



Breaking Through



Annual report for Year Ended 2016

Breaking Through CLG

Newtown House

Confey

Leixlip

Co. Kildare

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Directors Report for the year ended 31ST December 2016

Breaking Through
A Company Limited by Guarantee with Charitable Status

Legal and Administration Details

Board of Directors

- Paul Flynn (Chairperson) Social Care Manager, Crosscare
- Eddie Keane (Vice Chair) Co-ordinator of Youthreach Progression, Ennis, Co Clare
- Gerard Griffin (Treasurer) National Co-ordinator, Youthreach/ VTOS
- Catherine Byrne (Board member), CPD Officer, Irish Assoc of Social Care Workers
- Sara Kickham (Board Member) Youth Development, Wexford
- Sharon Byrne (Board Member) Aftercare Service, Crosscare
- Ciaran Kenny (Board Member) Aftercare Service, Don Bosco Care
- Edel Weldon (Board Member) Aftercare Worker, TUSLA
- Neil Forsyth (Board Member) Service Manager, Focus Ireland

Secretary

Marie Halligan

Registered Office

Breaking Through
Newtown House
Confey
Leixlip
Co Kildare

Registered Company Number: 321538

CHY Number: 13601.

Charity Registration No: 20042844

Office phone number: 01 6060858

Email: info@breakingthrough.org

Auditors:

PT O'Farrell & Company Limited
Chartered Accountants & Statutory Auditors
Castlemaine Court
Dublin Road
Athlone Co Westmeath

Principal Bankers:

AIB
O'Connell Street
Dublin 2

Staff Members:

Yvonne Casey
National Director

Marie Halligan
Assistant National Director

On the 3rd of November 2016 following the AGM the following appointments were made

Election of Board**Chairperson:**

Catherine Byrne, CPD Officer, Irish Assoc of Social Care Workers

Vice Chairperson:

Ciaran Kenny, Aftercare Service, Don Bosco Care

Treasurer:

Gerry Griffin, National Co-Ordinator, Youthreach/VTOS

Secretary:

Marie Halligan (non -board member)

PRO:

Neil Forsyth, Service Manager, Focus Ireland

Line Management:

Catherine Byrne

Board Members:

Sara Kickham, Youth Development, Wexford

Sharon Byrne, Crosscare

Edel Weldon, TUSLA

Aftercare sub committee/advisory board.

- Sharon Byrne (Chairperson) Crosscare Aftercare Service
- Ciaran Kenny (Vice Chair) Don Bosco Aftercare Service
- Edel Weldon (Committee Member) TUSLA Aftercare Worker
- Clare Carruthers (Residential Aftercare Representative) Streetline Aftercare Residential
- Neil Forsyth (Committee Member) Focus Ireland Service Manager
- Brian Heffernan (Residential Aftercare Representative) TUSLA Social Care Worker
- Folasade Thompson (Separated Children Aftercare Team Representative) TUSLA
- Louise Keane (Committee Member) Don Bosco Aftercare Service

The advisory committee is made up of individuals who bring unique knowledge and skills of the aftercare sector which augments the knowledge and skills of Breaking Through board of management.

Mission Statement: To provide support to those who engage with people/groups at risk

Objectives:

- Facilitate links through local, regional and national agencies/ networks
- Promote partnership and inter-agency co-operation
- Collate and disseminate models of best practice
- Provide informed support for practitioners and volunteers within an atmosphere of mutual respect
- Influence policy, practice and programme development
- Secure appropriate resources to support the networks
- Collaborate with State Agencies in providing training

Funding: Breaking Through receives core funding from 2016-2019 from Dept Housing, Planning, and Community & Local Government under the Scheme to Support National Organisations in the Community & Voluntary Sector



Scheme to Support National Organisations 2016-2019

Foreword

2016 was a year to remember. It was very much a year of two halves.

