 2021 'Yellow Walk' campaign Grow members, staff, colleagues, and families came together on Easter Sunday to raise awareness of Grow services.

Brian Kennedy, author, and longtime supporter of Grow Mental Health collaborated with Paddy Power to oversee the third (hopefully annual) League of Ireland Mascot Race at Naas Racecourse on July 2nd with a whopping €2,500 donation going to Grow.

During 2022 Grow Mental Health 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 value led culture and embedding our core values into everything we do in support of our members. We value inclusion, hope, integrity, connection, support, and change. Grow Mental Health will 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 a significant number of its members 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 members as part of their working on recovery and wellbeing maintenance. Grow is in the process of rolling this out to staff and Grow members across the organisation. The programme is one of personal development. This modular programme of development is available to all staff and members in support of a peer supported model of recovery and growth.

2022 was a challenging year 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 recruitments. This was the highest turnover of staff that Grow Mental Health has experienced and proved challenging to manage the high turnover during the year.

At its heart, Grow Mental Health is a voluntary organisation, and it simply would not be possible to have such an impact without the generosity of ordinary people doing extraordinary things. So many people donate their talents, time and expertise as Board Members, Regional & Program Team Members, Organisers & Recorders contributing to mental health in their own regions. I would like to thank them for their commitment and dedication to Grow Mental Health especially during the Pandemic.

I would also like to thank all our National Support Office team which includes National Program Co-Ordinator, Volunteer Co-Ordinator, HR, Finance, Monitoring & Evaluation, Governance, Risk & Compliance, Fundraising, Communications and Marketing and Administration support for their diligent work throughout 2022 and our hardworking team of Regional Managers and Area Co-Ordinators who play a vital role in supporting and empowering our members.

We are always appreciative of the support of our funders without whom it would be impossible to serve as many people as we do.

Grow Mental Health is undergoing a change process which at times can be difficult but equally rewarding. The organisation is at point where it is ready for new challenges and change.

"The secret of change is to focus all of your energy not on fighting the old, but on building the new" - Socrates

Michele Kerrigan
Chief Executive.

**"Confidence
is not a
feeling but
an attitude
of mind."
- Grow program**



The National Program Team Report

The Program Team

In the wake of the pandemic, the year 2022 marked a new beginning for Grow. There had been a surge in reported mental illness due to the pandemic which resulted in higher support needs in the groups and the gradual return to face to face groups offered many new challenges. The Program Team worked hard to reengage Grow members in regional and national events and to include the new online service in all decision making, events and literature. We also had new opportunities with the widespread use of online meetings and trainings.

In March, the Program Team welcomed Christina O'Neill as a new member. Christina has been deeply involved in supporting the North Eastern region of Grow and has been a huge asset to the Program Team. John Rice stepped down from the Program Team after many years of commitment and dedication. His contribution to the team is immeasurable and he will be greatly missed. He has kindly offered to support the team with projects when available.

Organiser and Recorder Meetings

In 2022, twenty five O&R meetings were held nationwide. The majority of these meetings were held online. The National Program Coordinator and Program Team learned that the quality of these meetings varied nationwide with some regions experiencing many challenges. The National Program Coordinator and Program Team explored different means of monitoring the meetings and enhancing the quality of meetings. The O&R Recorder meetings were entered into Salesforce so that reports could be generated. Additional O&R Meeting training was offered to all staff and Grow members. However, Regional Managers and Area Coordinators continued to report inconsistencies across the nation on the quality of these meetings. It was hoped that the rollout of the Leadership Course would revitalise the O&R meetings and leadership in general as these topics are covered in the course.

National and International Events

In the aftermath of the pandemic, many people were reluctant to reengage in large group settings. In response to this the Program team and the Board organised a one-night event which was held in March to reintroduce our members back to the wider Grow community. The event was a success and a nice stepping stone back to our larger events.

In April, Grow Australia invited all members and staff to join them for their online 65th Anniversary. Michele Kerrigan, CEO and the National Program Coordinator presented at this event. Grow Australia were aware of much of the work of our many talented Grow members here in Ireland through our newsletter and requested one of our members to share their poem at the event. Other valued members recorded videos of well wishes and songs to send over for the celebration as well as attending the event online.

In September, a second one-night event was held in Athlone. This was well attended and the feedback from the event was very positive and many reported that they are looking forward to returning to our annual National Weekend next year.

Leadership Course

Work on the Leadership Course continued throughout 2022. The National Program Coordinator and Treasa Twomey, Area Coordinator worked diligently to create an online version of the course. This was launched in September at the national event. All staff were asked to complete the course between September and December and a number of ACs who had previously completed the course with Treasa mentored the staff team. The National Program Coordinator and Treasa also helped out in mentoring the staff. The opportunity to complete the course was also offered to the Program Team, Board Members and a number of seasoned members. The aim was to train enough mentors before rolling it out to all Grow members.

A hardcopy of the Leadership Course was also developed and launched at the National Event in September. Tutorials were provided to enable members to discuss any concerns or fears around completing an online course and to provide practical help in accessing and navigating the online course.

The Mentors Handbook was updated and will continue to be worked on in line with the evaluation of the rollout of the Leadership Course with staff.

Literature

In 2022, the Program Team updated the Group Method card and organised a reprint of the Program Book. They also reviewed a new Soul Survivors book produced by Mike Watts. John O'Donnell from the Program Team worked closely with Carol Mussey for Grow America in an attempt to update her book "Steps to Recovery" and make it widely available throughout Grow in Ireland. Despite a lot of hard work from John and the Program and Communication Teams, Carol's health and other challenges meant that this project could not reach completion.

Monitoring and Evaluation

The Program Team throughout the year monitored the data from Salesforce at each meeting. The group numbers fluctuated due to the aftermath of COVID making it difficult to understand how the groups are running and how best to support them.

The National Program Coordinator worked with the Monitoring and Evaluation Officer, Fiona Daly and a Board member, Jeanette O'Leary to update the Recorder Form. Focus groups were carried out with all stakeholders and data was analyzed from these. There were some very insightful conversations around the Recorder Form. Fiona published a report including a sample of an updated Recorder Form. Despite this being a great method to record compliance with the Group Method, it is not providing adequate data to monitor and evaluate group quality. At the end of the year, Grow received a grant to create an App. It is hoped that the creation of this App will provide us with more detailed information.

Grow also received a grant for an external evaluation of the organization at the end of 2022. This evaluation was to be coordinated by the National Program Coordinator and Monitoring and Evaluation Officer and overseen by the CEO. Quality Matters were asked to complete the evaluation. The evaluation will provide Grow with a deeper insight into their groups and the impact they have on the lives of people struggling with their mental health. The results of the evaluation will enable Grow to enhance their groups by addressing areas of need and working on their strengths as identified by the evaluation.

I would like to take this opportunity to thank the Program Team for their commitment to the Grow Program and Grow's Caring and Sharing Community. I would also like to thank all staff and Grow members for sharing their experiences with the team so that we can better address challenges that arise and build on the existing strengths.

Andrea Best

National Program Coordinator.



**GROWING IS FINDING AND
KEEPING YOUR TRUEST SELF
GROW PROGRAM**

The National Volunteer Team Report

Support Encourage and Empower our Members.

As the first National Volunteer Co Ordinator – my first task was to assess how to Support, Encourage and Empower (SEE) our members.

Communication with members was hindered due to restrictions caused by Covid. We had to be inventive in reaching out to members.

Members Encouragement/Empowerment

Gaps were identified in basic knowledge of how Grow works for both members and staff. I produced and delivered zoom information sessions on the following:

- **Evaluation sheet** - (in conjunction with and rolled out with the Monitoring and Evaluations officer)
I felt an information session around why we have Evaluation Sheets and what the information is used for, would help everyone understand the value of the Evaluation Sheet.
- **Discovering Leadership in Grow** (Rolled out with Seasoned Growers)
Introducing how Leadership works in Grow. What does the Leadership path look like? When may I take on particular roles?
- **Organiser &-Recorder Meetings** (Rolled out with the National Programme Coordinator)
Explaining the purpose of O&R Meeting – who attends? What can be expected at an O&R Meeting?
- **Organiser Role explained**
Who can become an Organiser? For how long? What does the role entail?
- **Recorder Role explained**
Who can become a Recorder? For how long? What does the role entail?
- **Leaders Meeting explained**
Who can attend Leaders Meeting? What is the purpose?
- **Story Sharing** (in-conjunction with a Seasoned Grower – Planned for May 2023)
Who shares their story? What different ways can a story be shared.

These pieces are now available to all – as a support when starting in Grow either as a staff member OR as a member embarking on a Recovery Journey.

Volunteer Engagement

Coffee Morning – Monthly

The possibility of members, from around the country, meeting regularly came along with the introduction of Zoom. This is where the idea of the Monthly coffee mornings came from – a safe place for members to meet, chat, learn from and support each other.

Grow's leadership path encourages members to attend smaller events first. We encourage members to attend Regional events with attendance of Approx. 30/40 people to then progress to National events with attendance of Approx. 100/250 people (pre-covid). These coffee mornings are proving to be a stepping stone to other events regionally and nationally. This is also an opportunity to build on the Caring Sharing Community – with members sharing what events are planned in their area and sharing ideas and supporting each other.

Caring Sharing Community

We wanted to build on Grow's Caring Sharing Community – We had a Caring Sharing Community corner at Grow's National weekend in September 2022. Each Region of Grow was invited to present events/ideas that have been successful in their region. Promoting this Caring and Sharing is an integral part of Grow. It is based on Grow encouraging Leadership development as part of the Recovery Journey. This was a very successful event – with a number of members available to answer questions on their particular project.

Database of Volunteers

The National Volunteer Co Ordinator had an opportunity to meet with members face to face for the first time on 25th and 26th March 2022 in Athlone. This was an opportunity to introduce this new role to the members present – a short PowerPoint presentation was delivered. It was explained that the core function of this Role is to Support members. However we can only support you if we know who you are. Members were asked to sign a form agreeing to allow the Co Ordinator to hold their details – this was the beginning of the Volunteer Data base. The creation of this Database was a task from the Operational Plan.

