

Breaking Through



supporting practitioners

Breaking Through



Directors' Report and Financial Statements for year ended

31 December 2020

Breaking Through CLG

Newtown House

Confey

Leixlip

Co.Kildare

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COMPANY INFORMATION

Breaking Through

A Company Limited by Guarantee with Charitable Status.

Legal and Administration Details:

Directors that served during 2020

- Gerard Griffin (Chairperson) National Co-ordinator, Youthreach/ VTOS
- Ciaran Kenny (Vice Chairperson) Outreach Aftercare Worker, Don Bosco Care
- Neil Forsyth (PRO) Services Manager, Focus Ireland
- Sharon Byrne (Treasurer & Staff Liaison Officer) Aftercare Worker, Crosscare
- Edel Weldon (Board Member) Advocacy Officer, EPIC
- Dr Eavan Brady (Board Member) Assistant Professor in Social Work, Trinity College Dublin
- Louise Keane (Board Member) Social Care Worker, Tusla
- Sharon Morrison (Board Member) Social Care Manager, Tusla
- Charlotte Armstrong (Board Member) Social Care Manager, Daffodil Care Services
- Conor John Sreenan (Board Member) Barrister at Law

Secretary

Yvonne Casey

Registered Office

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:

Philip O'Farrell
For and on behalf of
PT O'Farrell & Company Limited
Chartered Accountants & Statutory Auditors
Castlemaine Court
Dublin Road
Athlone
Co. Westmeath

Principal Bankers:

Allied Irish Banks
37 - 38 Upper O'Connell Street
Dublin 2

Staff Members:

Yvonne Casey, National Director
Fiona Dockery, Accounts Administrator
Jane Tracey, Training Administrator

For the majority of 2020 there were two paid members of staff, one full- time and one part-time, who were supported in their work by a voluntary, ten-member Board of Directors and a voluntary, twelve-member Committee.

CHAIRPERSON'S REPORT

It is safe to say that 2020 was a year that no one could have predicted. Like many organisations, Breaking Through had to work very hard to adapt to the so-called "new normal". This was achieved because everyone involved in Breaking Through showed enormous dedication and creativity and a determination to carry on and deliver on the commitment to its members, its funders and the people they support in communities across Ireland. As a result, 2020 was a very successful year for the organisation, as outlined in this report.

Of course, none of the great work that Break Through does would be possible without its funders and we are very grateful for their ongoing support. Our core funding is provided by the Department of Rural & Community Development through its Scheme to Support National Organisations (SSNO). We were delighted to be granted €267,038 over three years, running from the 1st July 2019 to the 30th June 2022. This multi-annual funding is very reassuring indeed and provides welcome security for the organisation as we strive to implement our strategy over the next three years.

During 2020, we carried out a great deal of work to strengthen our internal structures and process to ensure that our corporate governance practices, policies and procedures are of the highest standard and provide a solid foundation as we move forward. This invaluable work was supported throughout the year by the Continuous Professional Development (CPD) of our staff team and Board members, all of which will contribute to the organisation's long-term success and stability.

A very important goal for Breaking Through, which is critical to our success, has been our ability to attract and retain qualified and dedicated staff members. To that end, we were delighted to welcome Fiona Dockery, Accounts Administrator, to the staff team in September 2020. Fiona has proven to be an invaluable addition to Break Through and she has greatly strengthened our skill base. At this point, I would like to acknowledge our two other staff members, Yvonne and Jane, both of whom have worked tirelessly on behalf of Breaking Through during the year to overcome the challenges wrought by Covid-19. We are especially fortunate to have Yvonne in place to lead the team. Her professionalism and ability to get the job done is central to the work of Breaking Through.

The Director's Report, below, will highlight the events and the key milestones for the organisation during 2020 and outlines all the wonderful work Breaking Through has done and continues to do within a limited budget, with a volunteer Board, a volunteer Committee and a small staff team of one full-time and two part-time employees.

I would like to express my sincere gratitude to my fellow Board members for all their support, encouragement and commitment during 2020. It was undoubtedly a tough year but a year during which I truly grasped the meaning of the phrase "we are in this together".

If there are any positives to take from the pandemic, I believe it has made us a more versatile and adaptable team.



Gerard Griffin, Chairperson

A handwritten signature in blue ink that reads "Gerard Griffin". The signature is written in a cursive, flowing style.

DIRECTORS REPORT

The Directors of Breaking Through hereby confirm that the annual report and audited financial statements for the year ended, 31st December, 2020, contained herein, comply with the current statutory requirements, the requirements of our governing documents and the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' (FRS 102).

History, Values and Objectives

About Breaking Through

Arising from a European Conference in 1999 entitled *Young People, Crime & Disadvantage*, a recommendation was made to establish a support network to develop strong links for practitioners interested in promoting the development of progressive policies and practices to support young people at risk and to support frontline practitioners who are working with vulnerable or disadvantaged members of the community.

As a result, Breaking Through CLG, a national organisation, was established in 2000. Breaking Through is a registered charity (CHY No: 13601). It is also registered with the Charity Regulatory Authority (Reg No: 20042844). Breaking Through CLG under the Scheme to Support National Organisations is core funded by the Government of Ireland through the Department of Rural and Community Development. It is governed by a voluntary Board of Directors with one full- time and two part- time staff members.

The main focus of Breaking Through's work is to develop and co-ordinate the Irish Aftercare Network. The Network provides advice and support to professionals working with young people leaving care in Ireland. There are over 400 individual members of the Irish Aftercare Network representing over 60 organisations from every county in Ireland.

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 statutory care at age 18. Currently, there are approximately 6000 young people in care in Ireland who will be leaving care in the coming years. Approximately 500 young people leave care each year.

Breaking Through also co-ordinate and manage Suicide Intervention & Prevention Skills Training on behalf of the National Office of Suicide Prevention (NOSP) and HSE Mental Health Services as part of Ireland's National Suicide Prevention Strategy, Connecting for Life. In-person suicide prevention training workshops include safeTALK (Suicide Alertness for Everyone), ASIST (Applied Suicide Intervention Skills Training) and Understanding Self Harm. This work is funded under annual Grant Aid Agreements.

Our Mission Statement

To provide support to those who engage with vulnerable people and groups at risk.

Our Vision

To provide high quality, supportive services to those engaging with vulnerable people and groups at risk, while advocating for better outcomes for all.

Our Core Values

- Partnership
- Inclusivity
- Equality
- Respect
- Transparency
- Integrity

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 network
- Collaborate with State Agencies in providing training

Funding: Breaking Through was allocated core funding from 1 July 2019 – 30 June 2022 by the Department of Rural & Community Development under the Scheme to Support National Organisations (SSNO). Core funding was granted to the amount of €267,038 over the three years.

Total core funding received in 2020 totalled €89,508. This funded two core posts: a National Director and an Accounts Administrator, along with associated indirect costs. These positions enabled Breaking Through to meet its core objectives - information provision, advocacy, education, training, and networking.



Rialtas na hÉireann
Government of Ireland



government supporting communities

Funding was also received from the Health Service Executive under two annual Grant Aid Agreements (GAA).

1. HSE CHO 07 GAA
2. NOSP National GAA

All funding is detailed in Financial Review on pages 22-25.

We would like to thank our funders sincerely for their ongoing support.

Achievements and Performance

The Context of Our Work in 2020

From March 2020, the Covid-19 pandemic presented the organisation with a great many challenges. However, as an organisation we were quick to react and adapted the manner in which we carried out our work. Following government guidelines, the staff team began working from home. All face-to-face suicide intervention and prevention training co-ordinated by Breaking Through, as per our grant agreements with the HSE, had to be suspended in line with government guidelines. The suspension of training provided an opportunity to refocus our work in some areas. One such area was the organisation's policies, procedures and governance structures, which were updated and enhanced.

Below are some of the ways in which Breaking Through adapted to the pandemic:

- Under the direction of a HR consultancy firm, we reviewed our policies and procedures, developed a company handbook and all staff contracts were reviewed and updated. A plan was put in place to review all other policies and procedures in the coming year.
- We immediately began hosting all our meetings online which meant no rescheduling of Board of Directors or Committee meetings was necessary.
- To compensate for the lack of face-to-face meetings with Irish Aftercare Network members, we introduced quarterly newsletters so members were constantly updated on the activities of the Network. We also regularly reminded members that we were available to support them by telephone, email or on communication platforms.
- In place of the annual conference, we hosted an online webinar in October titled "Caring for the Carer - Managing Compassion Fatigue and Vicarious Trauma in Caring Professionals".
- All staff supervision was conducted online.
- The recruitment of a new Accounts Administrator took place virtually.



Breaking Through's main focus is the management, coordination and development of the Irish Aftercare Network.

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 years. Currently, there are approximately 6000 young people in care in Ireland. Each year, approximately 450 to 500 young people leave the care of the State. The professionals who support these young people are called Aftercare Workers. Working in collaboration with other professionals, Aftercare Workers are responsible for working with young people to help them make a smooth transition from care to independent living.

Aims of the Irish Aftercare Network

- Provide support to Aftercare Workers and other professionals working with care leavers
- Create better outcomes for young care leavers in Ireland

Objectives:

- Share and promote models of best practice in aftercare
- Collate and disseminate evidence-based research
- Develop a directory of services and resources
- Provide peer support and access to training
- Advocate for the development of standards for young people leaving care
- Facilitate quarterly network meetings for Aftercare Workers
- Host a National Annual Conference

The Irish Aftercare Network provides a forum for Aftercare Workers to access peer support, information, training and an opportunity to network with their peers. It also gives a platform to discuss current issues of concern. The issues raised in these forums are then used to advocate for policy reform and improvements in practice. The Network has a national remit with members from all counties represented.

