

Breaking Through



Breaking Through



Directors' Report and Financial Statements for year ended
31 December 2022

Breaking Through CLG
Newtown House
Confey
Leixlip
Co. Kildare

TABLE OF CONTENTS

	Page
Company Information	2
Chairperson's Report	3-4
Our Story	
History, Values and Objectives	5-6
Achievements and Performance	7-36
Financial Review	37-40
Independent Auditor's Report	41-43
Statement of Financial Activities	44
Statement of Financial Position	45
Cash Flow Statement	46
Notes to the Financial Statements	47 - 59
The following pages do not form part of the statutory financial statements:	
Detailed Income and Expenditure Accounts	60
Detailed Expenditure Analysis	61

COMPANY INFORMATION

Breaking Through

A Company Limited by Guarantee with Charitable Status.

Legal and Administration Details

Directors that served during 2022

- Gerard Griffin (Chairperson) National Co-ordinator, Youthreach/ VTOS
- Ciaran Kenny (Vice Chairperson) Aftercare Worker, Tusla
- Neil Forsyth (Joint Communications Officer) Head of Youth Services, Focus Ireland
- Dr Eavan Brady (Joint Communications Officer) Assistant Professor in Social Work, Trinity College Dublin
- Sharon Byrne (Treasurer & Staff Liaison Officer) Aftercare Worker, Crosscare
- Edel Weldon (Board Member) Advocacy Officer, EPIC
- Louise Keane (Board Member) Deputy Social Care Manager, Tusla
- Charlotte Armstrong (Board Member) Social Care Manager, Daffodil Care Services
- Mary Kenneally (Board Member) Facilitator and Nurse
- Daniel Keogh (Board Member) Aftercare Worker, Tusla

Secretary

Yvonne Casey

Registered Office Newtown House Confey Leixlip Co Kildare W23 T8W5	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 126 – 128 Capel Street Dublin 1
Solicitors: Sourced & engaged when and if needed.	Staff Members: Yvonne Casey, National Director Fiona Dockery, Financial Administrator Jane Tracey, Training Administrator Darlene Sansovini, Senior Administrator (Joined December 2022)

For the majority of 2022, there were three paid members of staff, one full-time and two part-time, who were supported in their work by a voluntary, nine-member Board of Directors and various committees.

CHAIRPERSON'S REPORT

The beginning of 2022 saw us all relieved that Covid was easing and in person events were slowly starting to resume albeit hesitantly.

Similar to the previous year (2021), one of the main areas of focus of Breaking Through's work was the management, co-ordination and development of the Irish Aftercare Network (IAN). The network provides ongoing support to people working with care leavers. Aftercare is a term used to describe the planning and support that is put in place to meet the needs of a young person who is leaving care services at the age of 18. Membership continued to grow and feedback from membership through evaluated events, social platforms and surveys was very positive.

The other main focus of Breaking Through's work is the co-ordination and administration of Suicide Intervention & Prevention training on behalf of the HSE. Our profile as an organisation for providing the co-ordination and delivery of this training for various geographical areas has increased and is evidenced by the awarding of an additional grant aid agreement in 2022.

We needed to reapply for core funding during 2022. This can be a very difficult time for staff of the organisation as employment contracts depend on receipt of core funding, and naturally staff members were concerned about their job security and tenure. The Audit and Finance committee prepared well in advance should funding not be renewed. Due to prudent financial management, there were sufficient reserves to give staff reasonable notice periods if we were unsuccessful in securing funding for another 3 years. Thankfully, we received the good news on June 1st, 2022, that we would be core funded for a further three years from 1st July 2022 – 31st June 2025 for the amount of €272,979 in total to cover the three-year period. The continued commitment shown by staff has to be applauded when you consider that they were operating in turbulent times not know whether they had a job in July.

None of the great work that Breaking Through does would be possible without its funders and we are very grateful for their ongoing support to ensure that the specific targets in our strategic plan are met. Our core funding is provided by the Department of Rural & Community Development through its Scheme to Support National Organisations (SSNO). This multi-annual funding for the next three years is very reassuring indeed and provides welcome security for the organisation.

