
GROW IN IRELAND

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

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

GROW IN IRELAND
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COMPANY INFORMATION

Directors	Ciaran Diamond John O'Donnell Denis Fitzpatrick Maurice McEniry Gerry Farrell Ursula Cullen (appointed 20 November 2019, resigned 4 February 2020) Richard Smyth (appointed 13 May 2019, resigned 19 November 2019) Mike Watts (appointed 31 January 2020) Robert Stephen (resigned 22 September 2019) Mary Brennan (resigned 22 September 2019) David O'Mahony (resigned 22 September 2019) Conor Daly (resigned 22 September 2019) Jayne O'Sullivan (resigned 22 September 2019) Jeanette O'Leary (appointed 25 January 2020) Keith O'Malley (appointed 21 March 2020)
Company secretary	Audrey McLoughlin (appointed 24.03.2020) Richard Smyth (appointed 22/09/2019)(resigned 24.03.2020) Jayne O'Sullivan (resigned 22/09/2019)
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 Marine House Clanwilliam Place Dublin 2
Bankers	AIB Permanent TSB
Registered charity number (RCN)	20023294
Charity number (CHY)	9319

GROW IN IRELAND

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2019

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

Directors' responsibilities statement

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

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

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

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

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

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

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

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

Objectives and Activities

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

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

The supporting objectives are:

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

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

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

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

Our vision

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

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

Structure, Governance and Management

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

The Board

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

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

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

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

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

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

Appointment of Board

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

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

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

Board induction and training

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

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

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

Regional Teams

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

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The Program Team

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

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

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

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

- Finance Committee
- Health & Safety Committee
- Policy Committee

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

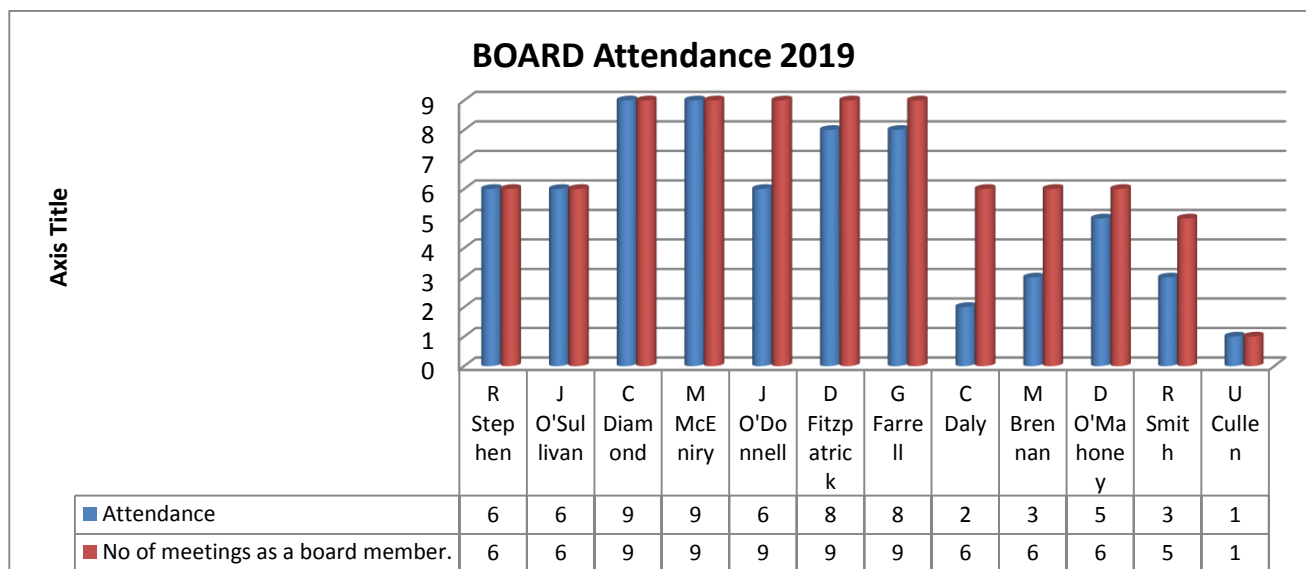
Our diligence around governance enables and empowers people affected by mental health issues to live the life of their choice to their fullest potential.