Membership

The Irish Aftercare Network has over 400 members from 60 organisations, all of whom work directly or indirectly with young care leavers. The network has a national reach and includes organisations such as Care Leavers Network, Barnardos, TUSLA, HIQA, Irish Foster Care Association, Fostering First Ireland, EPIC, Focus Ireland, Don Bosco Care, Peter McVerry Trust, Salvation Army, Crosscare, Merchant Quay Ireland and An Garda Síochána.

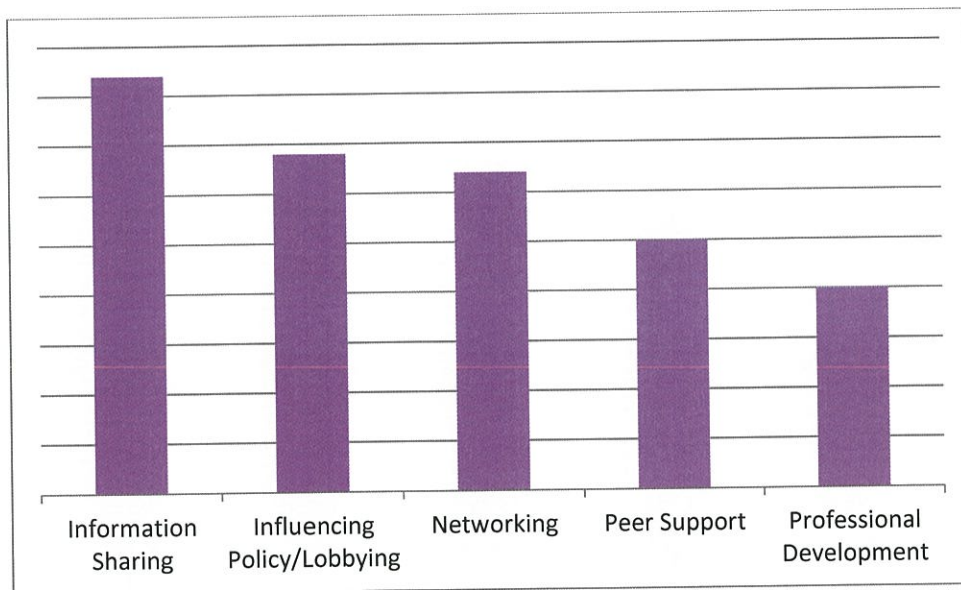


Public Tweet from one of our member organisations.

Responding to the needs of our membership

We continued to reference the needs analysis we conducted with our members in 2019 to guide and inform our work in 2020. The following graph captures the main findings:

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



In 2020, the Network concentrated its efforts in meeting the core needs identified in the needs analysis and this is evidenced in its ongoing work and its achievements, as detailed in this report.

Evidence of project-specific outputs for 2020 and achievement of targets

Area of Work	Key Actions	Output Indicators	Target	Result
Information Provision	Collate and maintain up-to-date information on policy and practice. Utilise expertise within Network to support professionals with their queries Respond to all queries by members & others who work directly or indirectly with care leavers	Record and document all information disseminated to members (date, nature of information etc.)	Regular & relevant emails sent with information to help Aftercare Workers in their day-to-day work. All queries responded to in a timely manner. Target 15	33 emails circulated including research & policy information, grant information etc. All emails circulated are logged and recorded
		Detailed record of the number of queries and the response given		16 queries responded to.

Advocacy	<p>Targeted campaigning in relation to key areas that have been identified/prioritised by the membership with a view to improving outcomes for care leavers</p> <p>Information dissemination in relation to the Aftercare Policy review and all current issues</p> <p>Provide ongoing feedback to Tusla's National Aftercare Coordinator and COO</p>	Submissions to relevant Ministers and relevant Tusla representatives	Annual meeting with the Minister for Children and Youth Affairs	Attended a Q&A with the new Minister for Children, Equality, Disability Integration & Youth, Roderic O'Gorman, with a follow-up meeting scheduled for Jan 2021
		Secure a meeting with the Minister for Children and Youth Affairs	Annual meeting with Tusla's Director of Services and Integration	Summary of issues raised by members at regional network meetings communicated to Tusla National Office. Two annual meetings took place with Tusla Leads (May & Nov)
		Log feedback sent to Tusla Director of Services & Integration		Summary of two meetings recorded and disseminated
Networking	Continue expansion & roll out of regional Networks	Plan, schedule and host regional meetings	6 regional meetings hosted	Due to Covid only 3 regional network meetings took place in Feb & March 2020. However, two newsletters were compiled and circulated to members in August & December updating them on the work being carried out by the Network.

		Recruit regional reps to strengthen Network Committee	Minimum of 3 regional representatives on Committee	4 regional reps joined the Committee
Host National Annual Conference	In consultation with membership, Steering Committee and Board of Directors, choose relevant theme for the conference. Source venue, sponsorship & expert speakers	Networking opportunities for Aftercare Workers from across Ireland. Expand knowledge of participants. Share good practice. Fully evaluated Comprehensive conference programme with expert speakers on each theme. Full attendance each year. Positive feedback	Conference hosted and evaluation and feedback from membership recorded. Target of 135 delegates (capacity)	Due to Covid it was not possible to host a face-to-face conference. Instead, a webinar was hosted for members in October titled Caring for the Carer (Managing Compassion Fatigue and Vicarious Trauma in Caring Professionals). A second webinar is scheduled for Feb 2021.

Project-specific targets have been set for 2021 as part of the organisations Strategic & Operational Plan. All targets are reported on annually to our core funders, the Department of Rural & Community Development under the Scheme to Support National Organisations (SSNO).

Information-Sharing & Dissemination

Thirty-three emails were sent to Network members and sixteen direct queries responded to in 2020. Throughout 2020 the membership was provided with regular updates in relation to policy developments, research, training opportunities and Covid-19. The following is a sample of the type of information disseminated to the members in 2020:

- Invitation to Tender: Young People in Care Healthy Relationships Project
- Care Day 2020 information
- Updates from Tusla CEO, Bernard Gloster, about COVID19 and additional supports for young people leaving care (extension beyond 18 years)
- Updates on applying for social housing during the pandemic
- Emotional Resilience for Social Workers
- Committee member interviewed for podcast on aftercare (EPIC)
- Social Welfare Act Amendment
- 1916 Bursary funding details
- Review of the Child Care Act 1991 - Consultation
- Submission in relation to Tusla's Corporate Plan

- Children Rights Alliance Q&A Event with Minister Roderic O'Gorman
- Aftercare Services Local Interagency Response - Social Inclusion & Community Activation Programme
- Irish Aftercare Network Newsletters x 2 (August and December)
- Research - *Aftercare for Care Leavers: Learning Lessons from Across Europe*
- 7th Children in Care Research Forum – Information on Online Event
- HIQA scoping consultation to inform the Development of Overarching National Standards for the Care and Support of Children using Health and Social Care Services
- Guidelines for COVID-19 for young adults in receipt of an aftercare service
- Contribution to research on Leaving Care & International Care Leavers Convention
- Aftercare Service 'Pine Grove' opening in Carlow
- 8th Children in Care Research Forum information
- Challenges for care leavers to secure accommodation – membership consultation
- *What Care Leavers Tell Us about Their Well-Being* - new report from Coram Voice and the Rees Centre (University of Oxford)

Throughout the year, anonymised queries from individual members were circulated to the wider Network and the responses collated and disseminated. For example, we received the following query

“I am supporting a young man who would like to transfer his college course. He completed Year-1 but would like to transfer into Year 1 of a new course. SUSI however will not cover the fees for a repeat college year at the same level, and the fees are €3000, to be paid in instalments. Does anyone else have any ideas about how this might be funded?”

We received over 40 responses to this query, comprising 23 suggestions that we were able to share with the person making the query and with other members. Information-sharing such as this is of enormous benefit to Aftercare Workers who are often working in isolation and dealing with complex systems. This kind of support from other Aftercare Worker would not be possible without the coordinating role of the Irish Aftercare Network.

Members' Newsletters

In 2020 we introduced quarterly newsletters. The aim was to keep members informed of the work the Network was doing and also as a way to stay connected when in person meetings weren't possible. We continued to support our members in areas such as information-sharing, influencing policy, lobbying, peer support and professional development. The newsletter was an efficient means of communication with members. Two newsletters were circulated in 2020, one in August and one in December.

Link to newsletters available here: [Newsletters | Irish Aftercare Network](#)

Website & Social Media

Other important means of communicating with our membership and other audiences was through the Irish Aftercare Network's website, its Facebook page and its Twitter account. These are updated regularly to ensure they contain the most up-to-date information for members.

Website: [Irish Aftercare Network | Supporting people working with care leavers](#)

Twitter: <https://twitter.com/AftercareIrl>

Facebook: [Irish Aftercare Network | Facebook](#)

Key Events in 2020

Minister Roderic O'Gorman

The network wrote to the Minister in late June congratulating him on his new appointment as Minister for Children, Equality, Disability, Integration and Youth and requesting a meeting at his earliest convenience. There was further correspondence later in the year with a meeting for early January 2021 secured.

The Irish Aftercare Network also took part in a Q&A on 29th July with the new Minister.