A major challenge, while waiting to receive the news on funding was the fact that in March, we were aware we needed to recruit for a full-time position as current staff were at capacity level. It is difficult to recruit three months before you receive a decision as to whether or not your core funding will be renewed. This did put added work load on staff with the position not being filled until December. Other various reasons such as a shift in the workplace environment, unsuitable candidates, no shows at interviews etc. further delayed recruitment of the new staff member.

Work was regularly reviewed and core activities such as the Annual Conference which historically always took place in May needed to be postponed again due to the on-going public health restrictions. We responded by making the decision to wait until October 2022 to host the annual conference. It was great to be back when it finally came around! This decision was the right decision when you consider the big attendance we had for the conference in October.

The "Our Story" report below, will highlight the key events, key milestones and challenges for the organisation during 2022 and outlines all the wonderful work Breaking Through has achieved and continues to do within a limited budget, with a volunteer board, volunteer committees and a small staff team.

I would like to express my sincere gratitude to my fellow Board members and to the dedicated staff team. Winning a Good Governance Award in November 2022 was a wonderful achievement for this small dedicated team at Breaking Through.



The Good Governance Award Breaking Through received in 2022

The judges were impressed by the clarity on funding, the detail on governance structures and the clear description of purpose, vision and values. A fitting and motivating way to end the year.



Gerard Griffin, Chairperson

Gerard Griffin

OUR STORY

The Directors of Breaking Through hereby confirm that the annual report and audited financial statements for the year ended, 31st December, 2022, 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 with the Charity Regulatory Authority (Reg No: 20042844). It has a charities number with the Revenue Commissioners (CHY No.13601). 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 two full-time and two part-time staff members.

One of the main focuses 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. 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. This work is funded via our core funders, Department of Rural & Community Development through its Scheme to Support National Organisations (SSNO). (See page 37)

The other main focus of Breaking Through's work is co-ordination and administration of Suicide intervention/Prevention training on behalf of the HSE, as part of Ireland's National Strategy to reduce suicide called Connecting for Life on behalf of the National Office for Suicide Prevention (NOSP), Community Healthcare Dublin South, Kildare and West Wicklow, Community Healthcare East for Dublin South East, Dublin South and Wicklow as well as Galway, Mayo and Roscommon. This work is funded under annual Grant Aid Agreements for each area. (See page 37)

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 and from 1st July 2022 – 31st June 2025 for the amount of €272,979 for that three year period.

Total core funding received in 2022 amounted to €91,027. This funded two core posts: a National Director and Financial Administrator, along with associated indirect costs. These positions enabled Breaking Through to meet its core objectives of information provision, advocacy, education, support, training and networking through its management, coordination and development of The Irish Aftercare Network.



Funding was also received from the Health Service Executive under four annual Grant Aid Agreements (GAA). This is for the management and coordination of suicide intervention/prevention training in the following specific areas.

1. Community Healthcare Dublin South, Kildare and West Wicklow (formerly CH07)
2. Community Healthcare East for Dublin South East, Dublin South and Wicklow (formerly CH06)
3. National Office for Suicide Prevention (NOSP)
4. In mid-2022, we were delighted to be successful in securing a third grant aid agreement for co-ordination of training in Galway, May & Roscommon.

All funding is detailed in Financial Review on pages 37-40.

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

ACHIEVEMENTS AND PERFORMANCE

The Context of Our Work in 2022

In 2022, despite vaccine roll out, we continued to adapt to the changing environment brought about by COVID-19. The restrictions on indoor meetings and events had an impact on the demand for our different services and how those services could be delivered.

We commenced the year by conducting a needs analysis survey with Irish Aftercare Network members. This helped to shape the work plan for the year in line with our Strategic Plan also. It was encouraging that 54% of respondents rated the quality of services and supports offered by the network as excellent, 36% stated very good, 10% good and no one rated them average or poor.

In 2022, we benefitted from membership or engagement with support organisations in the sector such as The Wheel, Carmichael Centre, Boardmatch and the Children's Rights Alliance. For example, by availing of professional training relevant to our sector and the advertising of vacant board positions.