The next event was the National Weekend 9th and 10th September 2022 – which was attended by the Co Ordinator where more members agreed to have their details held by Grow.

Volunteers Acknowledgement

A Christmas gift of a lovely Grow Mental Health engraved pen to the following people in 2022:

- Board Members
- Program Team Members
- Regional Team Members
- Organisers
- Recorders
- Any individuals identified, by each region, as being helpful and supporting Grow throughout 2022.

This was accompanied by a letter from the CEO thanking each person for their continued support.

Member Support

The National Volunteer Co Ordinator is a point of contact for all members. The amount of contact has increased as members are becoming more familiar with the Role. Members' requests have included support with information on events and roles. Members have also looked for support with challenging situations. The Co Ordinator has always approached this as a supporting role with the premise of "By your side not on your side".

Christmas Wellness Plan – 19th December 2023

Christmas can be a difficult time of year for a lot of members. Their group may be closed over the Christmas period. People around the member may not be as available as they usually are or Christmas might be just a difficult time.

This wellness plan is to help the member to develop their own personal resources and prepare for the Christmas period. It helps to write those resources down, so the member has the information at hand if they have a bad day or find themselves in a tough spot. By preparing your Wellness Plan in advance, you won't have to think on your feet during a tough day, you can just refer to it.

Mary B Walsh

National Volunteer Coordinator.

A photograph of three people from behind, embracing each other. On the left is a man with short dark hair wearing a blue denim jacket. In the center is a woman wearing a brown long-sleeved top and a red hijab. On the right is a woman with long grey hair wearing a dark blue top. They are all standing against a light-colored, draped fabric background.

**LOVE YOURSELF AS YOU LOVE YOUR
NEIGHBOUR. LOVE YOUR NEIGHBOUR AS
YOU LOVE YOURSELF.**

GROW PROGRAM

Human Resources Report

2022 proved to be another year of uncertainty, adaptability and continuous, more than usual, change. Following the conclusion of our review and preparation for the future of Grow 'Change and Grow' in 2021, the outcomes were shared with all and there was an opportunity for further comment, input and observations. The final piece of work was presented to the Board of Grow for approval. So begins a programme of change that ensures Grow Mental Health is fit and healthy to meet the needs of those seeking support in navigating mental health and life struggles.

Following on from some great developments during Covid, Grow launched 'Grow Online' as a pilot with gratefully received funding. The pilot which ran throughout the year was deemed a success and is now a permanent means by which those seeking support can access their peer support group in another format – another option for those seeking support. The success of the pilot was down to the energy, commitment and dedication of the team employed to set this up and Grow offers it's thanks to all staff, volunteers and members who made this work – a really great team. The team has now been placed on a permanent footing from which to continue the development of this terrific offering which can provide access to peer supports groups for many different demographic groupings. For those who prefer Face to Face meeting they continue to grow in number and coverage across Ireland.

Grow HR finally got to introduce its 'Intranet' giving employee's access to documents they might require and to information on policy and procedure. At the flick of a button employees can access and documents they need. This was supported with training on the system itself and automated acknowledgements system. As part of this development Grow HR introduced a Time Allocation System (TAS) which supports Grow in its funding submissions as it provides data on time our employees spend in support of community based mental health supports.

Grow HR were busy with recruitment as funding was gratefully received, allowing for development of Groups in the Athlone and Kildare areas. Again, thank you to those who have worked hard across the country to develop the supports for people in communities across Ireland

Grow HR began the development of its performance support and personal development process which it intends to introduce in 2023.

Grow's office in Swords continued its links with Valley Project Community Employment Scheme and the local TUS Team and have been well supported by both. Grow is grateful to the Community employees who joined us over these past years and worked alongside the rest of the team in the delivery of community – based peer support. Our Community Employees worked from the office in Swords in support of the Grow Mental Health vision –

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

As part of the socialisation of the new Strategic Plan, our team came together in October to focus on the culture of the organisation ahead of the changes that may be implemented as part of the strategic plan over the next 3 years. An engaging couple of days were spent involving training and workshops which afforded employees to establish any core issues and develop practical ways to work through them.

Grow continues its relationship with Mental Health First Aid and have trained many of its volunteers as Mental Health First Aiders. All staff take part in this programme also. Feedback from those who take on roles of responsibility in our peer support group have identified that this programme supports their self-confidence and self-belief in working in recovery – based peer support

There were also the usual tasks associated with HR, recruitment, policy development and responding to legislative change which continued throughout the year. Grow HR developed and revisited many new policies and procedures in line with changes and communicate this out to the organisation.

Whatever 2023 brings, Grow Mental Health is in a strong position to continue to work in support of our Vision.

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

My thanks go out to all Grow staff and volunteers who worked together in support of Recovery and Mental Wellbeing, providing support to the wonderful work of our mental wellbeing peer support groups nationwide.

Dara Farrelly
Human Resources Officer.

Communication, Fundraising and Marketing Report

2022 saw a rise in the number of people accessing Grow Groups both in-person and online. We are proud of the work that we undertook as a team to contribute to the increased demand. There is a Grow group for everyone and we do our best in the Marketing, Communications, and Fundraising team to connect people who are struggling with mental health challenges to their new Grow community.

Marketing: What's the Story?

This year we launched several large-scale social media campaigns aimed at raising awareness of Grow Mental Health and our core values. In October, ahead of World Mental Health Day we created a series of short videos that explained each of our six core values – change, support, connection, integrity, hope, and inclusion – and how they are lived through our Grow program of hope and recovery.

During the holiday season, we introduced 12 Acts of Care – This campaign encouraged people to care for themselves and others over the holiday season. The acts were small but powerful – like checking in with a friend or cooking yourself a healthy meal. The 12 Acts of Care were well-received and will likely be an annual tradition at Grow.

Throughout the year, Grow Mental Health was featured in national and local publications and benefited from radio coverage as well.

Our relationship with Bus Eireann and Expressway continued with two major marketing campaigns. The first was a poster blitz in bus shelters across Dun Loughaire Rathdown. Featuring our updated brand look, these posters were viewed by hundreds, if not thousands of people during their run.

Our Stories of Hope and Recovery gallery continued to tour bus stations around Ireland in both its original large-scale format and an updated smaller format for smaller stations. Again, the thousands who saw these displays featuring real stories of Grow members went a long way in raising the awareness for our peer-support services.

Marketing was further helped as In-person events such as festivals and information sessions began again after being paused during the pandemic. The hard-working Grow Area Coordinators represented Grow all over the country throughout the year using our updated promotional materials.

Communications: Telling the Story

As always, we strove to communicate Grow news and messaging through various media. 2022 was the first year that we chose monthly themes to guide our communication and assembled a Content Creation Team of Grow members and staff to help shape our monthly message. Themes were chosen to explore the core values that underpin the Grow program.

January	Change
February	Connection
March	Support
April	Hope
May	Integrity
June	Inclusion

July	Friendship
August	Leadership
September	Truth
October	Letting Go
November	Gratitude
December	Support through the Season

These themes were reflected in our monthly newsletters, where 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.

The themes were reflected and discussed in-depth in the new Grow Mental Health Podcast. Each month Grow members and staff were invited to talk about their connection to the theme and how it looks for them both in the Grow Groups and Grow work and in life.

Fundraising: Building on the Story

2022 once again saw our major fund-raising campaign, the YELLOWWALK take place on Easter Sunday. Because lockdowns were easing, groups were able to get together to walk and connect while raising funds and awareness for Grow. The day was soggy, but the rain didn't deter the hundred of supporters from donning their yellow T-shirts and walking together for 30 minutes.

At Christmas time, we launched a carol-singing fundraiser in conjunction with Bus Éireann. Grow choirs gathered in 5 bus stations across Ireland in the week before Christmas to spread holiday cheer and shake the bucket for Grow. Bus Éireann made a generous donation for each event as well. Overall, it was a festive and fruitful fundraiser for Grow.

Another initiative with Bus Éireann involved innovation and awareness when they launched a pilot program for reverse vending machined in two depots. Grow was named the charity partner and received €500 per month from the scheme for a total of €6,000.

These and other fundraising activities raised over €10,500 in additional income to Grow in 2022 as well as awareness of the organisation and its activities.

Sile Tracey

Communications, Marketing & Fundraising Manager.

Jenny Synnott

Communications, Marketing & Fundraising Officer.

Our Partners



Rialtas na hÉireann
Government of Ireland



www.mantrastategy.ie



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



Expressway
Way Better

Expressway
www.expressway.ie



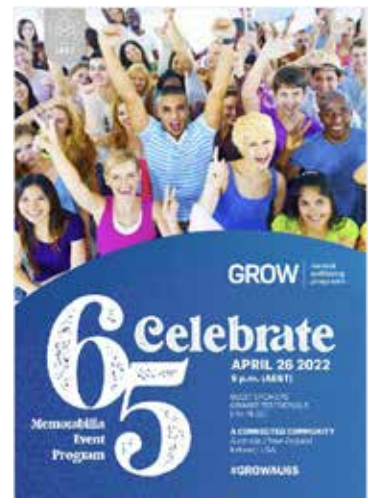
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PHOTO REEL



PHOTO REEL





CREATIVITY



GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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.

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

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Directors' Report For the year ended 31 December 2022

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 2022. 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 for the main objective.

The supporting objectives are:

- a) To promote, establish, direct, maintain, and co-ordinate Grow groups; meaning thereby voluntarily attended mutual help and self-activation groups conducted according to conditions prescribed by Grow International for the personal growth of people who wish to achieve the benefits of the Grow Program and the Group Method.
- b) To promote, develop, conduct, foster and support research and investigation into matters appertaining to the personal growth of people who wish to achieve the benefits of the Grow Program and the Group Method.
- c) To promote, develop, conduct, foster and support the study and acquisition, dissemination and application of knowledge and information concerning subjects relating to the personal decline and personal growth of people who are partaking of the Grow Program and the Group Method.
- d) To develop a better understanding by members of the public of matters appertaining to the personal decline and growth of people who are partaking of the Grow Program and the Group Method.
- e) To promote, develop, conduct, foster and support hostels workshops centres educational and other institutions concerned in any way with assisting the personal growth of people who wish to achieve the benefits of the Grow Program and the Group Method.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

f) To promote, develop, conduct, foster and support conferences, conventions lectures, symposia, films, tape recordings and by all other educational means, including social media, to further the objects of Grow; including the writing acquiring, printing, publishing and circulating of literary or scientific works.

g) To come together with, co-ordinate and correlate the efforts of professional and voluntary workers, organisations, statutory bodies and other authorities and individuals interested in the personal decline and growth of people who wish to achieve the benefits of the Grow Program and the Group Method.