We commenced the year in receipt of bridging funds unsure as to whether or not there would be an option to seek core funding once bridging funds ended in June 2016.

Thankfully we didn't have to wait long when the following was announced

"I wish to inform you that Mr Alan Kelly T.D. Minister for the Environment, Community and Local Government, and Ms Ann Phelan, Minister of State announced today (11 January 2016) the new round of the Scheme to Support National Organisations in the Community and Voluntary Sector. This grant scheme provides multi-annual funding towards the core costs of national organisations in the community and voluntary sector to assist them to operate and fund core staff positions"

Our Chairperson Paul Flynn had the vision and astuteness to guide us in a new direction in relation to this application. It would see us refocussing in the area of managing, coordinating and developing The Irish Aftercare Network. Membership of the Irish Aftercare Network comprises of those working directly or indirectly with young people leaving care in Ireland.

We are exceptionally grateful to Paul who has been with Breaking Through since its establishment in 2000. He had both the vision and expertise to guide us in the right direction and in June 2016 we

learned that his contribution combined with that of the staff, board and committee members ensured our application for core funding was successful.

Paul Flynn (Chairperson) retired from the Board on November 3rd 2016 along with Eddie Keane (Vice Chair). Both were a huge part of Breaking Through and will be missed greatly. We would like to take this opportunity to thank Paul & Eddie most sincerely for all their hard work and dedication to Breaking Through.

In 2016 the HSE also renewed its service level agreement with Breaking Through to plan, manage & co-ordinate suicide intervention and prevention training inclusive of Suicide Alertness for Everyone (safeTALK), Applied Suicide Intervention Skills Training (ASIST) and Understanding Self Harm training for CHO area 7 which encompasses Kildare, West Wicklow, Dublin West, Dublin South City & Dublin South West

From July onwards with renewed enthusiasm and vigour 2016 was exciting and focussed.

The National Directors report below will highlight the events and achievements for the year and communicate what wonderful work Breaking Through does and continues to do with such a small budget, volunteer board ,volunteer committee, one full time and one part time member of staff.

National Network Directors Report

Funding:

2016 commenced with the organisation in receipt of bridging funds from Dept. of Environment, Community & Local Government under the SSNO Development Scheme. Uncertainty of the continuation of funding was difficult and challenging.

In February 2016 we made an application to receive core funding from 2016-2019 from Dept Housing, Planning, and Community & Local Government under the Scheme to Support National Organisations in the Community & Voluntary Sector. (SSNO)

Extensive briefing meetings with Board of Management and staff established that Breaking Through needed to determine its focus and expand the national remit while continuing to maintain and develop quality evidence based service. Through direct consultation with Aftercare professionals and focus groups and under the careful direction of our Chair, Paul Flynn and our Board of Management it was agreed that we should refocus our efforts in developing The Irish Aftercare Network. Breaking Through had already been instrumental in supporting this network since 2013. During this time of refocusing and planning the Board ensured that staff were motivated and supported.

Aftercare is a term used to describe the planning and support put in place to meet the needs of a young person who is leaving care services at age 18. Currently there are 6500 young people in care in Ireland who in the next number of years will be care leavers. Approximately 450 to 500 young people leave care annually on turning 18 years old. According to TUSLA at the end of March 2015 there were 1,720 young people between the ages of 18 to 22 inclusive in receipt of an aftercare service. The people who support these young people namely "Aftercare Workers" do so by planning and assisting them to make the transition from care to independent living.

The Irish Aftercare Network provides a forum for Aftercare Workers to access peer support, information, training and an opportunity to network. It also gives a platform to discuss current issues of concern including how to influence policy development. It is envisaged that a greater expansion of the national remit could take place with continued secure core funding. The overarching aim of the network is and always will be to create better outcomes for young care leavers in Ireland.

Breaking Throughs new focus is to manage, co-ordinate & develop The Irish Aftercare Network

An information session in relation to the grant submission was attended in January 2016.