Evidence of project-specific outputs for 2020, 2021 and 2022 and achievement of targets:

Area of Work	Action	Output Indicator Name	Target 2020	Result 2020	Target 2021	Result 2021	Target 2022	Result 2022
Information Provision	Collate and disseminate information	Detailed breakdown of information circulated to members including content, date etc.	15	33	20	53	20	37
Information Provision	Collate and disseminate information	Record number and type of queries received from members and responded to.	10	16	15	20	15	16
Advocacy	Engage with politicians and policy makers	Meet with Minister Roderic O'Gorman, Minister for Children, Equality, Disability, Integration and Youth	1	1	1	2	1	1

Advocacy	Engage with politicians and policy makers	Meetings with Tusla who inform policy	2	2	2	4	2	1
Networking	Regional Network Meetings	Regional Network Meetings	6	3 (Due to Covid-19 only 3 regional network meetings took place. Introduced member newsletters as a response)	6	6	6	2
Compliance	Governance Structures & Processes	Annual Report and Audited Accounts	1	1	1	1	1	1
Compliance	Governance Structures & Processes	Enter the Good Governance Awards and action any feedback	1	1	1	1	1	1 (Winner)
Education & Training	Host Themed Webinars	Fully evaluated educational webinars	2	2	3	4	3	1 (1 Annual National Conference due to the lifting of covid restrictions events were in-person)

Other items to be highlighted:

			Target 2022	Result 2022
Compliance	Governance Structures & Processes	Detailed log of internal policy reviews	1	1 (staff handbook and staff contracts all updated)
Compliance	Governance Structures & Processes	Detailed employee induction	1	1
Professional/Organisational Development	Staff & Board Training	A range of training opportunities undertaken by staff, board & committee	6	14
Specialist Supports	Support Network	Database with breakdown of Membership Data e.g., organisation, location, job title etc.	1	
Specialist Supports	Support Network	Increase in membership	20	65
Research and Policy Development	Circulate details on research related to aftercare	Circulate details on research related to aftercare	1	
Research and Policy Development	Submissions to relevant Government Departments	Submission to relevant Government Departments	1	4
Research and Policy Development	Summary of issues raised by members at regional meetings reported to Tusla	Summary of issues raised by members at regional meetings reported to Tusla	2	2

Project-specific targets have been set for 2023 as part of the organisation's 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).

IRISH AFTERCARE NETWORK

Providing Support to People Working With Care Leavers

Irish Aftercare Network

A main focus of Breaking Through's work is the management, co-ordination 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. 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 (IAN):

- 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.

Membership

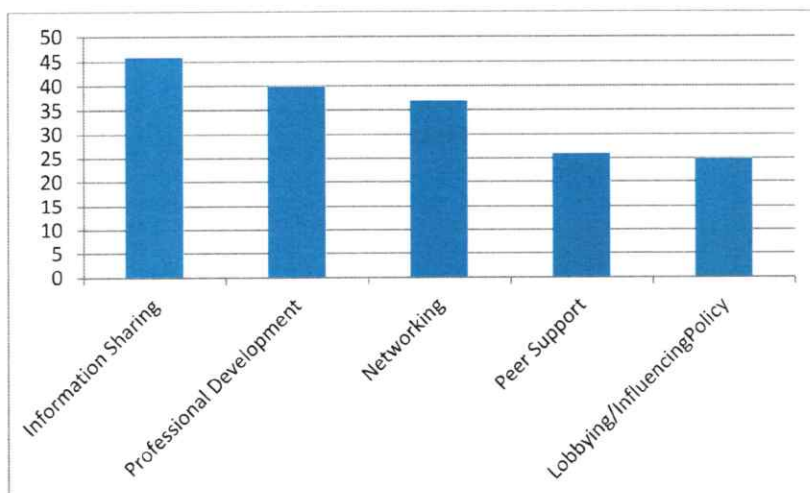
The Network has a national remit with members from all counties represented. The Irish Aftercare Network has over 500 members from 80 organisations, all of whom work directly or indirectly with young care leavers. Organisations in membership include An Garda Síochána, Barnardos, Crosscare, Don Bosco Care, EPIC, Focus Ireland, HIQA, Irish Foster Care Association, Kinship Care, Merchant Quay Ireland, Peter McVerry Trust, and Tusla.

In 2022 there were 65 new members of The Irish Aftercare Network.