The 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 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.

The governing body, namely the Board, agree the Strategic Plan to promote the objects of the Company and this Plan is regularly reviewed by them.

Our Mission

"To create new hope, sense of identity, meaning and valued connections by empowering you to nurture your own positive mental health and well-being by supporting personal growth and establishing a path to recovery through education, self-teaching and peer support."

Our Vision

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

We do this by:

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

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Our Values:

- **Inclusion** – open to all over 18
- **Hope** – Believing Recovery is possible
- **Integrity** – Honesty, open, respectful, truthful, communication, always striving to act with good character.
- **Connection** – Your place within the community, developing healthy friendships and connecting on a spiritual level with the world around us.
- **Support** – Program wisdom shared through peer support, breaking isolation and empowering leadership.
- **Change** – Personal growth, self-acceptance and reaching ones full potential.

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 now 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.*

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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.

Pillar 1 Building the Story:

Objectives

1. Create, adopt, and promote new Vision for Grow.
2. Develop data base of potential collaboration partners and stakeholders.
3. Build Grow awareness and understanding through educational and training workshops, resources, and information.
4. Identify existing group capacity both online and Face 2 Face support Groups.
5. Develop an introduction workshop to meet the needs of those who are seeking prevention and early intervention support.
6. Proactively work with priority groups identified in national policy, to increase the awareness of Grow and supports provided.
7. Build leadership capacity to support members to tell their story.
8. Development of fully integrated online platform and online groups.
9. Build links with academic and International Grow community, and those in the field of mental health to ensure we can learn from and contribute to the knowledge base in mental health recovery.

Pillar 2 Telling the Story:

Objectives

1. Develop key communication messages to promote Grow to a wider audience.
2. Increase the public profile of Grow to promote our key messages.
3. Increase capacity, reach and accessibility of Grow's supports and services.
4. Foster a people-focused, values-led workplace.
5. Develop effective communications plan that better connects the public to Grow's story of hope and full range of online and Face2Face offerings and supports.
6. Develop effective internal communications plan that better connects the Board, Regional & Program Teams, Staff, Volunteers and Members to an integrated value focused organisation

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Pillar 3 Owning the Story:

Objectives

1. Integrate Grow's values into the organization.
2. Create an organisational culture where Board, staff, volunteers, Regional & Program Teams are valued, respected, supported, and empowered.
3. Continue strengthening governance to ensure quality, transparency, and accountability in our work.
4. Develop our organisation structures to support the delivery of Grow's work.
5. Build a high-performing organisation fit for purpose and the future through our people assets
6. Diversify revenue streams that will support Grow's future financial sustainability.
7. Invest in formal evaluation of Grow's Recovery Program.
8. Harness the opportunities technology affords to enhance organisational processes, improve productivity, drive efficiencies.
9. Undertake a satisfaction survey to establish satisfaction rate.
10. Continuously improve our effectiveness and efficiency.

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.

2022 Achievements and Performances:

2022 proved another challenging year for Grow. As we welcomed the end of Covid restrictions we were faced with new unknown challenges brought on by the Ukrainian War. This presented challenges on many fronts – demand for services increased, inflation put pressure on budgets, staff recruitment and retention was difficult to manage. Despite this there were many positives during the year as we welcomed the majority of our groups return to face to face meetings, our respite weekends commenced again after been cancelled for the previous 2 years. We continued to foster strong relationships with our main funders the HSE through our Service Level Arrangements, additional funding received from the HSE allowed us to expand our online groups and funding from Mental Health Ireland allowed us to work on developing a new App and begin the process of working with Quality Matters to externally review the Grow programme.

New online introductory Group:

A new online Introduction to Grow course was introduced to anyone interested in learning about Grow Mental Health and the 12-step program of recovery. A six week program that covers:

- What is Grow -Welcome and what to expect.
- Your Personal Journey - 12-Step roadmap.
- Feelings - dealing with resistance and the inner critic.
- Thoughts – resilience and consistency.
- Leadership - confidence, integrity, and friendship.
- Where to from here –commitment to practice self-care.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Online Groups:

In response to Covid Grow Mental Health quickly provided online support groups. These meetings follow the Grow Program and structure and provided members with much needed support. Grow continue to develop in person and online support groups. As people juggle with life's challenges it can be difficult to make space for what is important in life namely taking care of one's mental health. It is therefore important to make access to mental health services as easy and as accessible to as many people as possible. Online support groups aid that process and ensure that people have choices in how they access support. Grow National currently offers 20 online groups Monday – Friday with a range of groups available in the morning, afternoon and evening. Grow Mental Health is in a unique position as it can provide Face2Face or online support. To this end Grow aids the delivery of Domain 1 and 2 in Sharing the Vision.

Leadership Course goes digital:

The Leadership course is offered to long term Grow members who are interested in developing their knowledge of the Grow Organisation. It is run over a period of 6 months. It also provides the opportunity for members to look at and learn how to further develop personal leadership skills. The course consists of 5 modules and has a number of SAQs and assignments. Each participant has a mentor and a number of workshops and study sessions are held throughout the course. In 2022 Grow updated this course to allow us deliver it on-line. In 2023 there will be an emphasis to encourage all our Grow members to avail of this course.

Community Education programmes go online:

One of the important strands of the Grow Mental Health offering is our ever-popular Community Education Programs. When Covid took us all to an online world, these programs became available for everyone in Ireland and beyond.

Podcasts:

Monthly podcasts proved a resounding success with our online members. Topics included:

- Change
- Connection
- Leadership
- Truth
- Inclusion
- Hope
- Support
- Integrity
- Friendship

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Respite Weekends:

Grow members, staff and board members reunited after an absence of 2 years from our respite weekends. Our first event was held in the Sheraton Hotel in Athlone in March 2022 with 64 people attending the one night event. A second weekend was held in the Raddisson Hotel in Athlone in September 2022 with 75 attendees. Attendance at both weekends was lower than pre covid times as many members still remained anxious about interacting socially.

World Mental Health Day:

For world mental health day Grow released a video which curated a series of steps for living a balanced, peaceful and growthful life. Each of these steps centered on a core value that underpins the Grow Mental Health ethos of growth and recovery.

- Step 1 Look for Support – Feeling heard and seen by others who have been there.
- Step 2 Sense of Connection – With friends, community and nature.
- Step 3 Nurture Hope – Believing that recovery, balance and well-being is achievable.
- Step 4 Feel Inclusion – Where everyone is welcome.
- Step 5 Develop Integrity – Speaking your truth and really hearing others.
- Step 6 Build Change – Starting small, there is no end to the positive changes you can make in your life.

Corporate Partnerships & Fundraising:

Grow Mental Health continued its partnership with Bus Eireann and Expressway (Ireland's premium inter-regional coach service). A photo exhibition with stories of 'Hope and Recovery' toured Nationwide during 2022 promoting positive mental health and raising vital funds for Grow. Bus Eireann also worked with Grow on their 'Driving Change' strategy highlighting sustainability and mental health. Building on the success of the 2021 'Yellow Walk' campaign Grow members, staff, colleagues and families came together on Easter Sunday to raise awareness of Grow services.

Brian Kennedy, author and longtime supporter of Grow Mental Health collaborated with Paddy Power to oversee the third (hopefully annual) League of Ireland Mascot Race at Naas Racecourse on July 2nd with a whopping €2,500 donation going to Grow.

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

GROW IN IRELAND

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

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

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.

Website & Facebook Performance

During 2020 The HSE requested analysis of our website on, a monthly basis. This became part of our reporting structure to the HSE from 2021 along with more financial and evaluation reporting.

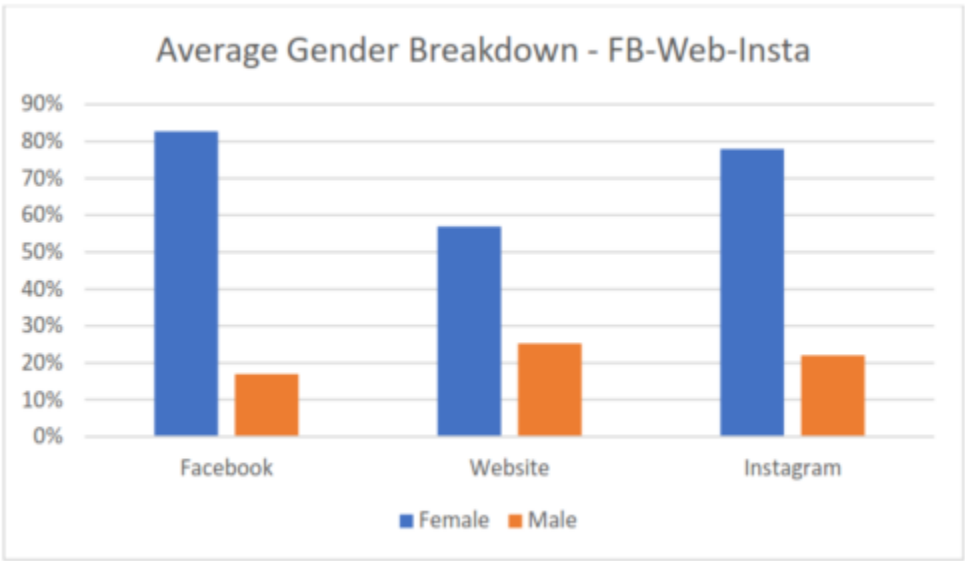


Fig 1 shows that females tend to engage more on social media than on website however by comparison females engaged far more than males on all platforms. However, it is interesting to note that when we look at worldwide performance of Facebook it is males who engage far more on FB than women. It is important to note that this data is generalised across millions of users. It serves as a starting point for Grow to figure out who can be reached most easily through which platforms.