Both January & early February saw staff, board and committee members channel all their time and energy into the completion of a grant application that would ensure 3 years of core funding if successful.

It was to be a long wait before hearing the outcome in June 2016.

During this time the organisation continued to work in accordance and with direction from a full work plan.

On June 13th 2016 we received the very welcome news that our grant application had been successful.

Core funding was granted to the amount of €214, 440.00 over three years (July 2016 – June 2019) this funding will allow us to plan and continue delivering real impact and outcomes.

The HSE also renewed its service level agreement for 2016 with Breaking Through CLG. Under this agreement Breaking Through plan, manage and co –ordinate suicide intervention and prevention training inclusive of Suicide Alertness for Everyone (safeTALK), Applied Suicide Intervention Skills Training (ASIST) and Understanding Self Harm training for the CHO area 7 which encompasses Kildare, West Wicklow, Dublin West, Dublin South City & Dublin South West. This training is linked to the Connecting for life Strategy which is Ireland's National Strategy to reduce Suicide (2015 – 2020)

<http://health.gov.ie/blog/publications/connecting-for-life-irelands-national-strategy-to-reduce-suicide-2015-2020/>

"I would like to thank Yvonne and Marie for their commitment to providing suicide prevention training for HSE Community Healthcare Area Dublin South, Kildare and West Wicklow. Every other HSE area are now using them as a template for delivering training and NOSP (National Office of Suicide Prevention) are frequently using Breaking Through as an organisation to deliver new training programmes. I know in my role that I don't have to worry about training because Yvonne and Marie will fill the training courses and go above and beyond their contracted role to ensure our training programme is maximised and rolled out successfully. They are also a pleasure to work with.

What more can I say than other that I have been contacted three times this week from other Resource Officers for Suicide Prevention about how they can get a Breaking Through..... "

Emma Freeman, Resource Officer for Suicide Prevention, CHO Area 7 - Dublin South West/Dublin West/Dublin South City

Under this service level agreement in 2016 Breaking Through

Planned, Managed & Coordinated the following.....

- **35 x safeTALKS (Suicide Alertness for Everyone)**
- **10 x Asist (Applied Suicide Interventions Skills training)**
- **1 x Understanding Self – Harm training**
- **952 people trained in suicide intervention & prevention**

“Working with Breaking Through for the past number of years, I have always found both Yvonne and Marie professional in their approach, have strong links with the communities they serve, and provide a comprehensive support for both event organisers and trainers.” **safeTALK &ASIST Facilitator**

25 more people now ASIST trained and certified. This is one of 10 groups that trained in Asist with Breaking Through in 2016



Below are participants that completed safeTALK (suicide alertness for everyone) in 2016. This is just one of 35 groups who trained in safeTALK with Breaking Through.



Key Events 2016 (in chronological order) Core Funded under SSNO

8th March 2016 Irish Aftercare Network Meeting

Agenda included:

- Street Doctors Ireland - a group dedicated to teach life-saving skills to young people at-risk of violent crime or drug use.
- Services in your area- Group discussion as to what is available.
- Light Lunch/Networking
- Art Psychotherapist , Louise Quinn, The First Fortnight Centre for Creative Therapies
- Aftercare Legislation Update

5th April 2016 : Review of “National Leaving and Aftercare Policy 2011”

A group of Irish Aftercare Network members representing both voluntary and statutory agencies met to review the “Leaving and Aftercare Services National Policy and Procedures Document”

A very full and frank discussion around the Policy Document took place at this meeting.

Issues were discussed and recommendations were made by members at the meeting.

We have subsequently forwarded the recommendations to Grainne Collins, Tusla National Representative and offered our assistance in the reviewing process.