Prior to the session we had submitted the following question

In the Programme for Government it states that the government will “ensure that aftercare and transition plans and protocols are developed for vulnerable homeless people or those at risk of homelessness leaving hospital, State care, foster care, prison or other State settings.” What areas in particular will the Minister prioritise to improve outcomes for young people leaving State care?

We had the opportunity to ask the Minister this question as well as provide him with a brief overview of the role of the Irish Aftercare Network. In replying to the question, Minister O'Gorman did emphasise his awareness of the need for further supports for care leavers moving to independent living. He also stated that he had been in touch with the Peter McVerry Trust and also Tusla's CEO, Bernard Gloster in relation to the need to improve supports for care leavers and in particular the need to provide more suitable properties for care leavers, given that the threat of homelessness for care leavers remains a critical issue of concern.

We very much welcomed the opportunity to be part of the Q&A event and viewed it as a positive step for future engagement and dialogue with the new Minister.

In relation to the formation of the new Government in June, we were deeply concerned at reports that the Department of Children and Youth Affairs might be subsumed with another department. The Network viewed this as a retrograde step and one that could have very negative consequences children and young people in general, but especially for more vulnerable cohorts such as young people in care and leaving care. As members of the Children's Rights' Alliance we welcomed the opportunity to add our name to a letter drafted by them in opposition to this move. Thankfully, there was a positive outcome and a dedicated Department and Minister remains in place.

UN Convention on the Rights of the Child

The Children's Rights Alliance held a members' briefing on the new process by which Ireland's progress under the UN Convention on the Rights of the Child will be reviewed using the Simplified Reporting Procedure. As members of the Alliance, we provided detailed feedback for

the completed final submission. We suggested that the question posed by the Children's Rights Alliance in relation to the number of children who don't have an allocated Social Worker could be followed up with a question in relation to the number of children/young people who don't have an allocated Aftercare Worker. We also stressed how critically important it is that preparation for leave care and aftercare be given due weight within the care system and that the necessary policies, practices and resources be provided to ensure best outcomes. The following questions we submitted and were included in the finalised document:

How many young people leaving State care have been allocated an aftercare worker? And what steps has the government taken to track/measure outcomes for children/young people leaving care?

In November, the UN Committee on the Rights of the Child published its List of Issues. You can read the full List of Issues here: <https://bit.ly/2I6BnBs>. As a direct result of our submission, the UN Committee included the following statement in their report:

Ref 22e "Ensure that all children in care are allocated a social worker and when leaving care, receive aftercare supports & services..."

Review of the Child Care Act, 1991

As part of its ongoing review of the Child Care Act 1991, the DCYA launched a consultation on its initial proposals to amend the legislation. Representatives of the Network participated in an online meeting and followed up by compiling and forwarding a submission in September.

Irish Aftercare Network Webinar

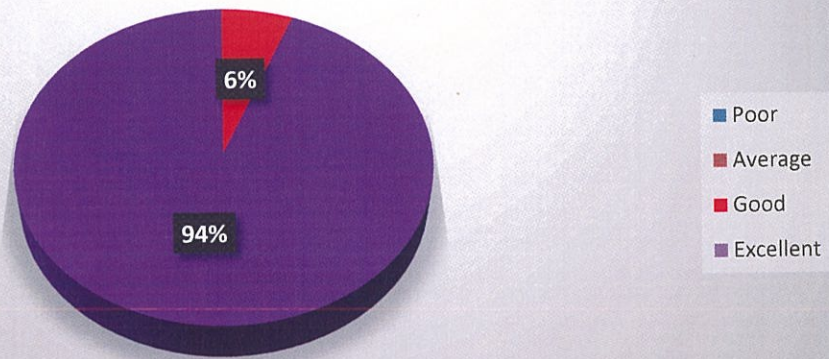
The network hosted a complimentary webinar for members on Friday October 23rd titled *Caring for the Carer - Managing Compassion Fatigue and Vicarious Trauma in Caring Professionals*, presented by Joanna Fortune.

Joanna is an accredited psychotherapist specialising in trauma recovery and attachment repair work. She is author of the three-book series for parents, *15-Minute Parenting*, and hosts a podcast of the same name. She is also the weekly parenting consultant on Newstalk FM.

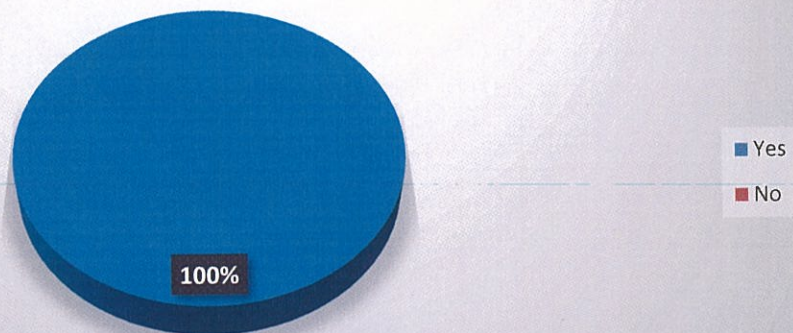


The content of the webinar was excellent. It was also timely, given the challenges of the pandemic, both professionally and personally. It reminded us all of the importance of self-care. Following the webinar, the feedback from members was extremely positive. A summary of evaluations is outlined below.

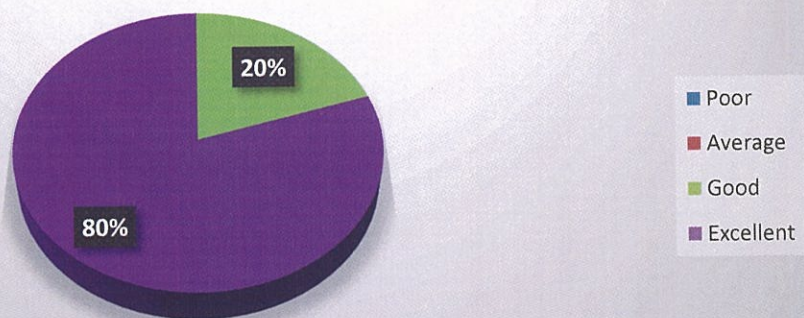
1. How would you rate the content of the webinar?



2. Did the content meet your needs?



3. How would you rate the usefulness of the content for work/professional needs?



Overall, how would you rate this complimentary event for Irish Aftercare Network members? 10 being excellent and 1 being poor.

Overall, Irish Aftercare Network members rated this event 10 out of 10 on average.

Below are some comments from individual members:

- "I enjoyed the seminar and found it very useful in my line of work... so important to stay grounded"
- "Fantastic and timely piece. I would listen to Joanna all day... some very useful tips I need to implement. More of this please!"
- "Thank you so much for valuing your members with a complimentary self-care webinar"
- "I really enjoyed the content. Feeling very unsettled of late with not much to give to my role and feeling that I may be experiencing compassion fatigue so this webinar appealed to me. Thanks for organising. Stirling job as usual"

We would like to thank the Department of Children, Equality, Disability, Integration and Youth for sponsoring this event.



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth

Irish Aftercare Network's Meetings with Tusla

The Network meets with Tusla at least twice a year. The first meeting of 2020 took place virtually in May with the second at the end of November. The purpose of these meetings is to communicate with Tusla and update them on the issues that are raised by members. It is also an opportunity for Tusla to provide updates to the Network in relation to policy and other developments.

It was agreed with Tusla that these meetings would continue in 2021. It was acknowledged by all that these meetings have greatly improved the relationship between the Irish Aftercare Network and Tusla and they provide an invaluable forum in which to discuss issues of mutual concern. They also afford Tusla a unique insight into the work of our members on the ground and the challenges they face. We would like to thank Valerie Mawe, Professional Support Manager, William McNamara, National Implementation Lead Aftercare Services and Grainne Collins, National Policy Manager, Alternative Care from Tusla for their engagement.

Tusla's Corporate Plan 2021-2023 - Stakeholder Engagement

In August, the Irish Aftercare Network made a detailed submission to the review of Tusla's Corporate Plan 2021-2023. Subsequently, we were invited to participate in a thematic focus group to contribute toward the development of their next Corporate Plan. This was hosted by Bernard Gloster, Tusla's CEO. Bernard was very receptive to the Network's input regarding the needs of young people leaving care. Some of the issues raised by the Network included the importance of listening to the views of practitioners in relation to the implementation of policy, improving consistency, better planning, showing flexibility and creating a culture that places the needs of each young person at the centre (taking on the role of the 'good parent' as state in the National Aftercare Policy).



Screenshot of Tweet acknowledging the Network's input.

Meeting with Tusla's Director of Services and Integration

A meeting took place in November with Kate Duggan, Director of Services and Integration, Tusla. It was a very positive meeting. The main issues discussed were as follows:

- Housing and the uncertainty that exists for so many young people leaving care.
- The two-tier system that is currently in place regarding aftercare supports that see young people engaged in full-time education receiving a great deal more support than those who are not engaged in full-time education, many of whom are more vulnerable.
- The increased caseloads of many Aftercare Workers and the obvious detrimental impact this has on the quality of service provided to young people.
- The challenges for aftercare service delivery due to a lack of resources.
- The lack of a ring-fenced budget in Tusla for aftercare and how this limits future planning and the development of services.

Regional Network Meetings

The following Network meetings took place in the first quarter of 2020, prior to lockdown, after which no further face-to-face meetings were possible. Below is an outline of the agendas and content of the two regional meetings.