From an organisation perspective it is important we understand what type of content we need to produce in order that it is relevant to both male and female and across different age profiles.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

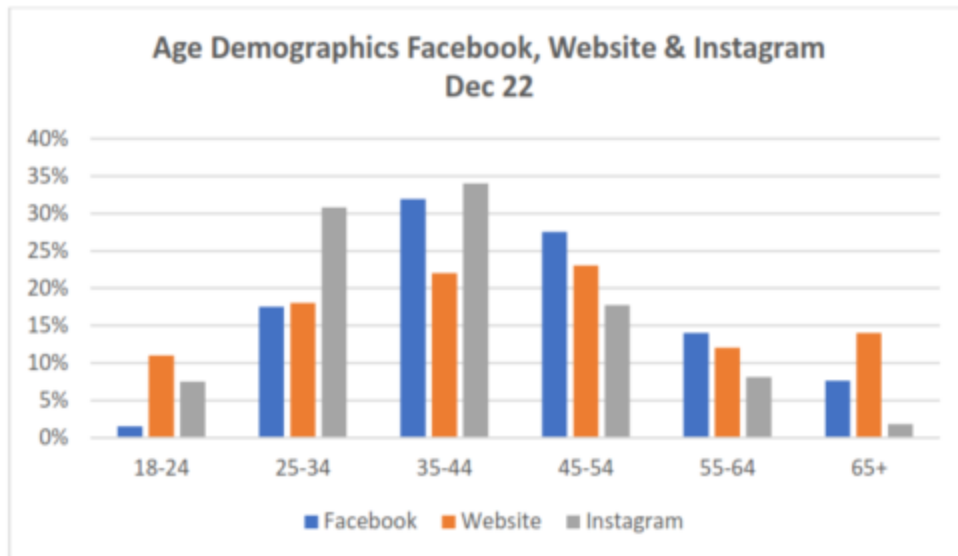


Fig.2 shows the average age profile of those engaging on our Website, Facebook and Instagram platform.

Website User Session

Is defined as the activity that a user with a unique IP address spends on a Web site during a specified period of time. The number of user sessions on a site is used in measuring the amount of traffic a Web site gets. On average Grow had **2,562 Website User Sessions per month**.

Page Views

Page views are generated by the same user during the same session. When a user visits a web page once or even multiple times during a specific session, it is counted as a unique page view. Page views gives insight into how effective the site content is at keeping visitors on the site and engaged. The industry standard is 2 pages per session. The goal is to keep users engaged, nurture their interest, and get them to take the next step. More pages per session often indicates that your users are highly engaged and willing to explore more of the site.

Over the year Grow averaged 3.23 pages per session. Through the development of compelling articles, internal linking, and engaging content design, the total number of pages viewed has increased. This has increased substantially since 2020 which averaged at 2.5 pages per session.

Average Session Duration

Google Analytics calculates average session duration by dividing the total duration of all sessions (in seconds) during a specified time frame by the total number of sessions during that same time frame. During 2022 the average session duration is 2.03. A good session per user is anything more than 1.6. Some months during the year went up to 2.57 whilst other months went as low as 1.51.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Implementation Plan 2023

Pillar 1 Building the Story

Objective	Create, adopt, and promote new Vision for Grow.
Actions	<i>Develop new Vision for Grow through engagement process with stakeholders</i> <i>Adoption of new Vision by the Board of Grow</i> <i>Promotional workshops with stakeholders and social media</i>
Objective	Develop data base of potential collaboration partners and stakeholders.
Action	<i>Workshop with staff, Regional and Program Teams, Board, Grow members to assist in identifying potential stakeholders and partners</i>
Objective	Build Grow awareness and understanding through educational and training workshops, resources, and information
Action	<i>Build on our current information resources on website, social media, and printed material</i>
Objective	Identify existing group capacity both online and Face 2 Face support Groups
Actions	<i>Map current capacity of groups through engagement with Area Co-Ordinators, NPC, M&E & management team.</i> <i>Through capacity mapping identify target areas for promotion to enhance group numbers</i> <i>Through capacity and geographical mapping understand and identify need for new groups and resources required</i>
Objective	Develop an introduction workshop to meet the needs of those who are seeking prevention and early intervention support
Action	<i>Based on current feedback and continuous feedback from interested members of the public develop an introduction workshop to meet their needs.</i>
Objective	Build leadership capacity to support members to tell their story
Actions	<i>Encourage and train members to take on Organiser & Recorder Roles within groups</i> <i>Deliver Online Leadership Course to members</i>
Objective	Development of fully integrated online platform and online groups
Actions	<i>Recruit a Digital Services Manager to lead on the development of online platform and groups</i>

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Use current data and / or other data analytics to inform and direct the development of the online platform and its offerings including conversion rates, retention, and satisfaction rates

Evaluate the effectiveness of onboarding of new online members in terms of retention.

Objective Build links with academic and International Grow community, and those in the field of mental health to ensure we can learn from and contribute to the knowledge base in mental health recovery

Actions *Strengthen our relationship with our international community*

Continue to influence and input into the development and review of legislation and policy through cross sector working groups

Build links and collaborations with universities to increase knowledge in mental health recovery

Pillar 2 Telling the Story

Objective Develop key communication messages to promote Grow to a wider audience.

Action *Define Grow's purpose and potential to develop key communications messages*

Objective Foster a people-focused, values-led workplace.

Action *Develop clear structures for staff engagement, communication, and feedback*

Objective Develop effective communications plan that better connects the public to Grow's story of hope and full range of online and Face2Face offerings and supports.

Actions *Strengthen the Grow brand, so it's better known/seen/heard as a peer support charity offering educational and recovery orientated supports*
Develop a calendar of creative, targeted, and impactful communications campaigns with a focus on the sharing of how Grow supported members recovery through social and extended media

Objective Develop effective internal communications plan that better connects the Board, Regional & Program Teams, Staff, Volunteers and Members to an integrated value focused organization

Actions *Include in our newsletter a monthly member feature*

Develop an e-newsletter specifically for staff members

Host online storytelling sessions to communicate the impact of new strategy, fundraising projects, and achievements

Host zoom cross-functional lunches on a regular basis to foster an environment of transparency, and connectedness.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Host a series of inter-departmental presentations to showcase shared purpose and learnings

Pillar 3 Owning the Story

Objective Integrate Grow's values into the organization

Actions *Develop an integration plan to embed the Grow's values across the organisation*

Incorporate values into onboarding and training processes of staff, volunteers, Board, Regional & Program Teams

Incorporate values into the recruitment and performance review processes.

Objective Create an organisational culture where Board, staff, volunteers, Regional & Program Teams are valued, respected, supported, and empowered.

Action *Promote and provide opportunities for Board, staff, volunteers, Regional & Program Teams for learning and continuous development with Grow including opportunities for all areas of the organisation to participate in co-produced training*

Objective Continue strengthening governance to ensure quality, transparency, and accountability in our work.

Actions *Adhere and comply with all statutory and legislative requirements.*

Regularly review Organisation and Board effectiveness.

Review Memorandum & Articles and implement changes to align to recommendations emanating from mapping of roles and responsibilities across the organisation

Objective Develop our organisation structures to support the delivery of Grow's work.

Actions *Initiate a mapping of roles and responsibilities across the organization*

Adopt and implement recommendations from mapping exercise to operationalize this strategy

Review, consolidate and ensure appropriate terms of references are in place for all committees and working groups as required.

Equip Grow leaders to lead and manage through transformational change and organisational development

Review structure of the organisation and make the necessary changes to ensure it is fit for purpose and using its people assets effectively

Objective Diversify revenue streams that will support Grow's future financial sustainability

Actions *Identify funding need, its purpose, and the impact this will make to the organization.*

Develop a fully costed 3-year plan in line with organisational strategy.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Develop a fundraising strategy based on identified need which can be communicated internally and externally to include corporate partnership, legacy giving, digital and community fundraising

Research other grants available to enable the implementation of once off projects.

Objective Invest in formal evaluation of Grow's Recovery Program

Action *Invest in a formal evaluation of Grow's Recovery Program to demonstrate the impact and value of the program*

Objective Harness the opportunities technology affords to enhance organisational processes, improve productivity, drive efficiencies.

Actions *Secure funding to recruit an IT Officer*

Consolidate all IT procurements through a centralised process

Objective Undertake a satisfaction survey to establish satisfaction rate

Actions *Annually survey staff, Regional & Programs Teams, Volunteers to establish satisfaction rate*

Develop and implement an improvement path based on the outcomes of surveys.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Structure, Governance and Management

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

Grow Mental Health ensures we have structures, systems, processes and resources in place to maintain public and funder confidence, sustain our programmes and operate in a fully transparent manner.

Grow Mental Health Board

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

During 2022 the Board resumed face to face meetings and met 8 times (including the AGM). The Table below sets out the attendance of Board members.

Board	29th	26th	21st	18th	20th	09th Sept	08th Oct	09th
G Farrell	•	•	X	X	•	X	•	•
D Fitzpatrick	•	•	•	•	•	•	•	•
J O'Donnell	•	•	•	X	•	X	•	X
C Fitzgerald	•	X	•	•	•	•	•	•
A O'Keeffe	•	•	•	•	•	•	•	•
A O'Brien	•	•	•	X	X	•	•	•
K O'Malley*	•	•	•	•	•	•		
J O'Leary*	•	•	•	•	X	•		
Mike Watts*	•	•	•	•	•	•		
P Clabby*								•
*Board member was appointed or resigned during the year so maximum								

The Board held eight meetings with the Chief Executive in attendance at those meetings. The Chief Executive reports to the Board but is not a member of the Board. Grow Mental Health's

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Code of Practice details the process on the selection and rotation of Board members, the roles and duties of the Chairperson and Chief Executive. We require formal disclosure of any potential conflict of interest of Board Members at meetings. We have a committed and strong Board, currently made up of 70% people with lived experience. They give their time for free and receive no payments for their work. However, Board members are entitled to claim for travel and subsistence expenses in attending meetings. In 2022 Board members expenses increased to €2,719 as the Board returned to face to face meetings (2021: €693). No emoluments are paid to Board members.