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

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Board Relationship with Management and Staff

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

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

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

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

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

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

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National Program Co-Ordinator

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

The National Office

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

Volunteers

The Board would like to pay tribute to:

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

Risk management

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

The board have a risk management strategy which comprises:

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

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

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

Achievements and Performance

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

Strategic Priority 1:

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

Strategic Priority 2:

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

Strategic Priority 3:

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

Strategic Priority 4:

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

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

Strategic Priority 1:

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

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

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

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

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

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

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

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

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

The national average quality score was 8.33.

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

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

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

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

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

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

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

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

The following is a breakdown by region of 12th Step Work: -

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Personal Goals

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

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

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

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

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

Social Support

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

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

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

Symptoms

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

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

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

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

Coping

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

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

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

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

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

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

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

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

Symptoms and hospitalization

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

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

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

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

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

GROW IN IRELAND

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

Community activities and physical exercise

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

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

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

Members were asked about their physical activity

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

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

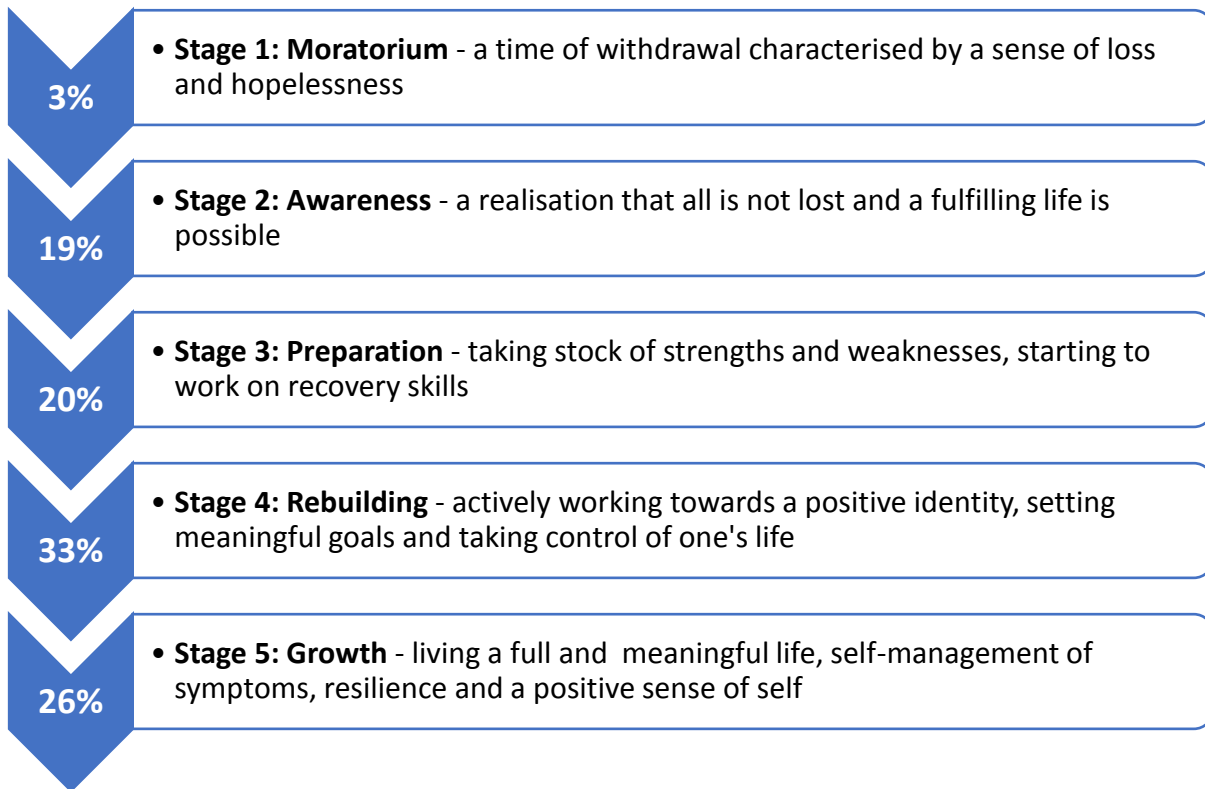
A new question was asked in the 2019 survey on members' outlook on life. This question is based on Australian research by Andresen, Caputi and Oades in 2016, which resulted in the Stages of Recovery Instrument (STORI), a five-stage recovery model. The aim of STORI is to measure individual recovery from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

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

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



Outlook on life and optimism about the future.