Note: at each meeting, the agenda also included standing items, such as education & training updates, advocacy updates, research and policy developments and networking.

○ Western Regional Network Meeting (25th February 2020)

Agenda:

- Caseload updates & discussion
- From Outdoors to Labour Market Project (FOLM). Presentation followed by Q & A
- Unravelling Stress – Understanding stress, identifying triggers & learning strategies to cope

○ Munster Regional Network meeting (3rd March 2020)

Agenda:

- Unravelling Stress Presentation
 - Are they ready? Have we prepared young people for independent living? (Group Discussion)
 - FOLM (From Outdoors to Labour Market) Project. Presentation followed by Q & A
 - Member Spotlight: Compass CFS – Their journey to date
- **Leinster Regional Network Meeting (10th March 2020)**

Agenda:

- From Me-To-You: Advice about fostering from young people with care experience - Fostering First
- A lifetime journeying with young people in care: Fr Val Collier, Don Bosco Care
- “Perceptions and experiences of emotional attachment and intimacy in sexual encounters and relationships: A narrative inquiry among young adults with experience of state provided residential care” - Siobhan Anglim, Researcher

HIQA Draft National Standards for Children’s Social Services

HIQA is developing Draft National Standards for Children’s Social Services that cover all welfare and protection services for children. Having one set of national standards will ensure that the interests of the child are put first, above individual service requirements, and will promote a child-centred approach to service delivery. The Irish Aftercare Network compiled a submission for this consultation. Several committee members also attended consultation sessions to inform the development of the Draft National Standards for Children’s Social Services.

Overview of Irish Aftercare Network Activity in 2020

A fundamental aspect of the work of the Network is supporting Aftercare Workers on a practical level as they negotiate the challenges of their day-to-day work with young care leavers. This entails the provision of advice and information, sign-posting to relevant services and facilitating peer support and networking opportunities, so that they can benefit from the knowledge and expertise of their colleagues in other parts of the country. The role of an Aftercare Worker is extremely challenging at times, especially because it is mainly a lone working role. The Network provides a vital communication channel for Aftercare Workers at a local level through regional meetings as well as nationally through conferences and online training. Having up-to-date information is critical for Aftercare Workers, given that they work within an increasingly complex policy and legislative framework as well as a constantly evolving service delivery context. The Network is committed to making sure that every Aftercare Worker in Ireland can get the support they need and when they need it. Such a complex working environment means training and development and self-care are vital. The training days the Network has been able to provide to members on topics such as trauma, attachment, stress management as well as practical based issues relating to housing, mental health and education have been extremely beneficial for our members, providing them with some of the knowledge and tools they need to improve the service they provide the care leavers and ultimately improve outcomes for this vulnerable group of young people.

Looking forward to the year ahead, we are confident that the outcomes listed below will be achieved in 2021:

- Maintain a strong and engaged membership.
- Following each national annual conference/webinar an evidence-based evaluation report will have been published internally.

- Detailed data about the number of queries received and a breakdown of the type of information provided will have been compiled.
- Engagement with policy-makers will have contributed towards bringing about improvements in key policy and practice areas.
- The Irish Aftercare Committee and membership will have been provided with regular updates in relation to all lobbying and advocacy work undertaken and the progress achieved.
- An annual meeting with the Minister for Children will have taken place, plus at least two meetings per annum with representatives from Tusla National Office.
- Four network meetings per annum will have been hosted, including a number of themed workshops to address specific issues raised by members.
- Ongoing engagement through the IAN website, social media platforms and engagement with mainstream media will have increased, helping to advance IANs aims and enhance their profile.
- Membership feedback will have been sought and there will be widespread recognition for the work of the Network.

The other main focus of Breaking Throughs work is co-ordination and administration of Suicide Prevention related training on behalf of the HSE



This is funded by Grant Aid Agreements. The HSE renewed its HSE CH07 Grant Aid Agreement for 2020 with Breaking Through CLG. Community Health Organisation 7 (CH07) encompasses Kildare, West Wicklow, Dublin West, Dublin South City & Dublin South-West.

Breaking Through also secured a second grant aid agreement in 2020 for National Office for Suicide Prevention (NOSP) National.

Under these agreements Breaking Through are funded to plan, manage & co-ordinate suicide intervention and prevention training inclusive of but not limited to the following:

- Suicide Alertness for Everyone (safeTALK)
- Applied Suicide Intervention Skills Training (Asist)
- Tune Up (a refresher to Asist)
- Understanding Self Harm
- START

All of the above training is linked to the Connecting for Life Strategy which is Ireland's 'National Strategy to Reduce Suicide (2015 – 2020)' and the area-based suicide action plans 'Connecting for Life Dublin South and Connecting for Life Kildare and West Wicklow 2018-2020'.

safeTALK	ASIST (Applied Suicide Intervention Skills Training)	Understanding Self Harm
safeTALK (Suicide Alertness for Everyone) is a half-day training programme that prepares participants to recognise and engage with people who may be having thoughts of suicide and to connect them to suicide first aid resources. Most people with thoughts of suicide don't truly want to die, but are struggling with the pain in their lives. Through their words and actions, they invite help to stay alive. safeTALK-trained helpers can recognise these invitations for help and take action by supporting people to connect with life-saving resources, supports and services. A maximum number of 30 participants can attend training.	ASIST (Applied Suicide Intervention Skills Training) is a two-day skill building workshop in suicide first aid. Participants are trained to reduce the immediate risk of a suicide and increase the support for a person at risk. The workshop provides opportunities to learn what a person at risk may need from others in order to keep safe and get more help. Those taking part in the training will feel challenged and safe, work interactively with others in small groups, learn a suicide first aid model that provides a framework for skills practice and experience powerful audio visuals. A maximum number of 30 participants can attend training.	The Understanding Self Harm workshop provides opportunities to improve knowledge, awareness and understanding of self-harming behaviour. Participants consider how personal attitudes and experiences might affect their helping role with a person who self-harms. It aims to clarify what self-harm is, what leads people to engage in the behaviour and considers its relationship with suicide. The causes, reasons behind the behaviour, and the functions are discussed. Positive approaches to engaging with and caring for someone who self-harms are presented. Active participation is encouraged.

- Under the CH07 Grant Aid Agreement in 2020 Breaking Through planned, managed & co-ordinated training events in Quarter 1 prior to Covid 19. From March 13, 2020 all in person training was suspended. The following is the breakdown of the different training events that took place in Quarter 1 in the CH07 area:
- 10 safeTALKS (Suicide Alertness for Everyone)
- 1 x Asist (Applied Suicide Interventions Skills training)
- 4 x Understanding Self-Harm trainings

Breaking Through co-ordinated 15 training events with 310 people trained in suicide intervention/prevention in Quarter 1 alone within the CH07 area. This averaged four people a day during this period receiving suicide prevention/intervention related training.

"Breaking Through continues to provide a professional training co-ordination service to the HSE. They continue to operate in a flexible way to overcome the challenges presented by Covid-19. The Team are great to work with and operate a strict governance structure". Emma Freeman, Resource Officer for Suicide Prevention, Dublin South, Kildare and West-Wicklow.



BECOME SUICIDE ALERT!



In response to in-person training being suspended in Q2 2020 due to Covid-19, START training was offered online. START is a free 90-minute online Suicide Alertness Skills Training. This free training is for persons over 18 years of age, especially those working in health, social care, community and educational environments who want to become suicide alert. START trains you to identify people who are at risk of suicide, confidently ask them about the topic of suicide and connect them with resources that can help them stay safe from suicide.

In order to participate in this training you require a license which is administered by Breaking Through.

Total number of START licenses Breaking Through issued in 2020 was 595.

The second Grant Aid Agreement was for Breaking Through to co-ordinate training for national organisations on behalf of NOSP.

Quarter 1 (up to March 13th when in person training was suspended)

10 x National safeTALK trainings with 218 Participants

4 x National ASIST trainings with 91 Participants

Total National Training Events: 14

Total Number of Participants: 309

Among other organisations and groups, this training was delivered to trainee Garda at the National Garda Training College in Templemore, the Office of the Ombudsman, the Financial Services & Pensions Ombudsman, Department of Health and a variety of financial services organisations.

We were part of the co-ordination team which worked with the Defence Forces to roll-out safeTALK to all their staff.

We also assisted with a safeTALK pilot within the Human Rights Unit of An Garda Síochána.

"The National Office for Suicide Prevention has worked with Breaking Through since 2018. The team are always professional and personable in their delivery, a tricky balance to achieve but they do so effortlessly. Their excellent customer service and efficient response time to queries means work timelines are achieved. The team always go out of their way to go the extra mile if required. Breaking Through are a pleasure to work with and I look forward to building our relationship over the coming years"

Ailish O'Neill, National Education and Training Programme Manager, National Office for Suicide Prevention, HSE on their engagement with Breaking Through

Under its grant-aid agreements, Breaking Through commitments are as follows:

- Planning & promotion of training
- Full management of efficient online booking system

- Securing facilitators and administration of payments
- Achieving full attendance at all workshops, through efficient planning, co-ordination and communication.
- Budget management and regular review of its activities
- Regular reporting mechanisms to Resource Officers for Suicide Prevention, which include information such as the training figures by area, numbers trained, and the number of training events co-ordinated
- Careful planning and stewardship in relation to sourcing low cost/no cost venues
- Training material stock control and storage
- Ensuring training is fully evaluated

Looking Ahead

In 2021 we plan to continue to meet our aims and objectives and ensure that Breaking Through is sustained and strengthened and continues to deliver high quality training in a professional manner and in accordance with our commitments to funders and other stakeholders.