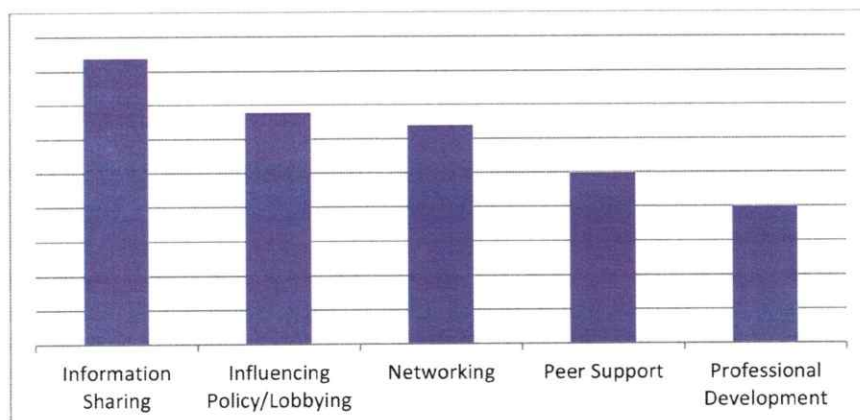
Responding to the needs of our network members

We continued to reference the needs analysis we conducted with our members in January 2022 to guide and inform our work. The following graph captures the main findings:

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



2022 results above show that professional development is now a greater priority to members than in 2019 (see graph below). We therefore refocussed our work to reflect these needs and were encouraged that 64% of respondents were very satisfied (the top score) with the education and training supports provided by the network.



In 2022, 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.

Information-Sharing & Dissemination

The membership was provided with regular updates in relation to policy developments, research, training opportunities.

The following is an example of the type of information disseminated to members in 2022

Dear Irish Aftercare Network Member

Sharing details for an event that may be of interest

What the Decision Support Service & ADMC Act 2015 means for Wards of Court

Date: Tuesday May 24th at 16.30 (online event)

Purpose of the event:

The purpose of this information session is to outline and explain the changes to wardship that will be brought about by the Assisted Decision Making (Capacity) Act 2015, which is due to commence in June 2022. Once the Act commences, there will be a period of three years to be discharged from wardship, before wardship itself ceases.

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 that we were able to assist with by asking our membership their suggestions and by knowledge sharing

Query:

"Has any other Aftercare service experienced difficulty in trying to support a care leaver applying for a passport whereby they have changed their name by deed poll and would not have all the necessary documents required by the Department of Foreign Affairs to evidence use of name for the past 2 years.

I would appreciate any advice or suggestions as how best to navigate this. This is a very difficult process for 2 clients of mine where they cannot access passport in new name. Changing their name by deed poll has generated a greater sense of identity for them however they continue to be met with challenges with the passport identification which in turn is the main source of ID for many applications"

We collated all responses and circulated to membership.

Members' Newsletters

Four newsletters circulated in 2022 in April, July, September and December.

NEWSLETTER

The aim is to keep members informed of the work the Network was doing and also as a way to stay connected. 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. Link to newsletters available here: [Newsletters | Irish Aftercare Network](#)

Website & Social Media

Other important means of communicating with network members 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 2022

Irish Aftercare Network Chairperson, Ciaran Kenny, and committee member, Neil Forsyth, met with Director of Services and Integration at Tusla, Kate Duggan, on 28th March 2022. A constructive discussion took place where all issues that were highlighted by members nationally at the recent regional meetings were brought up for discussion. Issues relating to area of origin, housing, aftercare supports, the current joint protocols that are in place as well as the impact that the Ukrainian crisis will have on services across the board were discussed at length.

Submission to the new National Youth Homelessness Strategy

On 8th March 2022, the Network made a submission to the public consultation on the Youth Homeless Strategy. The aim of this Strategy is to help people who are aged 18 – 24 and who are homeless or at risk of becoming homeless. The submission stated that any Youth Homelessness Strategy will require an integrated, whole-of-Government approach, with a multitude of key stakeholders playing a vital role in addressing the fundamental issues arising in addressing youth homelessness. It is also important that a wide range of views can form part of the process in developing the Strategy.

Lived experience of care leavers in Ireland during the Covid-19 pandemic

Dr. Eavan Brady, Vice-Chair of the Irish Aftercare Network, and two colleagues from Trinity College, Dublin, came together with advocates from EPIC, Empowering People in Care, to learn more about the experiences of care leavers in Ireland during the Covid-19 pandemic.