Throughout 2022 the Board continued to oversee the organisation's compliance with its statutory and regulatory obligations as an employer, registered company, and charity. These obligations include compliance with employment legislation, equality legislation, health and safety, data protection as well as obligations under the Charities Act, 2009 and Companies Act, 2014.

Regional Teams

The Regional Teams are primarily run by Grow Members who have come up through the organisation. They are governed by the Board and are elected teams to support the activities of the Region including the support of groups and fundraising activities. Regional Teams work closely with the staff in the region and Regional Manager. Grow Mental Health has a network of 7 voluntary Regional Teams who meet approximately 6 times during the year.

The Program Team

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

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

Supporting Committees and Teams

The Board and Management of Grow Mental Health is advised by several committees/teams which are necessary to support the delivery of its services and to achieve its goals in its strategic plan. Currently the organisation has the following committees/teams in place:

Committee/Team:

The Board of Directors
The Programme Team

Sub Committee:

Governance Compliance and Risk
Policy Management Working Group

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

National Management Team
Regional Management Team

Finance & Audit
IT Working Group

Through policy, structure, good governance, training, action and review, Grow Mental Health continue to work to the 'Governance Code' in achieving compliance.

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

Grow Mental Health is a registered charity and is compliant with the requirements of and is listed on the [Register of the Charities Regulatory Authority](#).

Our annual financial statements are audited by Crowe Accountants. Grow Mental Healths accounts adhere to the SORP (Statement of Recommended Practice, Accounting and Reporting by Charities) accounting standard.

Board Relationship with Management and Staff

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

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

The Chief Executive, to whom day to day management of the charity is delegated, leads a team of 44 employees working throughout the National Office, Regions and 5 regional offices, plus an additional 6 Community Employment/TUs workers employed with the support of the Department of Social Protection ("DSP").

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

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

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

- Relationship with GROW International

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

National Program Co-Ordinator

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

The National Office

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

Volunteers

The Board would like to pay tribute to:

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

Risk management

The Board are responsible for ensuring that the major risks facing Grow Mental Health are appropriately managed. This is a continuous process reflecting the changing priorities and circumstances facing the organisation. During the financial year the major risks facing Grow Mental Health as defined by the Board and the management team have been reviewed and their potential impact assessed. The Board specifically focused on the long-term sustainability of the organisation. Cost reducing measures were applied across all areas of expenditure as part of an organisation review. There was no decrease in state funding in 2022. Strategies and controls aimed at managing risks appropriately have been agreed, many of which are already in place and effective; others are being developed further especially regarding the uncertainty around income. In many cases the control processes are subject to continuous improvement. Given the objectives of Grow Mental Health, and the nature of the activities by which it furthers them, some of the risks must be accepted: it is not possible to eliminate them. However, appropriate steps have been taken to mitigate them where possible.

GROW IN IRELAND

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

**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

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

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

Financial Review

The result for the year amounted to a deficit of €58,489 (2021 – surplus €57,010). At the end of the year, the charity has assets of €1,606,737 (2021 - €1,612,181) and liabilities of €360,517 (2021 - €307,470). The net assets of the charity have decreased by €58,489.

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 2022 over 81% of our funding came from the HSE and a further 7% of funding was from other funding bodies such as Pobal, Mental Health Ireland and the Probation Services.

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 virtual walk and the Bus Eireann campaign. In the main fundraising and donations are unrestricted and therefore allows the organisation to support members in their development and training along with piloting projects.

Pension Fund

The organisation operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations. The contributions are recognised as an expense in the Statement of financial activities when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. Pension costs amounted to €21,762 (2021 - €19,641).

Key Financial Challenge

Grow Mental Health have secured HSE funding for 2023 and have welcomed the increase of 3.5% once 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 key challenge to manage over the coming years.

GROW IN IRELAND

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

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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.

Statement of Relevant Audit Information

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

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

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

Subsequent Events

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.

Auditor

The auditor, Crowe Ireland, is eligible and has expressed a willingness to continue in office in accordance with Section 383(2) of the Companies Act 2014.

Approved by the Board and signed on its behalf by:

GROW IN IRELAND

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

**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

DocuSigned by:

787343CA3F7E44B...

John O'Donnell

Director

Date: 25 March 2023

DocuSigned by:

1FDA98B72534465...

Paul Clabby

Director

Date: 25 March 2023



January

Grow Bus Shelter Campaign Launched in January

Grow Mental Health Bus Shelter Campaign was launched in January with posters displayed in 28 bus shelters across the region. A very special thank you to Pauline Clark, former Administrator in the Eastern Region and Regional Manager, Rauri Powell who successfully applied for the grant.



Southern Region Social

The Southern Region celebrated its first Grow Social Dinner post-pandemic at the Elm Tree Restaurant, Glounthane, on Friday, 27th January.

This was the first Southern Region Social since lockdown and it was lovely to see everybody together again. Also, an excellent way to beat the January Blues.

As always, the food served at the Elm Tree was exceptional and it was a wonderful occasion for everyone to reconnect again over fine food and conversation.



New Grow Mental Health Podcast Launch

Grow Mental Health presented the very first podcast in this new series about the core values that are the foundation of Grow Mental Health.

To wrap up our month-long exploration of CHANGE and the importance of embracing change in the context of recovery and mental wellness. Jenny, Michael and Kate spent some time answering various questions.

The following month, February CONNECTION was discussed.



Collaboration with Expressway/Bus Éireann

The Grow Mental Health's collaboration with Expressway/Bus Éireann continued to tour the country and drew quite a bit of attention.

Before Christmas, the large format exhibits featuring the stories of some of our Grow Members were in Sligo and Letterkenny. Bus Éireann customers saw photo exhibitions of stories of recovery and hope in the bus stations.

The stories were covered in Donegal Live and The Sligo Champion newspaper.



February

Dundalk Station Storytelling Photo Exhibit

We've once again collaborated with Expressway and Bus Éireann to promote the Grow Program through our very popular Storyteller Series. The resized exhibition can now feature in smaller bus stations across the country and is currently featured in the Dundalk station. Pictured at Dundalk bus station are: Adrian O'Loughlin, Bus Éireann, Senior Regional Operations Manager, East and Attracta McNeice, Area Coordinator- North East region, Grow Mental Health.



Midlands Zoom Community Education Programs (CEPs)

Michelle McCormick and Assumpta Lyons, Area Coordinators for the Midlands, put together an engaging CEP series for 2022.

They kicked off on February 2nd with Mindful of Positive Mental Health. On February 9th, discussion was on Living in a Post-Covid World with experienced therapist Derry O'Malley. Addiction Triggers and Relapse with Merchants Quay Ireland on February 16 and Mental Health and Nutrition with Catriona Hodgins on the 23rd.

CEPs are part of a continuing series funded by the HSE and open to all.

Grow Mental Health in Ballybunion

In February 22nd, a new Grow Mental Health Group was opened in Ballybunion.

Grow Mental Health Area Coordinator, Jerry Cronin, introduced Grow during the Blue Line Community Event at Ballybunion Community Centre on Thursday, January 26th with about 200 in attendance.

As always, our groups are free, non-judgmental, and open to anyone over the age of 18 facing a mental health challenge.

McCarthy Insurance Donation Appreciation

A heartfelt THANK YOU to McCarthy Insurance Brokers of Cork. They are the insurance brokers for all our insurance needs throughout the year.

The staff at McCarthy generously made personal donations over the holiday season which were matched by the company. A total of €1,300 was donated to Grow Mental Health.

Jenny Synnott from Grow Mental Health pictured with Alan Cleary of McCarthy Insurance Group.



March

Grow's First National Social Meet Up of 2022

Our first National Social Meet up of 2022 took place on Friday, March 25th and Saturday, March 26th at the Athlone Sheraton Hotel. It was a fabulous weekend of re-connecting, re-charging, and learning. We enjoyed a great talent of our members on Friday evening. We got to learn and share with various panelists and speakers on Saturday and most important we were able to shake hands and talk face-to-face after a very long time apart.



Mental Health Reform 10th Anniversary Conference

Mental Health Reform held their 10th Anniversary Conference in March 31st, 2022.

Former Grow Mental Health Chief Executive, Michele Kerrigan, who is also the chairperson of Mental Health Reform, Mary Butler, Minister of State for Mental Health and Older People and John Farrelly, Chief Executive, Mental Health Commission among others, were speakers at the Conference.

The conference was titled 'Reflections on the Past & Aspirations for the Future' and saw the official launch of the Brave New Connections Report: Resetting the Non- Profit Voluntary and Community Sector After the Pandemic.



Grow Mental Health March Podcast

Grow Mental Health Podcast in March, was a conversation about SUPPORT in the context of the Grow Program.

Grow Communications Officer, Jenny was joined by Grow members Patricia and Gearoid to discuss the support a person can feel from the minute they walk into a Grow group and the myriad of ways that we support one another every day.

As always, the generosity of our Grow members in telling their stories and sharing their wisdom is humbling.



Mental Health First Aid

Grow Mental Health offered a free Mental Health First Aid course to all members, staff, regional teams, and board members.

The MHFA course is a 12-hour course, given over 4 modules that teaches people how to assist someone who is developing a mental health problem or in a mental health crises.

Course participants received a copy of the MHFA Manual and a Certificate of Completion.



April

#YELLOWWALK 2022

Grow Mental Health's 2nd Annual Yellowwalk held on Easter Sunday April 17th. Walks took place all around the country to raise vital funds and awareness for Grow Mental Health and the support it provides in communities across Ireland.



GROW Australia Turns 65

It was a delight to Celebrate 65 years of GROW Australia on April 26th, 2022. The first official GROW group gathering was held in Hurstville Sydney, Australia on April 26th 1957.