Friday 27th May 2016 Annual Conference “Aftercare – Caring for Carers”

The Annual Conference took place on Friday 27th May 2016 in the Glenroyal Hotel Maynooth, Co Kildare

The Title of the conference was “Aftercare – Caring for Carers” it was well attended with excellent speakers on the day including

“Caring for those who care for others” Professor Jim Lucey- Medical Director of St Patrick’s Mental Health Services and Clinical Professor of Psychiatry at Trinity College

“Building Resilience in Caregivers” Resourcing and Sustaining Ourselves in the Work
Tricia McDonnell-Psychotherapist, Facilitator and Trainer

“A Practical Approach to Developing a Self-care Plan” Ger Mc Hugh- Coach, Trainer and Facilitator with over 16 years’ experience working in the Community and Voluntary Sector in Ireland and currently employed as Training Officer in Barnardo’s.

Laughter Yoga-Angie Kinsella: Angie Kinsella, yoga teacher & holistic therapist

“Aftercare and Me” Telus Stefan- shared his own personal experience on the importance aftercare was in assisting him in making the transition from adolescence to adulthood

Evaluations were very positive. Delegates responded in the following manner

The Information gained today will benefit me in my work

54% strongly agreed

46% agreed

Some of the comments received

"I found the theme of the day very useful – it really energised me and it's great to leave a conference on a positive note"

"Really enjoyable and uplifting – acknowledging the work that we do & how valued we are"

"Compliments to the organisers for another great conference"

"Well done to all at Breaking Through & Irish Aftercare Network for a great day"

"Very well organised, professional & useful"

Interesting start to Irish Aftercare Network annual conference 2016



Some members of The Irish Aftercare Network Committee with presenter Ger McHugh at The Irish Aftercare Network Annual Conference 2016



13th June 2016 – Received the great news that grant application had been successful

July 2016 – Work Plan devised.

A work plan was devised for the following 18 months which included

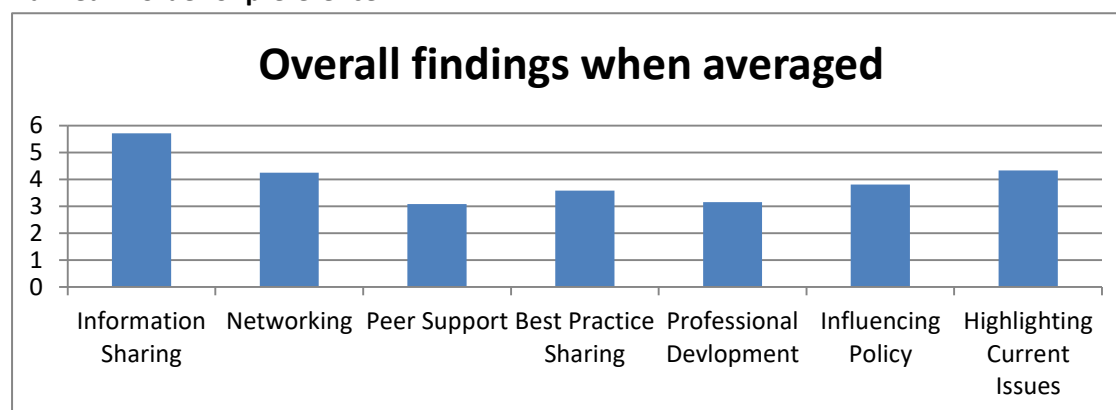
- Objectives
- Activities/Input
- Outputs
- Outcomes expected as measured against specific objectives
- Outcomes expected at end of 2017 as measured against all objectives