Financial Review

Results

In line with our company ethos towards good governance and financial transparency we are delighted to advise that this is the first year our Financial Statements have been prepared under the accounting standard of Charities SORP (FRS 102) and Companies Act 2014 requirement for companies. Although not a statutory obligation to present Financial Statements to SORP standard, the directors feel it is best practice and are delighted to be able to present in this format this year and in the future.

In 2020, Breaking Through had an income of €169,405, compared to an income of €208,523 in 2019 showing a decrease of 19%. Our expenditure in 2020 was €147,075 compared to €204,333 in 2019 showing a decrease of 28%. The decreases, in both income and expenditure, are a reflection of the effects and restrictions placed on us by the Covid Pandemic. A decrease in salary costs reflected that the position of Accounts Administrator was vacant from March to August 2020. As in-person training was heavily effected due to Covid restrictions training costs are significantly decreased. Due to the sensitivity of the training involved it was not possible to offer an online option in all instances (under the advice of the HSE).

We are pleased to include a pension contribution for the National Director, as we feel this highlights our commitment to recognising the importance and value of the position.

Summary of the three main funding streams in 2020 are as follows:

SSNO/Pobal Core Funding

From Department of Rural and Community Development, €89,508 for 2020

HSE CHO 07 GAA

Awarded €120,000, Income of €58,341 (amount adjusted due to Covid)

HSE National GAA

Awarded €50,000 for 2020, Income of €15,101 (amount adjusted due to Covid)

Additional funding was received from the following sources:

Department of Child and Youth Affairs €3,000 to fund a Webinar.

It should be noted however, that additional funding was received and classified as deferred income for use in 2021. We are very grateful to the following for funds received for activities to take place in 2021:

HSE €73,424 – secured for training in 2021

Daffodil Care €3,000 – secured for conference costs in 2021

ESB Energy for Generations Fund €3,300 – secured towards member information packs in 2021.

Due to careful control over finances, Breaking Through have a surplus to report in 2020 amounting to €22,330 (2019 €4,190) which contributes to accumulated reserves of €62,306 as at 31 December 2020. (See Note 11 on the Financial Statements for further details)

At the end of the financial year, the company has assets of €156,976 and liabilities of €94,670. Assets have increased due to an increase in cash at bank.

Further information is contained in the company's Financial Statements on pages 39 to 52.

Reserves Policy

Breaking Through operates a reserve policy. Reserves are maintained at a level which ensures that the Company's core activity can continue during a period of unforeseen difficulty. All reserves are maintained in a readily releasable form. It was agreed at AGM 2019 that the aim would be to build the operational reserves fund to match twelve weeks of basic operational costs if funding was not available.

Reserves at 31 December 2019 amounted to €39,976, with €24,000 allocated to an Operational Reserves fund (eight weeks operational costs) and the remaining €15,976 considered General Reserves.

Reserves as at 31 December 2020 of €62,306 would be classified as Operational Reserves Fund of €36,000 (twelve weeks) and General Reserves Fund of €26,306.

Building reserves did take time, as it is vital there are enough funds for cash flow within the organisation and often funders place restrictions on building reserves, therefore the opportunity to build reserves is limited. However, the organisation is committed to building reserves in order to strengthen the organisation and ensure funds are available to meet unforeseen obligations that may arise in the future. Breaking Through has now achieved its target of twelve weeks Operational Reserves and will examine categorisation of the General Reserves Fund to ensure funds are available to meet employer statutory obligations if they arise in the future.

Investment Policy

Breaking Through currently does not have an investment policy as this has not been deemed necessary to date. However, in line with building reserves, an investment policy will be discussed at the AGM in 2021.

Going Concern

The directors wish to note that we have no concerns about the ability of Breaking Through to continue to carry out its operations in the foreseeable future. All available information has been considered about the future, this includes consideration of the uncertainties facing the organisation as a result of Covid 19. The directors have assessed information from budgets and forecasts for income, expenditure, cash flows, unrestricted funds and reserves.

Breaking Through CLG under The Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development. The company has secured core funding under this scheme for three years which commenced on 1 July 2019 and is due to finish on 30th June 2022. The directors are confident that the future of the company is secure until at least June 2022.

In addition to this, with reserves of €62,306 and net assets of €62,306, the directors feel this gives the organisation a good financial position going into 2021.

Our proven track record and excellent working relationship with the HSE in delivering on our Grant Aid Agreements means we are optimistic that they will also be renewed.

The adaptability of the Breaking Through team during the Covid crisis assures the directors of the future of the organization in challenging times.

With the above in mind the financial statements have been prepared on a going concern basis.

Accounting Records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at Newtown House, Coney, Leixlip, Co. Kildare.

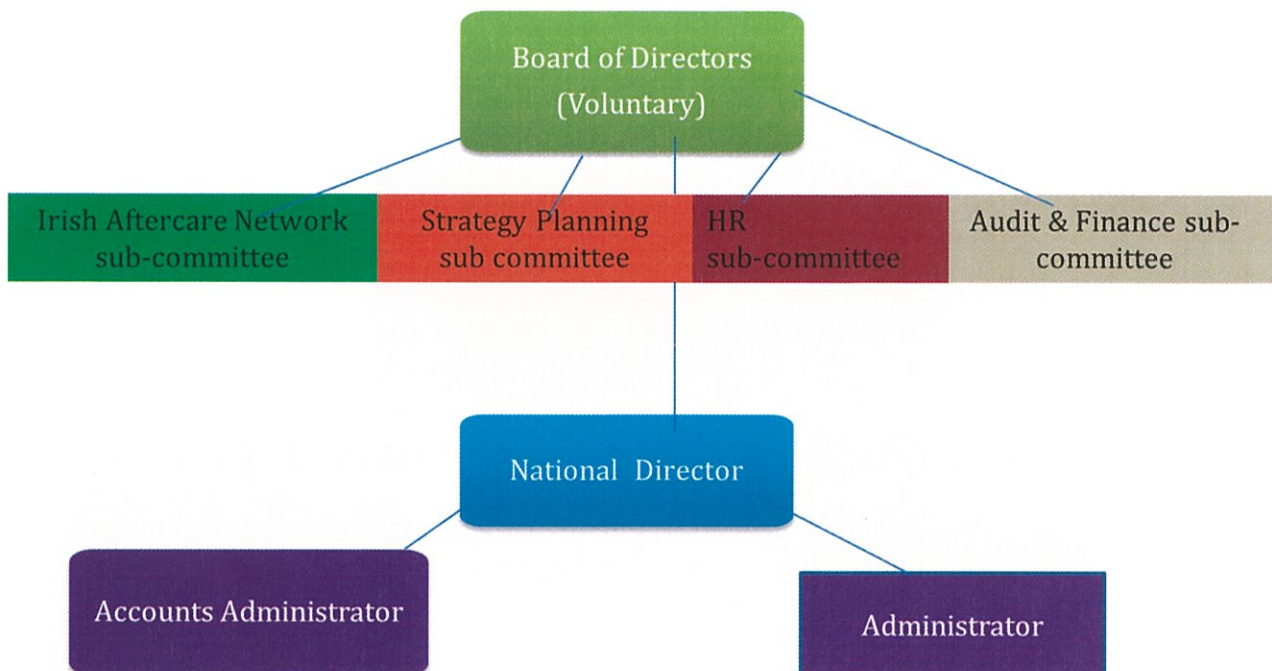
Statement of Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014, so far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow directors, each director has taken all the steps he/she is obliged to take as a director in order to make himself/herself aware of any relevant audit information and to establish that the auditor is aware of the information.

Auditors

In accordance with Section 383 (2) of the Companies Act 2014, Philip O'Farrell, for and on behalf of, PT O'Farrell & Company Limited, Chartered Accountants & Statutory Auditors will continue in office.

Structure, Governance and Management



Legal Status

Breaking Through CLG is a national organisation established in 2000, registered in Ireland (Registration Number 321538) which was incorporated under the Companies Act 2014 and is a company limited by guarantee not having a share capital. The objectives of the company are charitable in nature with full charitable status.

Governance

Breaking Through is committed to maintaining the highest standards of governance to ensure full transparency in how we operate. We are fully compliant with all relevant Irish charity legislation and regulatory frameworks. In 2020 Breaking Through commenced adoption of the Charities Governance Code which will be formally adopted in 2021. Prior to this Breaking Through complied with the Governance Code for community, voluntary and charitable organisations in Ireland.

To compliment the adoption of the code Breaking Through we will introduce a Board Handbook. It is currently in draft format and progressing towards completion in 2021.

As a unique national support organisation in the non-profit/charity sector we are very aware that governance compliance is an ever increasing requirement. We are committed to capacity building of board members to ensure they have the necessary skills and systems in place to fulfil these obligations.

In October 2020 all board members participated in Board Roles & Responsibilities training.

Following training the aim was to be able to:

- Describe the purpose of the board and its responsibilities
- Identify the different roles of board members
- Understand the legal duties under the Companies Act 2014 and the Charities Act 2009
- Appreciate the different roles of the board and staff and how to ensure an effective working relationship is in place
- Understand the importance and benefit of regular board evaluation
- An overview of the Charities Governance Code
- Purpose of an AGM and how it should be effectively run

Post training the organisation has begun implementing the learning.

Each year Breaking Through works hard on its Annual Report as the organisation sees it as an opportunity to highlight its good governance and thereby build and maintain trust and confidence with stakeholders. It is also an opportunity to celebrate the achievements and the difference the organisation is making.