Grow now operates in Australia, New Zealand, Ireland and USA. It was a global online event which was captured beautifully by the Sketch Group in a souvenir poster.

Well done to all involved and special thanks to the Rathfarnham Ukulele Group, RAGs, Ireland.



Grow Mental Health Midwest Event Round-Up

On Friday, April 1st, Grow Mental Health Midwest hosted a get-together for mental health professionals in the region.

There were several representatives in attendance from Mental Health Ireland, Samaritans, Ballyhoura Development, NLN, Employability, and of course Grow Mental Health.

The event was a great way to reconnect and to remind all attendees of the great work we have continued at Grow Mental Health throughout pandemic lockdowns.



Cork Mental Health & Housing Association 60th Anniversary

Cork Mental Health Foundation & Housing Association's celebrated their 60th Anniversary in Blackrock, Co Cork on Monday, April 25th, 2022.

Cork Mental Health have also been extremely supportive to Grow Southern Region, particularly following their office fire in November 2019.

Brendan McCarthy, Chief Executive Officer Cork Mental Health & Housing Association pictured with Finola O'Callaghan, Area Co-ordinator, Southern Region.



May

Stories of Recovery and Hope at the Tralee Bus Station

Noreen Murphy-O'Sullivan, Grow Mental Health, pictured on right with Fiona Connolly, Bus Éireann, Sales Executive Manager, South and Morgan O'Sullivan, Supervisor, Bus Éireann in Tralee at the launch of the Expressway & Grow Mental Health photo exhibition with Stories of Recovery and Hope on display at Tralee bus station.



The Sanctuary Runners at The Regeneron Great Limerick Run

Seasoned Grow member and stalwart Grow Mental Health supporter, Rob Stephen was at it again!

Rob along with fellow Grow members and the Sanctuary Runners participated in the Regeneron Great Limerick Run at the beginning of May to raise funds and awareness for Grow and the Sanctuary project.

To date, Rob has raised over €2,000 for Grow on this event alone. A massive thank you to Rob and his fellow runners.



Grow Mental Health Midlands Fundraising Success

The Grow Mental Health Midlands Region was the recipient of a generous donation from the Tullamore Credit Union in May.

The €500 donation was part of the credit union's Community Support Fund. Well done to Patricia Steinegger and all involved in seeking and facilitating regional donations.

Patricia Steinegger, Grow Mental Health Administrator, Midlands Region accepting the donation from a representative of the Tullamore Credit Union.



Mountain Climbing and Mental Health with Derek Mahon

Dream, Believe, Achieve!
This is the motto that Derek Mahon lives by and achievements he's made!

By day, Derek works in a Dublin wealth management firm but has dedicated his spare time to high-altitude mountaineering. Derek is also a strong supporter of Grow Mental Health and has flown the flag for Grow atop some of the highest peaks in the world.

Congratulations to Derek who reached the Denali summit on Monday, May 30th at 7:30pm.



June

Grow Mental Health and Inclusion

At Grow Mental Health, we welcome anyone over the age of 18 regardless of background, diagnosis, religion, or beliefs. We hold space at Grow meetings for everyone to share their story and start their journey to recovery. Inclusion is so important to us at Grow Mental Health that it is one of our six core values, along with change, connection, support, hope, and integrity.



Grow Western Region Annual Weekend

On Friday 17th of June, Grow members from the Western Region arrived at Esker Retreat Centre in Athenry, Co. Galway for the Western Region Annual Weekend.

On Saturday Ruairi Powell, Grow Mental Health Regional Manager, welcomed 45 attendees. It was an exciting weekend of sharing of personal testimony, talks, discussions on spirituality, entertainment and lovely meals.

It was the final year the Group met at the Esker Retreat Centre as the facility sadly closed permanently.



Discovering Leadership in Grow Mental Health

Discovering Leadership in Grow, an online workshop about the leadership opportunities and pathways at Grow Mental Health which was slated for June 27th but was rescheduled to Tuesday, August 30th.

The workshop was co-produced by Mary Walsh, Grow Mental Health National Volunteer Coordinator and John O'Donnell, Seasoned member and member of the Program Team.

Participants enjoyed the sessions and requested for the workshop slides.



June Grow Mental Health Podcast - Inclusion

June is often a time to reflect on INCLUSION as pride parades and events take place around the world.

In the podcast, we talked about the damaging effects of exclusion as well as the inclusive spirit of Grow. We also talked about how we as humans and as an organisation must continue to stretch our idea of inclusion and reach out to all marginalised people.

Many thanks to Jenny and Grow Member John O'L for the honest and challenging discussion on inclusion.



Sustainability and Mental Health with Bus Éireann and Grow Mental Health

Grow Mental Health once again partnered with Bus Éireann and worked together to highlight sustainability and mental health on July 6th for the launch of the Reverse vending machines in Dublin and Letterkenny. Former Grow Chief Executive, Michéle Kerrigan who was on hand for the program launch noted, 'The donation of €500 per month generated from this investment scheme will help many people with mental health issues across Ireland'.



Foynes Day Out

The Grow Midwest groups trip to Foynes on Saturday the 23rd of July was a huge success and a great experience for all who went.

The bus trip gave the opportunity to enjoy the beautiful scenery of Co. Limerick. The visit to The Flying Boat museum was excellent and incredibly informative. After the museum, attendees enjoyed a lovely meal in the adjoining restaurant.

The weather was lovely and sunny despite forecasts of rain.



Racing for Fundraising

Brian Kennedy, author and longtime supporter of Grow Mental Health collaborated with Paddy Power to oversee the third (hopefully annual) League of Ireland Mascot Race at Naas Racecourse on July 2nd.

Paddy Power sponsored the race and pledged the usual €3,500, of which the sum of €2,500 donation was made to Grow Mental Health.

A huge thank you to Brian and all of the mascots for their dedication and drive.



Joy in the Park

Fitzgerald Park in Cork was transformed into a wonderland of music, activities, family-friendly fun, and JOY on Sunday, July 17th.

Grow Mental Health, along with other mental health organisations, shared information about about Mental Health and had fun activities. Performers included Jerry Fish, John Spillane, and the Cork Circus Factor – among others.

The one-day free event was the highlight of the summer festival calendar.



August

Mental Health Reform Launches Pre-Budget Submission

Former Grow Mental Health CEO and Chair of Mental Health Reform Michele Kerrigan, was on hand to MC the campaign launch on August 31st during which Mental Health Reform unveiled their plans to lobby the government for an additional €100 million for mental health in Ireland.



Working the Steps

Working the steps took on a whole new meaning for the brave North East Cavan/Monaghan Grow Mental Health group members during the bank holiday August 1st.

Proudly wearing their Grow T-Shirts the Grow wisdom 'You are more durable than vulnerable' was really put to the test, as the group bravely faced harrowing weather conditions to complete the 'Stairway to Heaven' hike in the Cuilcagh Mountain range in Co. Fermanagh.

A hot cuppa and a bite to eat in the nearby Marble Arch caves finished the day.



The Tubbercurry Old Fair Day Festival

Marie Gilligan, Grow Mental Health Area Coordinator in the Northwest, flew the flag for Grow Mental Health at the Old Fair Day Festival, Sligo Volunteer Centre on August 14th.

Tubbercurry Old Fair Day was in its 34th year and attracted a crowd of over 20,000 people which was completely organised by volunteers. It gave a great example of community connections in action.

The festival volunteers were on hand to lend support, express their creativity and share their gifts and talents.



Tesco Community Fund

Wayne, Grow Member in Wicklow and Trish, Area Coordinator, Grow Mental Health recieved a cheque from Tesco in Wicklow for €541.61 on Monday August 15th through the store's Blue Tokens initiative.

Many thanks to Tesco for the Tesco Community Fund and shoppers in Wicklow who put in their blue chips for Grow Mental Health as their chosen charity.

In the picture, George Micheal, Tesco Wicklow, presenting the cheque to Trish and Wayne.



September

Celebrating 10 years of Green Ribbon

See Change celebrated 10 years of the Green Ribbon campaign. The campaign aimed to spread awareness about all mental health difficulties to help end mental health stigma and discrimination. See Change hosted events, ran social media campaigns and supported workplaces, organisations and the general public across Ireland in having open and honest conversations about mental health.



Cycle against Suicide

Area Coordinators Treasa and Jerry, and regional team member Denis represented Grow Mental Health at the Cycle Against Suicide event at the Marina market Co. Cork on September 3rd.

The indoor market was the focal venue for the start and finish of a 42 Km cycle organised by Cycle Against Suicide as a suicide awareness event to mark World Suicide Prevention Day.

The Grow stand was one amongst about fifteen mental health organisations, which allowed ample opportunities for networking and promoting Grow.



Together at the Castle

Cork Kerry Community Healthcare partnered with Mallow Chamber of Commerce, Cork County Council, See Change, and Shine to present 'Together at the Castle', a mental health and wellbeing event on Sunday, September 11th, at the Mallow Castle.

The event had a diverse range of entertainment, recreational activities, workshops and informational spaces.

Grow Area Coordinator, Noreen O'Sullivan and members of the regional team attended the event.



Grow in Offaly

Offaly County Council PPN (Public Participation Network) held a Social Inclusion showcase as part of Social Inclusion week at the Tullamore Court Hotel on Wednesday September 14th.

Michelle McCormick, Midlands Area Coordinator and Patricia Steinegger, Administrator, Midlands East and West Regions attended the free event.

Over 35 organisations exhibited their services. Thanks to both of you for shining the light for Grow in Offaly.



October

Grow Mental Health Leadership Course Launch

Pictured at the launch of the Grow Mental Health Leadership Course in Athlone: Denis Fitzpatrick, Former Grow Chair, Michele Kerrigan, Former Grow Chief Executive, Andrea Best, Grow National Program Coordinator, Mary B Walsh, Grow National Volunteer Coordinator, Treasa Twomey, Grow Area Coordinator.



Grow Mental Health Staff Training Weekend

The Staff of Grow Mental Health met in Athlone Springs Hotel, Athlone for a two-day training session on October 5th and 6th 2022.