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

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

Educational Programmes to the Wider Community

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

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

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

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

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

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

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

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

Strategic Priority 2:

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

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

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

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

Key Outcomes from Course

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

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

Strategic Priority 3:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Strategic Priority 4:

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

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

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

Financial Review

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

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

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

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

Pension Fund

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

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

Challenges and Risks

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

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

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

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

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

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

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

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

Future Developments

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

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

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

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

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

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

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

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

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

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

Director's Interests

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

Accounting Records

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

Statement of Relevant Audit Information

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

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

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

Subsequent Events

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

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

Exemption from Disclosure

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

Funds held as custodian trustee on behalf of others

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

Political donations

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

Principal risks and uncertainties

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

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

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

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

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

Going Concern

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

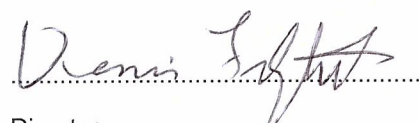
The company has continued to operate, where possible, during this period. The company is reliant on funding which it receives from HSE grants. The directors have prepared budgets for the upcoming 12 months which show that the company will continue as a going concern.

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

Auditors

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

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



Director

Date: 16/5/20



Director

Date: 16/5/20.

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

INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF GROW IN IRELAND

Report on the audit of the financial statements

Opinion

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

In our opinion, the accompanying financial statements:

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

Basis for opinion

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

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

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

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

Respective responsibilities and restrictions on use

Responsibilities of directors for the financial statements

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

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


Auditors' responsibilities for the audit of the financial statements

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

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

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

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

Signed by: 
Roseanna O'Hanlon

for and on behalf of

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

Date: 20 May 2020

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

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

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

All amounts relate to continuing operations.

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

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

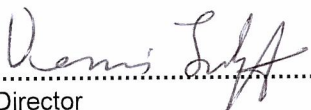
GROW IN IRELAND
(A Company Limited by Guarantee, not having a share capital)

BALANCE SHEET
AS AT 31 DECEMBER 2019

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

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

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


.....
Director

Date: 16/5/20


.....
Director

Date: 16/5/20.

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

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

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

1. General information

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

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

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

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

The following principal accounting policies have been applied:

2.2 Income

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

2.3 Fund accounting

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

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

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

2. Accounting policies (continued)

2.4 Expenditure

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

2.5 Reserves

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

2.6 Tangible fixed assets

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

Freehold property - 2% per annum

2.7 Debtors

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

2.8 Cash and cash equivalents

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

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

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

2. Accounting policies (continued)

2.9 Financial instruments

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

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

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

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

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

2.10 Creditors

Short term creditors are measured at the transaction price.

2.11 Employee benefits

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

2.12 Pensions

Defined contribution pension plan

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

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

2.13 Interest income

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

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

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

3. Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Going Concern

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

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

The financial statements have been prepared on a going concern basis

4. Voluntary income

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

5. Income from investments

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

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

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

6. Incoming resources from HSE Grants

		2019 €	2018 €
CHO Area	Region		
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	64,416	64,416
Area 2	West Region	78,412	78,415
Area 3	Midwest Region	85,000	85,000
Area 4	Southern HSE	126,671	122,489
Area 5	South East Region	123,314	123,308
Area 7	East	47,521	47,163
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	462,048	462,024
		1,294,121	1,289,554

Incoming resources re HSE Lottery Grants

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

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

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

7. Details of 2019 grants received

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

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

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

Department of Justice and Equality through the Probation Service

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

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

8. Other incoming resource

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

9. Expenditure on charitable activities

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

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

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

10. Analysis of governance costs

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

11. Employees

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

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

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

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

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

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

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

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

12. Tangible fixed assets

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

13. Debtors

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

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

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

14. Cash and cash equivalents

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

15. Creditors: Amounts falling due within one year

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

16. Pension costs - defined contribution

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

17. Analysis of net assets by fund

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

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

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

18. Analysis of movements on funds

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

19. Company status

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

20. Related party transactions

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

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

21. Provisions available for Small entities

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

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

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

22. Post balance sheet events

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

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

23. Approval of financial statements

The board of directors approved these financial statements for issue on

16/5/20

Dennis S. S. S.
C. Diamond

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

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

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

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

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

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

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

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

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

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

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

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