In recognition of this we were delighted to be shortlisted for the second year in a row in 2020 for the Good Governance Awards within our category. Our score of 71% for the 2018 report increased to 83% for the 2019 report.



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. Elected nominees are required to serve for a period of three years where possible and attend at least 3 out of 4 meetings annually. No business shall be transacted at any general meeting unless a quorum of members is present. 25% of members provide a quorum. Further details are available in Breaking Throughs Articles of Association. All members are furnished with this document prior to the AGM and this is evidenced in the minutes.

Policies in place for Directors

- Governance Handbook (to be ratified in 2021)
- Operating Guidelines for the Board
- Recruitment & Induction Policy
- Code of Conduct
- Conflict of Interest Policy

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. It currently comprises of ten volunteer board members.

Breaking Through's Board of Directors operates to best practice corporate governance principles. Board members possess skills & expertise in areas such as social care, community development, mental health, homelessness, education, legal, civil and human rights, financial management, media & 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 that they are passionate about.

Any potential for conflicts of interest are reviewed at each Board meeting. The organisation has a Conflict of Interests Policy, its purpose is to assist charity trustees of Breaking Through CLG to effectively identify, record and manage any conflicts of interest in order to protect the integrity of Breaking Through CLG and to ensure that the charity trustees act in the best interest of the charity.

Following a review, recruitment of board members in 2020 focused on Legal and HR expertise. Recruitment is done via Boardmatch or professional contacts.

We welcomed three new Board members in 2020.

- Conor John Sreenan (Board Member) Barrister at Law (joined June 2020)
- Sharon Morrison (Board Member) Social Care Manager, Tusla (joined January 2020)
- Charlotte Armstrong (Board Member) Social Care Manager, Daffodil Care Services (joined January 2020)

All Board of Directors biographies are available on the website [The Team | Breaking Through](#)

AGM of November 2020

The following appointments to the board were confirmed at the AGM 2020:

Chairperson:

Gerry Griffin, National Co-Ordinator, Youthreach/VTOS

Vice Chairperson

Ciaran Kenny, Outreach Aftercare Worker, Don Bosco Care

Treasurer and Staff Liaison Officer

Sharon Byrne, Aftercare Worker, Crosscare

Secretary

Yvonne Casey (staff & non board member)

Communications Officers

Joint Appointment

Neil Forsyth, Services Manager, Focus Ireland

Dr Eavan Brady, Assistant Professor in Social Work, Trinity College Dublin

Board Members

Edel Weldon, Advocacy Officer, EPIC

Louise Keane, Social Care Worker, Tusla

Sharon Morrison, Social Care Manager, Tusla

Charlotte Armstrong, Social Care Manager, Daffodil Care

Board Attendance 2020

Board Members	21 st January 2020	28 th April 2020	8 th July 2020	8 th September 2020	AGM 17 th November 2020
Gerry Griffin (Chairperson)	√	√	√	√	√
Ciaran Kenny	x	√	√	√	√
Neil Forsyth	√	√	√	√	√
Sharon Byrne	√	√	√	√	√
Edel Weldon	x	√	√	x	√
Louise Keane	√	√	x	x	x
Eavan Brady	Maternity Leave	Maternity Leave	x	√	√
Charlotte Armstrong	x	√	√	√	x
Sharon Morrison	√	√	√	√	√
Jack Sreenan	n/a	n/a	√	x	x
Overall Attendance	62.5%	100%	80%	70%	70%
Overall annual board attendance of 76.5%					

Sub Committees

Audit and Finance Sub-Committee (Chairperson, Treasurer, National Director and Accounts Administrator)

Purpose, role and remit:

- To ensure financial accountability and transparency of Breaking Through

Ensuring:

- compliance with terms and conditions of public grants received
- financial reports comply with all statutory accounting requirements
- that the reports issued by auditors to management are those being received by the board

Frequency of meetings: the Audit and Finance sub-committee meets at least quarterly, or as necessary to discharge its duties.

Human Resources and Remuneration Sub-Committee (Chairperson, Staff Liaison Officer and National Director)

Purpose, role and remit:

- to ensure that Breaking Through CLG is a good employer of staff and complies with all legal requirements and best practice in relation to Human Resources;
- ensure effective implementation of any HR or volunteer plan, which is approved by Board
- oversight of HR policy, handbook, and volunteer policy and implementation and review of same;
- oversight of recruitment and selection
- partake in disciplinary and grievance procedures as appropriate
- to ensure that Breaking Through CLG adheres to best practice in recruitment and management

Strategic Planning Sub-Committee (Chairperson, Communications Officer, Board Member, National Director and Accounts Administrator)

Purpose, role and remit:

- The Strategic Planning Committee assists the board with its responsibilities for the organisation's mission, vision and strategic direction.
- Making recommendations to the full board related to the organisation's mission, vision, strategic initiatives, and services.
- Helping management identify critical strategic issues facing the organisation.
- Ensuring management has established an effective strategic planning process, including development of a five year strategic plan with measurable goals and targets.

Irish Aftercare Network Sub-Committee

Purpose, role and remit:

- to advise the board on aftercare issues
- to be available to the National Director and board to discuss aftercare issues
- assist in planning and co-ordination of network meetings, seminars, conferences and events
- lobby/advocate on behalf of Irish Aftercare Network
- partake in social media Facebook/Twitter discussion when appropriate and in line with social media policy
- share duties in presenting and promoting Irish Aftercare Network at external events conferences/seminars/colleges
- represent the Irish Aftercare Network at various meetings, consultations etc.

Irish Aftercare Network Committee Members

- **Ciaran Kenny:** Don Bosco Care, Outreach Aftercare Worker
- **Edel Weldon:** EPIC, Advocacy Officer
- **Sharon Byrne :** Crosscare, Aftercare Worker
- **Neil Forsyth:** Focus Ireland, Services Manager
- **Louise Keane:** Don Bosco Care, Aftercare Service
- **Tanya Blyth:** Peter McVerry Trust, Deputy Director of Services (under 18's services, aftercare services and family services)
- **Belinda Reid:** Tusla, Aftercare Worker/ Social Care Leader(retired June 2020)
- **Charlotte Armstrong:** Daffodil Care Services, Social Care Manager
- **Dr Eavan Brady:** Assistant Professor in Social Work, Trinity College Dublin
- **Sharon Morrison:** Tusla Leaving & Aftercare Service, Social Care Manager
- **Aoife Patterson:** Daffodil Care Services, Regional Manager Semi-Independent, Aftercare & Outreach Services
- **Colin Scanlan:** Compass CFS, Fostering Services Manager
- **Mairead Nevin:** Compass CFS, Aftercare Manager (joined July 2020)



Pictured above are some of our Irish Aftercare Network committee members on a zoom committee meeting.

Frequency of meetings: the Irish Aftercare Network committee meets at least quarterly, or as necessary to discharge its duties.

Staffing

Breaking Through resources and delivers its aims and objectives with a very small but committed team of staff. One full time and two part time paid staff members.

2020 was a year of change and adjustment to meet the organisation's needs. 2020 saw

1. A full time National Director
2. Part time Accounts Administrator from Jan – Feb 2020 vacant until September as Covid proved a challenge in the recruitment process. We conducted recruitment online and were delighted to welcome Fiona Dockery to the team on 1st September 2020.
3. Part time Administrator

The Directors acknowledge the dedication and adaptability of the staff in response to the pandemic which allowed Breaking Through to continue to provide high quality services and supports to members. Their can-do attitude and solidarity was motivated by the need to support members. When the position of Accounts Administrator was vacant from March – August inclusive, the National Director took on the duties with the assistance of our auditors until it was safe to recruit for the position.

The organisation has benefited greatly from the Tus initiative in the past. The initiative is a community work placement scheme providing short-term working opportunities for unemployed people. Fran commenced his 19.5 hours Tus placement with us on 11th August 2020. With working from home restrictions this placement was limited. We have an excellent relationship with our local Tus co-ordinator and will explore further opportunities to facilitate this scheme within the organisation in the future.

Remuneration: Breaking Throughs remuneration aims to match the relevant job market within the bounds of fiscal responsibility. Breaking Through pays all staff in accordance with the charity sector pay scales.

Breaking Through continued to foster a culture of learning by ensuring that all staff and Board members participated in continuous professional development events and networking opportunities with a view to strengthening the skills and capacities needed to improve the quality of services.

Both staff and board members availed of appropriate training opportunities that arose during the year which is recorded in the table on the next page.

MONTH	BOARD & STAFF MEMBERS WHO ATTENDED	TYPE OF TRAINING
February	Yvonne Casey	Employing Staff & Managing HR
February	Sharon Morrison	Managing Stress Workshop
February	Yvonne Casey	Fundamentals of Employment law
March	Charlotte Armstrong & Gerry Griffin	Managing Stress Workshop
March	Jane Tracey	Understanding Self Harm
April	Fiona Dockery	HR Update in the Workplace
May	Yvonne Casey	Managing People Online
August	Jane Tracey	GDPR Level 1 eLearning
September	Yvonne Casey	Story Telling for Success
September	Yvonne Casey	Grant writing
September	Yvonne Casey	Story Telling for Success
October	Jane Tracey	Mindfulness in the Workplace
October	Gerry Griffin	Strategic Planning
October	Neil Forsyth	Strategic Planning
October	Yvonne Casey	Strategic Planning
October	Yvonne Casey	Board Roles & Responsibilities
October	Gerry Griffin	Board Roles & Responsibilities
October	Neil Forsyth	Board Roles & Responsibilities
October	Eavan Brady	Board Roles & Responsibilities
October	Ciaran Kenny	Board Roles & Responsibilities
October	Sharon Byrne	Board Roles & Responsibilities
October	Sharon Morrison	Board Roles & Responsibilities
October	Edel Weldon	Board Roles & Responsibilities
October	Jack Sreenan	Board Roles & Responsibilities
October	Charlotte Armstrong	Board Roles & Responsibilities
November	Yvonne Casey	Charities Governance Code

All staff are provided with regular staff support and supervision with dedicated staff liaison officer, Sharon Byrne.