The focus was on the Culture of Grow, exploring our culture and our values and bringing our Grow values alive in our workplace and as part of the overall Grow community.

As many of the Grow staff work remotely, these two days provided a much-needed chance to come together to share insights, learn, and meet up with one another.

Celebrating 10 years on Henry Street Limerick

Grow Mental Health Midwest Region was delighted to celebrate its 10th birthday at 33 Henry Street, Limerick on Wednesday October 12th.

The fantastic facility which is home to Grow Members & Staff in the Region was gifted to us through the generosity of the JP McManus Benevolent Fund in 2012.

Grow in the Midwest Region looks forward to the next 10 years on Henry Street and all that we will achieve around mental health recovery.

Marathon Champion for Grow Mental Health

Luke Ellison ran the Dublin Marathon in October and raised over €1,200 for Grow Mental Health in the process!

Luke began training months before and chose Grow Mental Health as a fundraising partner after reading about our program and services. He decided to run the 2022 Dublin Marathon to raise awareness in aid of Grow Mental Health

Congratulations to Luke on his tremendous achievement and thank you from all at Grow Mental Health

Radius Makes a Donation to Grow Mental Health

Grow's go-to technology team, Radius Technologies has always been a major helping hand to all our staff in times of need. A heartfelt THANK YOU to the Radius Team for making a donation of €3,500.



Paddy Dakar Committee donates to Grow Mental Health

The Paddy Dakar Committee generously donated €1,000 to Grow Mental Health.

The Paddy Dakar is an orienteering on motorbikes charity event that takes place annually in Doon, Co. Limerick. With 200 participants traveling over 200kms around the Slieve Felim and Galtee Mountain region.

Pictured here are Audrey Fox representing The Paddy Dakar Committee, Mary Purcell Grow Mental Health Regional Manager for the Midwest and Mary's dog, Bella, who came along to provide security for the handing over of the cheque.

Light Up The Night Raise Funds for Grow Mental Health

Light up the Night is an annual Tractor and Truck Run that takes place on New Year's Eve in Ballyragget, Kilkenny highlighting Suicide Awareness and raising funds for local charities.

The Run didn't take place due to Covid, however, money was still donated to Light Up the Night throughout the year. The Light Up the Night committee selected 4 charities to receive €1000 each.

Mary Walsh, National Volunteer Coordinator attended the presentation of cheques event.

Wellness Day in Dungarvan

Many thanks to Gert, Chris, and everyone who supported the wellness day in Gert's house in Dungarvan.

The day was a fantastic success, with those attending very happy to pay €50 for the day and others providing sponsorship to cover any costs associated with the day.

The day raised €2000 specifically towards rent of the new building. Those funds, coupled with Gert's very generous personal donation, covered three months' rent.



December

Christmas Caroling at the Bus Stations

The Grow community came together all over Ireland to spread holiday cheer and raise vital funds for Grow. Thanks to our bucket shakers and our partners at Bus Éireann, we raised over €4,500 that will be spent on Grow activities and 12th-step work throughout the regions. Many thanks to our carol singers.



Grow Mental Health 12 Acts of Care

During Christmas last year 2022, Grow Mental Health rolled out 12 Acts of Care on our Social Media platforms and Grow website.

The Christmas season can be overwhelming and lonely for some, so it was important to give and receive care. Even the smallest act can have a big impact on your own holiday experience and those around you.

The 12 Acts of care, one care for each day for twelve days for others and oneself was inspired by a piece of the Grow Program.



Celebrating the Season

Grow members in the Midlands celebrated the season by getting together for a lovely Christmas meal and some 12-step socialising.

Pictured here are the Laois Grow members from Mountmellick, Portlaoise, and Portarlinton groups with Grow Area Coordinators, Michelle McCormick and Assumpta Lyons.

How nice it is in this season of go, go, go to take some time to connect and celebrate with our Grow community of support and friendship.



Grow Mental Health in the News

Grow Mental Health was featured in both Garda Times and Hot Press Magazine. Grow's National Program Coordinator, Andrea Best was interviewed for an article in the Sunday Independent Magazine.

Andrea spoke about the Grow Program and the importance of focusing on the positives and future growth instead of living in past traumas.

Thanks to these opportunities our services are no longer "Ireland's best-kept secret".



Independent Auditors'
Report
to the
Members of
GROW in Ireland

GROW IN IRELAND
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

GROW IN IRELAND
(A Company Limited by Guarantee)

CONTENTS

	Page
Company Information	63
Independent Auditors' Report	64 - 65
Statement of Financial Activities	67
Balance Sheet	68
Statement of Cash Flows	69
Notes to the Financial Statements	70 - 82
The following pages do not form part of the statutory financial statements:	
Detailed Profit and Loss Account and Summaries	83 - 86

GROW IN IRELAND
(A Company Limited by Guarantee)

COMPANY INFORMATION

Directors	John O'Donnell Denis Fitzpatrick Gerry Farrell Mike Watts (resigned 9 September 2022) Jeanette O'Leary (resigned 9 September 2022) Keith O'Malley (resigned 9 September 2022) Christine Fitzgerald Aideen O'Brien Paul Clabby (appointed 19 November 2022) Yvonne Pearse (appointed 20 February 2023) Annabel O'Keeffe (resigned 25 March 2023)
Company secretary	Audrey McLoughlin
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)

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 'company') for the year ended 31 December 2022, which comprise the Statement of Financial Activities, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' 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 company as at 31 December 2022 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 company 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 company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our 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

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

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

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

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

Matters on which we are required to report by exception

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

The Companies Act 2014 requires us to report to you if, in our opinion, the 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 company. 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 company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

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

DocuSigned by:

Roseanna O'Hanlon

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For and on behalf of

DocuSigned by:

Crowe Ireland

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

Date: 11/4/2023

GROW IN IRELAND
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

		Unrestricted funds 2022 €	Restricted funds 2022 €	Total funds 2022 €	Total funds 2021 €
	Note				
Incoming resources					
Incoming resources from generated funds:					
Voluntary income	4	63,016	-	63,016	94,534
Investment income	5	7	-	7	159
Incoming resources from charitable activities	7	-	1,731,763	1,731,763	1,597,517
Other incoming resources	8	15,286	-	15,286	19,435
Total incoming resources		78,309	1,731,763	1,810,072	1,711,645
Resources expended					
Raising funds		417	-	417	9,927
Charitable activities	9	-	1,868,144	1,868,144	1,644,708
Total resources expended		417	1,868,144	1,868,561	1,654,635
Net movement in funds for the year		77,892	(136,381)	(58,489)	57,010
Total funds at 1 January 2022	18	799,322	505,388	1,304,710	1,247,701
Total funds at 31 December 2022		877,214	369,007	1,246,221	1,304,711

There were no recognised gains and losses for 2022 or 2021 other than those included in the statement of financial activities incorporating income and expenditure account.

The notes on pages 29 to 41 form part of these financial statements.

GROW IN IRELAND
(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 DECEMBER 2022

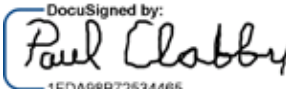
	Note	2022 €	2021 €
Fixed assets			
Tangible assets	12	450,000	460,000
		<u>450,000</u>	<u>460,000</u>
Current assets			
Debtors: amounts falling due within one year	13	43,453	3,293
Cash at bank and in hand	14	1,113,284	1,148,888
		<u>1,156,737</u>	<u>1,152,181</u>
Creditors: amounts falling due within one year	15	(360,517)	(307,470)
Net current assets		<u>796,220</u>	<u>844,711</u>
Total assets less current liabilities		<u>1,246,220</u>	<u>1,304,711</u>
Net assets		<u><u>1,246,220</u></u>	<u><u>1,304,711</u></u>
Funds			
Restricted funds		369,007	505,388
Unrestricted funds		877,213	799,323
Total funds		<u><u>1,246,220</u></u>	<u><u>1,304,711</u></u>

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

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

DocuSigned by:

787343CA3F7E44B...
John O'Donnell
Director

DocuSigned by:

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Paul Clabby
Director

Date: 25 March 2023

Date: 25 March 2023

The notes on pages 29 to 41 form part of these financial statements.

GROW IN IRELAND
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 €	2021 €
Cash flows from operating activities		
Net movement in funds for the year	(58,489)	57,010
Adjustments for:		
Depreciation of tangible assets	10,000	10,000
Interest received	(7)	(159)
(Increase)/decrease in debtors	(40,160)	10,572
Increase in creditors	53,045	89,088
Net cash (used in)/generated from operating activities	(35,611)	166,511
Cash flows from investing activities		
Interest received	7	159
Net cash from investing activities	7	159
Net (decrease)/increase in cash and cash equivalents	(35,604)	166,670
Cash and cash equivalents at beginning of year	1,148,888	982,218
Cash and cash equivalents at the end of year	1,113,284	1,148,888
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	1,113,284	1,148,888
	1,113,284	1,148,888

The notes on pages 29 to 41 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 2022

1. General information

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

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

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

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

The following principal accounting policies have been applied:

2.2 Income

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

2.3 Fund accounting

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

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Accounting policies (continued)

2.4 Expenditure

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

2.5 Reserves

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

2.6 Tangible fixed assets

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

Freehold property - 2% per annum

2.7 Debtors

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

2.8 Cash and cash equivalents

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

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 company's cash management.

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Accounting policies (continued)

2.9 Financial Instruments

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

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

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

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

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

2.10 Creditors

Short term creditors are measured at the transaction price.

2.11 Employee benefits

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

2.12 Pensions

Defined contribution pension plan

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

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

2.13 Interest Income

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

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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 for the year. 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 property, plant and equipment, 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

During the financial year, the effects of the Covid-19 pandemic were still being felt worldwide.

Like many companies, Grow in Ireland continues to be exposed to the effects of the Covid-19 pandemic. 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 company's ability to meet its liabilities as they fall due, and to continue as a going concern.