The research team interviewed 16 young people (aged 18-27) to explore the issues they faced, what helped, and what they learned about themselves during Covid-19.

The findings were that the pandemic brought fresh challenges to the lives of the young people with some feeling more isolated, struggling with disrupted routines, and living with fears about what the future held. Many also experienced worries and difficulties about money, accommodation, and mental health. Many care leavers also reported that they had found resources in themselves and their networks that had built up their confidence and helped them get through the pandemic, for example, taking up a new hobby or starting a job.

The study highlighted how crucial supportive relationships were and are for care leavers. Support from friends and family was mentioned a lot, although the young people also valued the support of professionals including aftercare workers. The study shone light on the care leavers' experience of Covid-19 but also gave us new insights into wider issues in their lives. You can read the full report [here](#). You can also watch a recording of the report launch [here](#).

Irish Aftercare Network Online Regional Meetings

Key issues that arose for members of the network

8th February 2022 – The Leinster Regional Meeting

- Area of Origin and the need for a transfer option. Policy states there is no option to transfer and even if there were aftercare workers have no capacity due to caseloads. This is also a time management issue as aftercare workers using time travelling when already stretched with caseloads. The network will enquire to see if Tusla have data on this.
- There needs to be a dedicated aftercare budget.
- Increase in aftercare beds is required. There is a lack of aftercare beds, particularly for young mothers and young women. There needs to be an adequate move on plans. We know what they need, but unfortunately can't provide it.

15th February 2022 – The Western Regional Meeting

- Financial Policy & the issue around social welfare being means tested.
- Area of origin and no transfer options available.
- Joint Protocol – not working effectively.

1st March 2022 – The Munster Regional Meeting

- Wardship.
- Joint Protocol. Link to relevant document [here](#).
- Positive feedback re: Home Share.

Due to work commitments, the Western Regional Representative on the Irish Aftercare Network committee resigned in early 2022. We would like to thank former committee member, Sharon Morrison, for her dedication and commitment while in the volunteer post of Western Regional Representative. Despite several pieces of communications to members in the region it was frustrating that a replacement regional representative was not found. Having explored all avenues, Western regional members were advised that Western regional meetings will no longer take place and members will be offered the opportunity to attend Leinster or Munster meetings.

Clear communication channel for highlighting member issues:

The network has a clear communication channel for highlighting regional & member issues:

- Meet at least once a year with Minister Roderic O’Gorman
- Meet twice a year with Kate Duggan, Director of Services & Integration, Tusla

Apart from the meeting with the Minister, meetings are scheduled after the regional meetings to highlight to them the priority issues that were raised at a regional level

ANNUAL CONFERENCE 2022 A GREAT SUCCESS

Title of Event: Irish Aftercare Network Annual Conference 2022: *Looking Forward – Working with Young People Leaving Care*

Purpose of Event

High quality informative event that is relevant and beneficial to Irish Aftercare Network members in their professional work.



"We all share an ambition for young adults transitioning out of care to thrive and to reach their potential. We must work together to assist their transition to independent living by timely planning and providing a wide range of supports that meet their individual needs." Minister Roderic O'Gorman opening the Irish Aftercare Network Conference 2022

The conference was run to capacity, feedback was excellent.

Post Conference 2022 delegate feedback

- The Average Rating was 9.2 out of 10
- 50% of attendees rated the conference 10 out of 10

Conference Reflection

After a long wait, I was thrilled to attend our first post-Covid conference in October 2022. On the day itself, before the proceedings got underway, the excitement and energy in the room was palpable as everyone exchanged greetings, caught up on the latest news or just stood around sipping their coffee and marveling at the sight of so many of their fellow professionals all together in the same room. This wasn't some kind of 'new normal' – a phrase we heard a lot over the previous couple of years - this was more like the old normal. And everyone seemed very happy to be part of it. However, what was going to be a bit different this time was that a government minister would be in attendance. Having Minister O'Gorman open the conference really emphasized how far we've come and how everyone's dedication and hard work has helped firmly establish aftercare as an integral part of the care experience. Minister O'Gorman acknowledged this in his opening address and stressed his and the government's commitment to improving aftercare supports, particularly in relation to housing.