Supervision took place on

14 January 2020
21 April 2020
10 July 2020
9 October 2020

The Team

To summarise the organisation has:

- One full time & two part time paid members of staff
- 10 volunteer directors
- 12 volunteer committee members



From left to right staff members Yvonne Casey, Fiona Dockery and Jane Tracey.

Risk Management

Breaking Throughs Risk Management Policy forms part of our internal control and governance arrangements.

The board is responsible for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives while safeguarding funds and assets for which we are responsible. Breaking Through seeks to minimise where possible the likelihood and impact of risks to its operations, members and staff while recognising there will always remain some level of risk.

As part of the risk management policy there is a risk register. 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.

Internal control risks are minimised by the implementation of procedures and authorisation of transactions and projects. The company has an internal financial controls policy in operation.

Important Events since Year End

In the first half of 2020, the COVID-19 virus spread worldwide. This continued in 2021. 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.

The company reacted to these conditions by restricting staff working from its offices with staff working from home. This has resulted in the company remaining operational during this period and the following periods of varying restrictions. There has been no significant reduction in the level of services provided as a result of Covid-19. The company adapted quickly to any necessary changes required.

The directors are confident that the company will continue to be fully operational once all restrictions are lifted.

In early 2021 the organisation secured a third Grant Aid Agreement from the HSE for the coordination and administration of Suicide Prevention related training in CHO6, Community Healthcare East area, which is Dublin South East, Dublin South and East Wicklow. This is a further endorsement by the HSE of the value they place on the excellent service Breaking Through provides.

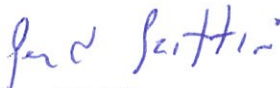
Future Developments

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, particularly with regard to offering in person suicide awareness training.

The Directors have carried out a detailed review of budgeted activities, both income and expenditure, for the remainder of 2021. By making reasonable assumptions, we believe the activities of Breaking Through can continue as we have learned to adapt our way of working, communicating and delivering services to our network, offering online and in person training (adhering to Covid regulations).

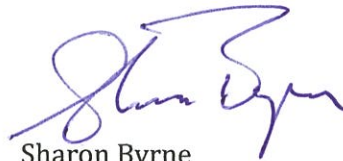
We will endeavour to secure our existing funding and investigate sourcing appropriate new funding to ensure we can maintain and build on the services we offer.

By order of the board at its meeting held on 29 June 2021



Gerard Griffin

Director



Sharon Byrne

Director

Breaking Through Company Limited by Guarantee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BREAKING THROUGH COMPANY LIMITED BY GUARANTEE

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of Breaking Through Company Limited by Guarantee ('the Company') for the year ended 31 December 2020, which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and the related 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 FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2020 and of its net income for the year then ended;
- have been properly prepared in accordance with FRS 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 below in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and 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 ISAs (Ireland) 570 require 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.

Breaking Through Company Limited by Guarantee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BREAKING THROUGH COMPANY LIMITED BY GUARANTEE (CONTINUED)

OTHER INFORMATION

The directors are responsible for the other information. The other information comprises the information included in the Director's Report, other than the financial statements and our Auditor's 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.

OPINIONS 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 the Companies Act 2014.

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 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.

Breaking Through Company Limited by Guarantee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BREAKING THROUGH COMPANY LIMITED BY GUARANTEE (CONTINUED)

RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS

As explained more fully in the Directors' Responsibilities statement on page , 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 management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

AUDITOR'S 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 auditor's 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:

[http://www.iaasa.ie/Publications/ISA 700 \(Ireland\)](http://www.iaasa.ie/Publications/ISA_700_(Ireland)).

This description forms part of our auditor's report.

THE PURPOSE OF OUR AUDIT WORK AND TO WHOM WE OWE OUR RESPONSIBILITIES

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

Philip O'Farrell
for and on behalf of
PT O'Farrell & Company Limited
Chartered Accountants & Statutory Auditors
Castlemaine Court
Dublin Road
Athlone
Co. Westmeath

Date: 29 June 2021

Breaking Through Company Limited by Guarantee

**STATEMENT OF FINANCIAL ACTIVITIES
(including the income and expenditure account)
for the year ended 31 December 2020**

		Restricted Funds 2020	Unrestricted Funds 2020	Total 2020	Total 2019
	Notes	€	€	€	€
Charitable Activities	3	116,343	53,062	169,405	208,523
Total Income		<u>116,343</u>	<u>53,062</u>	<u>169,405</u>	<u>208,523</u>
Expenditure on:					
Charitable Activities	4	(110,666)	(36,409)	(147,075)	(204,333)
Total Expenditure		<u>(110,666)</u>	<u>(36,409)</u>	<u>(147,075)</u>	<u>(204,333)</u>
Net Income		<u>5,677</u>	<u>16,653</u>	<u>22,330</u>	<u>4,190</u>
Net Movement in Funds		<u>5,677</u>	<u>16,653</u>	<u>22,330</u>	<u>4,190</u>
Reconciliation of Funds					
Total Funds Brought forward		<u>4,190</u>	<u>35,786</u>	<u>39,976</u>	<u>35,786</u>
Total Funds Carried Forward	11	<u><u>9,867</u></u>	<u><u>52,439</u></u>	<u><u>62,306</u></u>	<u><u>39,976</u></u>

The notes on pages 42 to 52 form an integral part of these financial statements.

Breaking Through Company Limited by Guarantee

**Statement of Financial Position
as at 31 December 2020**

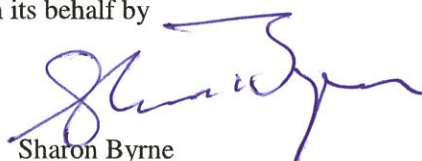
	Notes	2020 €	2020 €	2019 €	2019 €
Current Assets					
Receivables	7	-		6,336	
Cash and Cash Equivalents	8	156,976		103,538	
		<u>156,976</u>		<u>109,874</u>	
Payables: Amounts falling due within one year	9	<u>(94,670)</u>		<u>(69,898)</u>	
Net Current assets			62,306		39,976
Net assets			<u>62,306</u>		<u>39,976</u>
Funds of the Organisation					
Restricted Funds			9,866		4,190
Unrestricted Funds			52,440		35,786
Funds of the Organisation	11		<u>62,306</u>		<u>39,976</u>

These financial statements have been prepared in accordance with the Small Companies Regime.

Approved by the board of directors and signed on its behalf by



Gerard Griffin
Director



Sharon Byrne
Director

Date: 29 June 2021

The notes on pages 42 to 52 form an integral part of these financial statements.

Breaking Through Company Limited by Guarantee

**Cash flow statement
for the year ended 31 December 2020**

Notes	2020 €	2019 €
Cash flows from operating activities		
Net income for the year	22,330	4,190
Adjustments for:		
Movement in receivables	6,336	16,848
Movement in payables	24,772	59,528
Cash generated from operating activities	<u>53,438</u>	<u>80,566</u>
 Reconciliation of net cash flow to movement in net funds		
Increase in cash and cash equivalents	53,438	80,566
Cash and cash equivalents at beginning of financial year	103,538	22,972
Cash and cash equivalents at end of financial year	<u>156,976</u>	<u>103,538</u>

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

1. ACCOUNTING POLICIES

This is the first set of financial statements prepared by Breaking Through Company Limited by Guarantee in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015.

Certain prior year comparative figures have been reclassified to confirm to the current year presentation.

Breaking Through is a company limited by guarantee incorporated in the Republic of Ireland.

The significant accounting policies adopted by the Company and applied consistently are as follows:

Basis of preparation

The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland however it is considered best practice. As noted below, the directors consider the adoption of the SORP requirements as the most appropriate accounting practice and presentation to properly reflect and disclose the activities of the organisation. 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.

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Company's financial statements.

Income

Income is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Income includes donations, gifts, bequests and income from grant funding. Grant income may be classed as restricted or unrestricted dependant on the conditions included in each agreement.

Grants from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Investment income is recognised on a receivable basis. Investment income includes income received on deposits held by the charity and income from any other investments.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided). Income from charitable activities includes income received for events and meetings held during the year.

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

Expenditure

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Support costs include those incurred in the governance by the Board of the charity's assets and are primarily associated with constitutional and statutory requirements of managing the organisation.

Fund Accounting

Unrestricted funds are general funds that are available for use at the Boards' discretion in furtherance of any of the objectives of the Charity.

Restricted funds are those received for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

Receivables

Receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, demand deposits and other short- term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

Payables

Payables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Taxation

The Company is exempt from Corporation Tax due to its charitable status.

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

Foreign Currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Statement of Financial Position date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Statement of Financial Activities.

Holiday Pay Accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Statement of Financial Position date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Statement of Financial Position date.