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

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

4. Voluntary income

	2022 €	2021 €
Donations	42,544	83,432
Literature income	6,655	4,243
Voluntary/Grower contribution	13,817	6,859
	<u>63,016</u>	<u>94,534</u>

5. Income from investments

	2022 €	2021 €
Bank interest	7	159
	<u>7</u>	<u>159</u>

6. Incoming resources from HSE Grants

CHO Area	Region	2022 €	2021 €
Area 1	North West: Sligo / Leitrim	28,800	28,800
Area 1	North East: Cavan / Monaghan	40,000	40,000
Area 1	North West: Donegal	77,226	64,416
Area 2	West Region	78,412	78,412
Area 3	Midwest Region	85,000	85,000
Area 4	Southern HSE	90,821	117,749
Area 5	South East Region	123,312	123,314
Area 7	East	50,000	48,000
Area 8	Midlands	96,500	96,500
Area 8	North East: Louth / Meath	61,688	61,688
Area 9	East	79,751	79,751
	National Mental Health	702,864	632,909
		<u>1,514,374</u>	<u>1,456,539</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Incoming resources re HSE Lottery Grants

		2022	<i>2021</i>
		€	€
CHO Area	Region		
Area 1	North West	-	2,700
Area 1	North East	-	3,344
Area 3	Midwest	-	2,000
Area 5	South East	997	1,300
Area 6	East	-	4,000
Area 7	East	-	1,000
Area 9	East	-	2,992
Area 8	Midlands	800	-
	National	-	2,768
		1,797	20,104

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

7. Details of 2022 grants received

Region	Grantor	Name of Grant Programme	Purpose of Grant	Term	Amount €
All Regions	Health Service Executive	Section 39 Funding	Funding for Grow Recovery program and other Grow services	January to December 2022	€1,530,830
East	Health Service Executive	Not specified	One off funding to support Section 39 funding shortfalls	January to December 2022	€50,000
North West	Health Service Executive	Not specified	One off funding to support Section 39 funding shortfalls	January to December 2022	€12,810
Midwest	Limerick Co Council	Not specified	Grant towards premises expenses	12 Months	€500
National	Mental Health Ireland	Mental Health Grant Scheme 2022	Improving Technology on Internal Group Evaluation	12 months	€20,000
National	Mental Health Ireland	Mental Health Grant Scheme 2022	External Evaluation of Grow Recovery Programme	12 months	€10,000
National	POBAL 2019-2022	Funding scheme to support National Organisations in the Community and Voluntary Sector	Pay and General Administration, Monitoring & Evaluation, Governance Compliance	3 Year Project ends June 2022	€46,758
National	POBAL 2022-2025	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	3 Year Project ends June 2025	€45,068
National	The Department of Justice and Equality through the Probation Service	Probation Service funding for Arbour Hill Programme	Service Provision of GROW Leadership Course in Arbour Hill.	12 Months	€14,000
South East	Health Service Executive	National Lottery Grant Scheme	Respite Funding	12 Months	€997
Midlands	Health Service Executive	National Lottery Grant Scheme	Respite Funding	12 Months	€800
	Total Grants Received				€1,731,763

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Department of Justice and Equality through the Probation Service

Department of Justice and Equality through the Probation Service provided current funding in the amount of €14,000 in 2022. Funding is granted for a 12 month period and paid in accordance with the terms and conditions of the funding agreement.

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

8. Other incoming resources

	2022 €	2021 €
Fundraising activity & miscellaneous income	9,855	19,435
Street collections	5,431	-
	<u>15,286</u>	<u>19,435</u>

9. Expenditure on charitable activities

	2022 €	2021 €
Other costs		
Service delivery	246,056	167,482
Education and outreach	1,888	2,794
Promoting and marketing	61,501	31,658
Premises costs	93,415	87,614
Wages and salaries	1,323,428	1,204,347
Office costs	124,997	142,672
	<u>1,851,285</u>	<u>1,636,567</u>
Governance costs	16,859	8,141
	<u>1,868,144</u>	<u>1,644,708</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

10. Analysis of governance costs

	2022 €	<i>2021</i> €
Regional team expenses	1,570	-
Executive expenses	5,681	1,253
Audit fees	9,608	6,888
	16,859	8,141

11. Employees

	2022 €	<i>2021</i> €
Staff salaries	1,182,278	1,077,305
Social insurance costs	119,388	107,401
Cost of defined contribution scheme	21,762	19,641
	1,323,428	1,204,347

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

	2022 No.	<i>2021</i> No.
Charitable Activities	44	43

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 2022	<i>Number of employees 2021</i>
€80,000 - €90,000	1	1
	1	1

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

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

12. Tangible fixed assets

	Freehold property €
Cost or valuation	
At 1 January 2022	500,000
At 31 December 2022	<u>500,000</u>
Depreciation	
At 1 January 2022	40,000
Charge for the year on owned assets	10,000
At 31 December 2022	<u>50,000</u>
Net book value	
At 31 December 2022	<u><u>450,000</u></u>
<i>At 31 December 2021</i>	<u><u>460,000</u></u>

13. Debtors

	2022 €	2021 €
Trade debtors	39,551	4
Prepayments	3,902	3,289
	<u>43,453</u>	<u>3,293</u>

14. Cash and cash equivalents

	2022 €	2021 €
Cash at bank and in hand	1,113,284	1,148,888
	<u>1,113,284</u>	<u>1,148,888</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

15. Creditors: Amounts falling due within one year

	2022 €	2021 €
Trade creditors	48,306	17,426
Taxation and social insurance	26,865	27,229
Accruals	28,962	60,933
Deferred income	256,384	201,882
	<u>360,517</u>	<u>307,470</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 €21,762 (2021: €19,641).

17. Analysis of net assets by fund

	Fixed assets €	Current assets €	Current liabilities €	Total €
Restricted income				
All funds	450,000	175,391	(256,384)	369,007
Unrestricted income				
Activities for generating funds	-	981,346	(104,132)	877,214
	<u>450,000</u>	<u>1,156,737</u>	<u>(360,516)</u>	<u>1,246,221</u>

GROW IN IRELAND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

18. Analysis of movements on funds

	Balance 1 January 2022 €	Incoming resources €	Resources expended €	Balance 31 December 2022 €
Restricted income				
Capital and other Grants received	477,613	29,083	(160,098)	346,598
HSE Section 39 and once off Grants	-	1,595,057	(1,595,057)	-
Probation service	4,775	14,000	(12,974)	5,801
HSE Respite funding	26,154	1,797	(12,673)	15,278
Pobal	(3,154)	91,826	(87,342)	1,330
	<u>505,388</u>	<u>1,731,763</u>	<u>(1,868,144)</u>	<u>369,007</u>
Unrestricted income				
Activities for generating funds	799,322	78,309	(417)	877,214
	<u>1,304,710</u>	<u>1,810,072</u>	<u>(1,868,561)</u>	<u>1,246,221</u>

19. Company status

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

20. Related party transactions

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

The total amount of expenses reimbursed to the directors during the year is €2,719 (2021: €693). The expenses relate to travel costs incurred while fulfilling their duties.

21. Provisions available for audits of small entities

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

22. Post balance sheet events

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

GROW IN IRELAND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

23. Approval of financial statements

The board of directors approved these financial statements for issue on 25 March 2023

GROW IN IRELAND
(A Company Limited by Guarantee)

DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022 €	2021 €
Income		1,810,065	<i>1,711,486</i>
Expenditure		(1,868,561)	<i>(1,654,635)</i>
Income from investments		7	<i>159</i>
Net surplus/(deficit)		(58,489)	<i>57,010</i>

GROW IN IRELAND
(A Company Limited by Guarantee)

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022 €	2021 €
Income		
Donations - general	42,544	83,432
Street collection	5,431	-
The probation Service	14,000	14,000
National Office of Suicide Prevention	-	7,874
POBAL grant	91,827	75,000
HSE National Mental Health	783,547	633,539
Eastern HSE	129,751	127,751
Midland HSE	96,500	96,500
Western HSE	78,412	78,412
Mid Western HSE	85,000	85,000
North Eastern HSE	101,687	101,688
South Eastern HSE	123,312	123,314
North West HSE	106,026	93,216
Southern HSE	90,821	117,119
HSE Lottery Fund	1,797	20,104
Fundraising activity & miscellaneous income	9,855	19,435
Grant received	29,083	24,000
Literature income	6,655	4,243
Voluntary/Grower contribution	13,817	6,859
	1,810,065	1,711,486

GROW IN IRELAND
(A Company Limited by Guarantee)

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022 €	2021 €
Resources Expended		
Wages and salaries	1,182,278	1,077,305
Social insurance costs	119,388	107,401
Staff defined contribution pension costs	21,762	19,641
Employee training expenses	23,051	7,771
Other staff costs	4,309	45,339
Volunteer/regional team training costs	8,261	8,002
Travel and subsistence expenses	111,641	63,125
Research and development	29,383	1,602
Printing and stationery	17,743	20,050
Telephone	24,281	24,449
Computer costs	44,860	42,546
PR & Advertising	3,861	11,659
Subscriptions	13,497	7,998
Legal and professional	27,825	13,560
Auditors' remuneration	9,608	6,888
Bank charges	739	596
General expenses	1,225	757
Rent	41,577	30,035
Light and heat	14,644	9,737
Insurances	13,816	12,363
Repairs and maintenance	15,850	27,796
Depreciation - freehold property	10,000	10,000
Executive expenses	5,681	1,253
Regional team expenses	1,570	-
Equipment written off on purchase	20,104	46,270
Staff recruitment	1,888	2,794
Literature costs	18,143	8,532
Respite costs	25,642	555
Community Education Programme	2,150	8,235
Group expenses	45,970	23,029
Fundraising costs	417	9,927
Gifts, cards and flowers	7,182	3,520
Programme Costs	215	1,900
	1,868,561	1,654,635

GROW IN IRELAND
(A Company Limited by Guarantee)

**SCHEDULE TO THE DETAILED ACCOUNTS
 FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022	2021
	€	€
Interest receivable		
Bank interest receivable	7	159
	<u>7</u>	<u>159</u>
	<u>7</u>	<u>159</u>



**"Often renew your
will to change."
- Grow program**

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Grow in Ireland

Registered Charity Number: 20023294

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grow.ie