Overall, the conference itself was a great success. In fact, I think I enjoyed this one the most. Why? For a couple of reasons. Without doubt it had something to do with seeing all my colleagues in-person again. But it also had something to do with the quality of the speakers. They were all superb. While each addressed a specific topic relevant to aftercare and came at it from a different angle – Rory Hearne on the meaning of home and the challenges within the housing sector, Bronagh Starrs on the psychological needs of young people, and Eavan Brady on the findings of her study of care-leavers' experiences during Covid – there was a common thread that linked them all. I think the young people, David and Thomas, who spoke so eloquently at the conference about their time in care and their experiences of leaving care captured it perfectly. Thomas, expressed it well in his beautiful poem. As one line in the poem put it, the care system "wasn't built for me". This points to one of the biggest flaws in aftercare policy and practice. Despite many improvements over the years, it can still be a harsh, limiting and objectifying system in many ways. Often, the unique experiences, feelings, thoughts and aspirations of young people like Thomas are not properly acknowledged or else they become

buried under a mountain of complex policies, inflexible processes and carefully worded legalities. This must change.

But there are clear signs that this may change in the not-too-distant future. The voices of young people are being listened to now more than ever. The Minister's announcement at the conference that the Government will be undertaking a research project into the lives of children in care and adults who were in care as children, is a good example. As he said himself, the study "will provide important insights into the experiences of children in care and how they get on later in life".

We badly need such insights. For it is only by listening to children and young people, like Thomas, that we can identify what is working and what is not working and then use such knowledge to bring about real and substantive change.

Neil Forsyth, Breaking Through Board Member, IAN Committee Member & Head of Youth Services, Focus Ireland

Minister O'Gorman acknowledged the fantastic contribution from two care leavers who spoke at the conference and we are delighted to share below the poem that was recited on the day as well as confirming the Government's commitment to improving aftercare supports.



Roderic O'Gorman TD
@rodericogorman

The room was filled with dedicated professionals who provide incredible support to care leavers, supporting them to achieve their full potential. I expressed the government's commitment to improving aftercare supports, particularly in relation to housing.

10:45 AM · Oct 7, 2022

Tears from a Forgotten Child

*I'm living in the land of the mentally incarnated
Where an open heart is dangerous so I had to barricade it
Where I'm seeking external validation like "hey stranger I made it"
The ocean of my tears is what my kindness is paved with*

*There's women on the street that your feminist visions never reach
So when I hear you preach, I'm reminded of poor souls seeking peace
Grown men struggling to eat with a needle, close to deceased
A child seeking release, the local dealer provides the lease*

*These are tears from a Forgotten Child betrayed by the system
Who wasn't an academic or a success story so the government never missed them
After care their support became distant, dirt covered a diamond that should've glistened*

*These are the tears from a Forgotten Child who lost any glimmer of hope
Who wasn't given anything but pain, sorrow and access to rope
Who never felt love and just needed a hug to simply cope*

*These are my tears from a heart that weeps for you
My soul is filled with passion because there's still much to do
We both survived the care system that wasn't built for me or you
Now I'm filled with guilt because what consumed you I outgrew
Most days I don't know what to do
So let my voice shed these unheard tears for you.*

Thomas Mongan

Written and performed by Thomas, a young person with care experience for the 2022 Irish Aftercare Network Conference

On the day there were Exhibition Stands from:



Prior to the conference, committee members Dr Eavan Brady, Edel Weldon & Ciaran Kenny took part in a Podcast to share their insight and knowledge. This episode of the Care Experience Podcast is all about the Irish Aftercare Network, whose aim is to create better outcomes for Care Leavers in Ireland.

It is available to listen to here [The Care Experience Podcast: The Care Experience Episode 37 \(libsyn.com\)](https://libsyn.com)

Committee member, Neil Forsyth, also contributed to an article in The Irish Times “You could eliminate homelessness among care leavers very quickly. We know exactly who they are, when they are leaving care, we know their exact numbers well in advance. If we could provide housing and plan a little bit in advance”. Neil Forsyth, The Irish Times, 27 August 2022.