July 2016 – Needs Analysis Survey Conducted

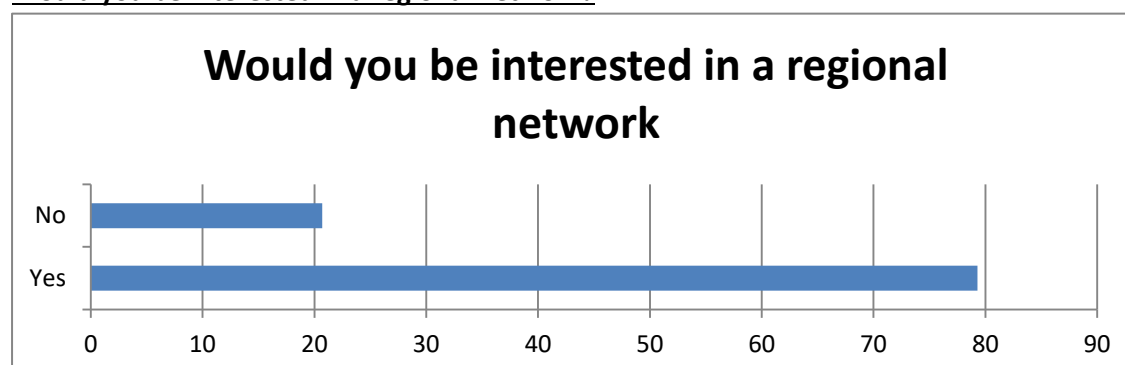
Upon receipt of successful funding and the organisations refocus on developing & co –ordinating The Irish Aftercare Network a need analysis survey was conducted with members. Findings ensured we were planning correctly and meeting the needs of members and was advantageous for devising the work strategy. Below are two of the key findings

What do you find most beneficial about the Irish Aftercare Network?

Ranked in order of preference.



Would you be interested in a regional network?



The majority or 79.31% said yes with only 20.69% saying no to a regional network.

Based on the findings above Breaking Through a national organisation applied for grant funding from Energy for Generations Fund (ESB). This was for the development of regional networks which will allow the network to expand in 2017 increasing the national remit.

A number of positives were also highlighted in the need analysis survey with participants contributing the following

- *The Irish Aftercare Network has been invaluable from an information sharing and networking point of view. The conferences and seminars have been very applicable to the work in aftercare. We are also given a choice in what seminars might be of benefit to us. We are glad to be members of such a well-run group and have felt part of this networking group since its commencement, we have a voice where we are listened to and heard.*
- *Think it is evolving really well and doing really well.*
- *Keep doing what you're doing*
- *All workshops are run very well and have a wide variety of topics*

6th October 2016 AGM & Board re-election 3rd November 2016

All board and committee members are listed at the beginning of the report. See pages 2 and 3.

The main changes were Chairman, Paul Flynn retired as did Vice Chair, Eddie Keane. Catherine Byrne was elected as the new Chair with Ciaran Kenny, Vice Chair.

15th November 2016- Irish Aftercare Network Meeting

Another well attended network meeting by members

Agenda included:

- **PALS – Peer Aftercare Led Support**
Paul Flynn, Crosscare
- **HAP – Housing Assistance Payment, Presentation followed by Q &A,**
Anna Ryan Quinn, Dublin City Council
- **Youth Homelessness**
Dr Paula Mayock, Assistant Professor in the School of Social Work and Social Policy in Trinity College and Senior Researcher at the Children's Research Centre
- **Lunch & Networking**
- **Immigration Issues for Young People Leaving Care-Presentation, Discussion, Q&A**
Katie Mannion, Solicitor & Leanne Caulfield, Legal Researcher, Immigrant Council of Ireland

Achievements & Performance 2016

Having successfully secured funding a work plan was devised in July 2016 under the following headings:

- **Objectives**
- **Activities/Input**
- **KPI'S**
- **Outcome expected after Year 1**
- **Outcome expected after Year 2**

This work plan enabled us to clearly recognise the Key Learnings for this current reporting year and include