Pensions

The company operates a defined contribution plan for the National Director. 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 Statement of Financial Position. The assets of the plan are held separately from the Company in independently administered funds.

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

2. SIGNIFICANT ACCOUNTING JUDGEMENTS 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. The 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 are discussed below.

The directors consider the accounting assumptions below to be its critical accounting judgements:

Going Concern

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, all "non-essential" businesses were ordered to close temporarily.

The company reacted to these conditions by restricting staff working from its offices with all staff working from home. This has resulted in the company remaining operational during the period and the following periods of varying restrictions. The directors are confident that the company will continue to be fully operational once all restrictions are lifted.

The company has prepared budgets for the upcoming 12 months which show that the company will continue as a going concern. Given the level of net funds the company holds the directors consider that there are no material uncertainties about the company's ability to continue as a going concern. The financial statements have been prepared on a going concern basis.

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

3. INCOME

		2020 Restricted €	2020 Unrestricted €	2020 Total €	2019 Total €
Charitable activities					
Funding	Funded By:				
Conference & webinar funding	Department of Children and Youth Affairs	3,000	-	3,000	8,000
Conference funding	Sponsorship & ticket sales	-	-	-	11,052
Core funding for operational activities	Pobal	89,508	-	89,508	77,980
Funding to co-ordinate and manage suicide prevention / intervention training in the 07 area - Training Costs	HSE	8,279	-	8,279	33,196
Funding to co-ordinate and manage suicide prevention / intervention training in the 07 area -operational costs	HSE	-	50,062	50,062	50,000
NOSP Training (National)	HSE	15,101	-	15,101	-
NOSP training flow through	HSE	-	-	-	22,595
Breaking Through CLG national training fee income & misc	Fees awarded to Breaking Through CLG for services offered	-	3,000	3,000	-
Funding from members contribution to running costs of regional meetings	IAN	455	-	455	-
Regional IAN Meetings	Department of Children & Youth Affairs	-	-	-	5,200
Donation		-	-	-	500
Total income from charitable activities		116,343	53,062	169,405	208,523

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	2020	2019
	€	€
Wages & salaries	85,564	92,091
Employer's PRSI	9,364	8,487
Staff pension	5,981	-
Training & Development	834	569
Webinar	3,063	-
Conference expenses	-	16,275
Committee expenses	703	1,103
Rent payable	8,678	9,271
ICT	2,941	3,595
Insurance	1,534	1,732
Network expenses	1,913	3,884
Light & heat	473	373
Printing, postage & stationary	1,771	2,859
Telephone	1,212	1,397
Staff recruitment	300	302
Travel & subsistence	1,850	2,805
HSE suicide intervention skills training	20,239	59,261
Bank charges	144	258
Bad debts	-	71
Subscriptions	408	-
General expenses	103	-
	147,075	204,333

In 2020 €110,667 (2019: €142,781) of costs arising from charitable activities were restricted.

Governance Costs amounting to €4,461 (2019: €3,218) incurred in the year to 31 December 2020 have been re-allocated across other categories of expenditure as required under Charities SORP FRS102.

	2020	2019
	€	€
Governance costs:		
Legal & professional	1,450	-
Audit	3,011	3,218
	4,461	3,218

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

5. GOVERNMENT GRANTS

Agency	Pobal	
Sponsoring Government Department	Department of Rural and Community Development	
Grant Programme & Purpose	To coordinate, develop and manage the Irish Aftercare Network under the Scheme to Support National Organisations (SSNO).	
	2020	2019
Total Grant	€	€
- Grant taken to income in the period	89,508	77,980
- Deferred grant forward released to income	-	5,157
- Cash received in the period	89,508	75,151
- Overpaid	-	(2,328)
- Expenditure	(83,832)	(73,790)
Restricted surplus	5,676	4,190
Term	<u>July 2019 to June 2022</u>	
Capital Grant element	Nil	
Restriction on use	Support for 2 core posts: National Director and Accounts Administrator along with associated indirect costs. These positions will contribute to information provision, advocacy, education and training, and networking ensuring further management and development of the Irish Aftercare Network.	
Tax Clearance	Yes	

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

6. EMPLOYEES AND REMUNERATION

Number of employees

The average monthly numbers of employees during the year were:

	2020	2019
	Number	Number
Direct & Administration	<u>2</u>	<u>2</u>

Employment costs

	2020	2019
	€	€
Wages and salaries	82,362	90,641
Social welfare costs	9,172	8,353
Staff pension costs	5,859	-
	<u>97,393</u>	<u>98,994</u>

No employees were paid in excess of €60,000.

The directors gave their services free of charge and are not compensated for their work. No director received out-of-pocket expenses in 2020.

7. RECEIVABLES

	2020	2019
	€	€
Trade receivables	-	3,086
Prepayments and accrued income	-	3,250
	<u>-</u>	<u>6,336</u>

8. CASH AND CASH EQUIVALENTS

	2020	2019
	€	€
Restricted Funds	86,390	59,804
Unrestricted Funds	70,586	43,680
Petty Cash	-	54
	<u>156,976</u>	<u>103,538</u>

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

9. PAYABLES	2020	2019
Amounts falling due within one year:	€	€
Payroll taxes	2,334	2,174
Accrued expenses	5,946	7,920
Deferred income	86,390	59,804
	<u>94,670</u>	<u>69,898</u>

Deferred Income Analysis

	2020	2019
	€	€
HSE Funding	81,090	59,804
Daffodil Care	2,000	-
ESB - Energy for Generations Fund	3,300	-
Total Deferred Income	<u>86,390</u>	<u>59,804</u>

10. CAPITAL COMMITMENTS

There were no capital commitments at the year end.

11. STATEMENT OF FUNDS

	Balance at 1 January 2020	Income	Expenditure	Balance at 31 December 2020
	€	€	€	€
Unrestricted funds				
General funds	35,786	53,062	36,409	52,439
Restricted Funds				
Restricted funds	4,190	116,343	110,666	9,867
	<u>39,976</u>	<u>169,405</u>	<u>147,075</u>	<u>62,306</u>

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2020

12. STATUS OF THE COMPANY

The company is limited by guarantee of its members and has no share capital. The members have each undertaken to contribute to the assets of the company in the event of it being wound up whilst they are members, or within one year after they cease to be members, for the payment of such debts and liabilities contracted before they cease to be members and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amounts as may be required but not exceeding €1.

13. CONTINGENT LIABILITIES

There were no contingent liabilities at the year end.

14. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

15. TAXATION

The Charities Regulatory Authority has granted charitable status to Breaking Through CLG. and as a result the company is exempt from Corporation Tax, Income Tax and Deposit Interest Retention Tax. The registered Charity number is 20042844.

16. 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 2020 and into 2021, more restrictions were placed on people and businesses.

The company reacted to these conditions by restricting staff working from its offices with most staff working from home. This has resulted in the company remaining operational during this period and the following periods of varying restrictions. The directors are confident that the company will continue to be fully operational once all restrictions are lifted.

In 2021, in addition to the HSE renewing the two existing grant aid agreements, Breaking Through CLG has secured a third grant aid agreement for HSE Area 06.

17. FUNDS HELD ON BEHALF OF 3RD PARTIES

In 2019, €23,000 of training income was received from the HSE for 2020 and was included as deferred income. Of this amount, €15,333 was paid out in 2020 and included in training expenses. A corresponding €15,333 was released from deferred income to the Statement of Financial Activities. The net effect on the accounts is nil. The balance of €7,667 is included in deferred income at 31 December 2020. The company acts as a flow through vehicle only for these funds.

Breaking Through Company Limited by Guarantee

**Notes to the financial statements
for the year ended 31 December 2020**

18. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Board on 29 June 2021 and signed on its behalf by



Director

Gerard Griffin



Director

Sharon Byrne

Breaking Through Company Limited by Guarantee

The following pages do not form part of the statutory accounts.

Breaking Through Company Limited by Guarantee

**Detailed Income & Expenditure account
for the year ended 31 December 2020**

	2020	2020	2019	2019
	€	€	€	€
Funding				
HSE funding		73,442		105,791
Pobal funding		89,508		77,980
Webinar		3,000		-
Training fee income		3,000		-
Irish Aftercare Network Income		455		5,200
Other - Conference sponsorship & tickets		-		11,052
DCYA - Conference sponsorship		-		8,000
Donations - Restricted		-		500
		<u>169,405</u>		<u>208,523</u>
Administrative expenses	<u>147,075</u>		<u>204,333</u>	
		(147,075)		(204,333)
Operating surplus		<u><u>22,330</u></u>		<u><u>4,190</u></u>

Breaking Through Company Limited by Guarantee

Detailed expenditure analysis for the year ended 31 December 2020

	2020	2019
	€	€
Wages and salaries	82,362	90,641
Employer's PRSI	9,172	8,353
Staff pension	5,859	-
Training & Development	817	560
Webinar	3,000	-
Conference expenses	-	16,019
Committee expenses	689	1,086
Rent payable	8,500	9,125
ICT	2,881	3,538
Insurance	1,503	1,705
Network expenses	1,874	3,823
Light & heat	463	367
Printing, postage & stationary	1,735	2,814
Telephone	1,187	1,375
Staff recruitment	294	297
Travel & subsistence	1,812	2,761
HSE suicide intervention skills training	19,825	58,328
Legal & professional	1,450	-
Audit	3,011	3,218
Bank charges	141	254
Bad debts	-	70
Subscriptions	400	-
General expenses	100	(1)
	<u>147,075</u>	<u>204,333</u>