[Young people facing homelessness: ‘We’ve got kids sleeping in the Phoenix Park’ – The Irish Times](#)

Members Information Event

The Irish Aftercare Network hosted an online informative event on 13th September 2022 which was presented by Charlotte Burke, CPD Coordinator, Social Care Ireland on “Social Care Workers Registration Board and the benefits of CPD”, followed by Q&A.

Charlotte spoke on Statutory Regulations for Social Care Workers and on reflective practice prior to looking at reflective writing.

Aftercare consultation process meeting

The Irish Aftercare Network attended an online aftercare consultation process meeting with Tusla and other relevant stakeholders on 21st October 2022, looking in depth at all aspects of aftercare at present, acknowledging what is working well, areas that need improving and strategies and ideas going forward which will ultimately see better outcomes for all young people leaving both state care and aftercare. Issues raised and collated from members throughout the country at regional Irish Aftercare Network meetings earlier in the year were all brought up and raised by committee member Ciaran Kenny who attended on behalf of the Irish Aftercare Network. Such consultation meetings are imperative to be able to address all aspects of aftercare provision nationally with relevant colleagues, as well as management from Tusla that can implement meaningful change. The Irish Aftercare Network are committed to continuing to engage in such processes going forward that can allow us a space to reflect the views and experiences of our members nationally supporting young people in aftercare on a daily basis throughout the country.

Out & about!

We hosted a stand at The Social Care Ireland Conference in April and the Irish Foster Care Association Conference in November 2022.



Staff Members: Fiona Dockery & Yvonne Casey
Volunteer: Sean Casey



Stand By Me

"Stand By Me" Cast with Irish Aftercare Network Chairperson Ciaran Kenny.

15th March 2022, saw a night of entertainment provided by young people in aftercare that those present won't forget for a long time. A full house at the Axis Centre in Ballymun witnessed an incredible show titled "Stand By Me", showcasing all that is truly wonderful about young people today. The drama forum was run by the brilliant Johnny Ward and was overseen by Ciaran Kenny, Chairperson of the Irish Aftercare Network and Tusla Aftercare Worker, along with his colleague

Stuart Lynch from Don Bosco Care. What a way to showcase the amazing talents of young people in aftercare today.

Overview of Irish Aftercare Network Activity in 2022

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 educational support. 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, 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.

Improved Communications

The Irish Aftercare Network recruited a part time Communications and Social Media Officer for a short period of two months to develop a communications strategy for the network. We were delighted to have this presented to the board and implemented at the April board meeting.

In last year's annual report, we communicated our confidence that the outcomes listed below would be achieved in 2022. You will see from this year's report that the majority of outcomes have been achieved.

- Maintain a strong and engaged membership.
- Following each national annual conference 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 Network 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.
- Ongoing engagement through the IAN website, social media platforms and engagement with mainstream media will have helped 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.

Here's some feedback we received during the year from Irish Aftercare Network members that keeps us focussed and motivated as Breaking Through continues to manage and develop the network.

"Just wanted to say, thanks for your help during the Summer with assisting me to get my interviews over the line. It was tough but I got there in the end! I submit my study in a few weeks so our paths might cross down the line. But I just wanted to say it's been lovely getting invited to these Aftercare events. I know you used to check in with me if you didn't see my name on the list & I appreciated that so much. The events itself were so informative and always relevant to the work we do. I loved them and catching up with the familiar faces and seeing the fantastic work that goes on behind the scenes, often unrecognised. You have always been so kind with your time and energy and for that, thank you. Wishing you all the very best! Thanks again 😊"

A network member who was moving out of working in aftercare.

"Just want to send on an email to thank all who were involved in organising and the running of the conference. Was great to be back in person."

IAN member

"This is fantastic that issues for Care leavers are being heard at this level. Well done to all involved".

Email from a member after we had updated on the issues, we discussed at a meeting with Minister Roderic O'Gorman. IAN member

Co-ordination and administration of Suicide Intervention/Prevention training

The other focus of Breaking Through's work is co-ordination and administration of Suicide Intervention/Prevention training on behalf of the HSE, as part of Ireland's National Strategy to reduce suicide called Connecting for Life. This is funded by Annual Grant Aid Agreements.