1. **Increased Awareness:** Breaking Through has increased the Irish Aftercare Networks visibility in numerous ways. We have built and maintained a membership ensuring that it is representative of the aftercare sector nationally. We have learnt that through increased awareness the network has greater influence.
2. **Success of Consultation/Information events and National Annual Conference**
 - Access to peer support among network members.
 - Opportunity to network and forge links between workers, organisations and agencies.
 - Workers up skilled, informed on policy and practice.
 - Ongoing engagement with target group (aftercare workers)
 - Ability to influence national policy
3. **Collaboration:** An effective way in which we have increased and improved the quality of our service provision base is through collaboration, for example The Irish Aftercare Network was represented at various focus groups throughout the year such as the current review of The National Leaving and Aftercare Policy 2011 where we also submitted recommendations to TUSLA. The network will continue to influence policy & programme development in relation to aftercare in Ireland. These collaborations increase learning across the sector and bring about a more cohesive response in relation to the issues facing young people leaving care. It has been a considerable learning in regards to others thoughts and beliefs within the aftercare sector and how we can influence those positively.
4. **Regional Development:** Having established a gap in services nationally we have linked in with the regions and commenced the establishment of regional networks. This has highlighted the lack of standardisation in aftercare nationally and how in different regions care leavers have different needs. The regional groups have enabled us to gain a better overall picture of aftercare nationally and again this has been a key learning. Successful grant funding from Energy for Generations (ESB) will help us to achieve this.

Challenges

Breaking Through would not continue to exist without core funding. As a low cost organisation with a proven track record for prudent budget management, who do a lot with a little it remains a challenge to source funding for items that are not considered direct or indirect costs under core funding. The following remains a challenge in order to be our most efficient.

Measuring the impact of the organisations activities is difficult. Organisations can be busy doing various works and translating these into real impact and outcomes is difficult. We continuously seek to have a greater focus on demonstrable impacts rather than simply on activities and numbers.

- National expansion and the budgetary challenges that are associated with that – e.g. cost of venues, sourcing expert presenters/facilitators etc.
- Lack of I.T budget for website maintenance & development. To ensure first point of contact which is often the website is up to date, relevant and user friendly is a challenge without a budget particularly now that the majority of sites are mobile ready. The cost implication involved with upgrading is not included in core funding.

Yvonne Casey

National Network Director

Governance/Management & Financial Reporting

Legal Status

Breaking Through CLG is a national organisation registered in Dublin Ireland (Registration Number 321538) and is a company limited by guarantee not having a share capital. The objectives of the company are charitable in nature and it has full charitable status.

Structure

Breaking Through Organisation Chart



Governance

Breaking Through complies with the Governance Code for community, voluntary and charitable organisations in Ireland which was adopted in September 2014.

Risk Management Policy

Breaking Throughs Risk Management Policy forms part of our internal control and governance arrangements and explains our underlying approach to risk management.

The board is responsible for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives while safeguarding the public and other funds and assets for which we are responsible.

The purpose of the risk register is to identify and monitor significant risks and consequently to enable the board to make informed and coherent decisions and timely actions in the best interests of the organisation.

Risks are categorised into four groups:

- Strategic
- Operational
- Financial
- Reputational

Appointment of Directors

At every Annual General Meeting at least one third of board members shall retire from office but shall be eligible for re – election following resignation.

Board of Directors

The Board of Directors elected and co –opted under the terms of the Articles of Association has overall responsibility for strategic development. The Board is responsible for providing leadership, setting strategy and ensuring control.

Breaking Through board of management operates to best practice corporate governance principles. Board members possess skills & expertise in areas such as social care, community development, mental health, homelessness, education, civil and human rights, financial management, media and communications, research and report writing. Skills and experiences combined are relevant and effective in meeting programme objectives and representing the target group. Through their own roles it also facilitates good collaboration and inter agency work. Breaking Through gives board members the opportunity to contribute their professional skills and experience to a cause they are passionate about.

All board and committee members are listed at the beginning of the report. See pages 2 and 3.

Staffing

Breaking Through resources and delivers its aims and objectives with a very small but committed team of two paid members of staff. A full time National Director and a Part Time Assistant National Director. This is the equivalent of 1.5 full time employees.

Volunteers

All board and committee members are voluntary.

Breaking Through is very fortunate to have a volunteer with excellent I.T skills who helped with the updating of the websites and has committed to assisting us in 2017 to increase our social media presence etc. We are hugely grateful to Brain Melvin for all the hours he has volunteered.

Treasurer's Report

As acknowledged in the foreword, the year 2016 was certainly a year of two distinct halves for Breaking Through. In July 2015 The Department of Environment, Community & Local Government communicated that we would receive continued funding under The Development Scheme to the amount of €58,028 up to June 2016. This funding was subject to an agreed work plan, progress reports and governance compliance documents being submitted. The final payment of €29,014 was received in February 2016. This was a difficult time for everyone as the future looked bleak for the organisation.

Meanwhile also in February 2016, we made an application under The Scheme to Support National Organisations (SSNO) for core funding to co-ordinate, manage and develop the Irish Aftercare Network with whom we had been working closely since 2013. This work is in line with Breaking Through's main objective *"to promote effective interventions for young people at risk and other vulnerable members of the community"*. This appeared like an ideal opportunity for Breaking Through to develop and support this network. In June 2016 we were advised that our application was successful subject to Grant Agreement conditions for the amount of €214,440.00 (2016-2019) We also made an application for funding to HSE by way of a Service Level Agreement to co-ordinate and manage Suicide Intervention/Prevention Skills Training i.e. ASIST, safeTalk, Understanding Self Harm in area Kildare/ West Wicklow. Due to our record of competence and professionalism in previous years in coordinating training events, HSE requested that Breaking Through would co-ordinate and manage training in Dublin West, Dublin South City, Dublin South West Dublin South together with Kildare/West Wicklow, comprising all of CHO Area 7 (*Community Healthcare Organisations*). This was a major boost to Breaking Through at that time as we had gone through a period where the future of the organisation was unknown due to lack of financial clarity.

Date	Restricted Core Funds	Amount
02/02/16	Department Environment, Comm. & Local Government under Development Scheme (final payment)	€29,014.00
08/08/16	Dept Housing, Planning, Community & Local Government, under Scheme to Support National Organisations (SSNO)	€23,826.67
27/10/16		€11,913.34
Date	Restricted Funds Service Level Agreement HSE	
28/08/16	HSE	€20,000.00
30/09/16		€2,500.00
25/11/16		€5,000.00
09/12/16		€7,500.00
Date	Donations & Income	
04/08/16	Aldi	€500.00
	Network Meetings	€181.00
	Training Maynooth University	€300.00
2016	Total Income received	€100,735.00

I would like to thank the following funders to the organisation; the Department Environment, Community Local Government, for funds to enable us to complete our work plan July 2015-June 2016. This allowed us to lay the building blocks to develop the Irish Aftercare Network; the Department Housing, Planning, Community & Local Government for core funding to enable us to proceed in co-ordinating managing and developing that Network. It is a vital component in our work that we have security of funds to plan and implement those plans for a definite period of time, in this case three years.

I would also like to thank HSE for not only renewing the Service Level Agreement for training in Kildare West/Wicklow but also in placing their confidence in Breaking Through to co-ordinate the entire CHO Area 7. This is a major statement with regard to the value they place in the organisation.

I would also like to thank Aldi for their generous donation as recognition of the valuable work we do in the community.

Many thanks to my fellow board and committee members for their co-operation and support and to staff members Yvonne and Marie for their continued dedication to the organisation.

Detailed audited accounts were completed by Philip O'Farrell for and behalf of PT O'Farrell & Company Limited, Chartered Accountants and Statutory Auditors, Castlemaine Court, Dublin Road, Athlone, Co. Westmeath.

The audited accounts are shown in a separate document entitled:

"Directors' Report and Financial Statements for year ended 31st December 2017"

Gerard Griffin

Treasurer



Article that appeared in the local newspaper. Many thanks to Aldi for their generous donation.