Core components of the Connecting for Life plan include a vision where fewer lives are lost through suicide, and where individuals in the community can improve their wellbeing and mental health. The mission is an Ireland where all individuals, communities and organisations can identify those at risk, respond to individuals in distress and help to reduce the rates of suicide and self-harm.

Suicide Prevention and Intervention training contributes to the following outcomes:

- Improved knowledge of risk associated with suicide.
- Increased confidence in dealing with people at risk of suicide.
- Increased confidence and ability to concoct a person at risk of suicide with services.
- Positively shape attitudes to suicidal behaviour.

This is funded by annual Grant Aid Agreements. In 2022 Breaking Through was awarded four grant aid agreements.

1. The HSE renewed its Grant Aid Agreement for Community Healthcare Dublin South, Kildare and West Wicklow for 2022 with Breaking Through CLG.
2. The National Office for Suicide Prevention (NOSP) also renewed its Grant Aid Agreement with Breaking Through in 2022.
3. The HSE renewed its Grant Aid Agreement for Community Healthcare East for Dublin South East, Dublin South and Wicklow
4. The organisation's reputation as a quality service provider was endorsed further with a fourth agreement. For the first time in 2022, Breaking Through received a Grant Aid Agreement for Community Healthcare area Galway, Mayo & Roscommon. for the last six months of the year.

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

- Suicide Alertness for Everyone (safeTALK)
- Applied Suicide Intervention Skills Training (ASIST)
- Understanding Self Harm Training
- Introduction to Self Harm (Online)
- START (Suicide Prevention Skills Online) Training
- Professional Suicide Bereavement Training
- Online Suicide Prevention and Self-harm Mitigation Training (STORM)
- Online Collaborative Assessment & Management of Suicidality (CAMS)






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

- Planning & Promotion of training.
- Full management of efficient online booking system.
- Securing facilitators and administration of payments.
- Maximising attendance at all workshops, though efficient planning, co-ordination and communication.
- Ensure training is evaluated.
- Budget management and regular review of its activities.
- Regular reporting to Resource Officers for Suicide Prevention (ROSP) which includes updates on quarterly training, total training numbers and training events co-ordinated.
- Targeted planning and stewardship in sourcing suitable and affordable training venues.
- Training material stock control and storage.


Under these Grant Aid Agreements in 2022 Breaking Through has issued and coordinated the following:

Training in 2022	Number of trainings in 2022	Numbers of Participants in 2022
Suicide Prevention Skills Online (START)	911 individuals did this online training	911
Suicide Alertness for Everyone (safeTALK)	66	1,157
Applied Suicide Intervention Skills Training (ASIST)	42	851
Understanding Self Harm	14	176
Professional Suicide Bereavement & Online	5	35
Online Introduction to Self Harm	1	13
Online Suicide Prevention and Self-harm Mitigation (STORM)	9	60
Online Collaborative Assessment & Management of Suicidality (CAMS)	1	14

	Total events 2022 138
	Total participants 2022 2306
	An average of 6 participants were trained each day in 2022.


Please note that the in person training did not resume until 25th January 2022 and figures for Galway, Mayo & Roscommon are included from 28th September 2022.

Below is an infographic with details on some of the most sought after training.



Suicide Prevention Skills Training

An overview of suicide prevention skills training programmes available from the HSE National Office for Suicide Prevention




LivingWorks START

A 90 minute online interactive training programme that will give you the skills and knowledge to keep others safe from suicide.

Who is it for?
Anyone over the age of 18.

What will I learn?
You will learn what to say and do if you are concerned that someone is in suicidal distress.




safeTALK

A half-day training programme that supports you to recognise and engage with people who may be having thoughts of suicide and to connect them to suicide first aid resources.

Who is it for?
Anyone over the age of 18.

What will I learn?
You will learn what to do if you are concerned that someone may be in suicidal distress.




ASIST

A two day training programme that supports participants to reduce the immediate risk of a suicide and increase the support for a person at risk, you will explore what a person at risk may need from others to keep safe.

Who is it for?
Targeted training, over the age of 18.

What will I learn?
You will learn how to respond to a person in suicidal distress and how to keep that person safe.




Understanding Self-Harm

A one day training programme that supports participants to improve their awareness and understanding of people who self-harm.


Who is it for?
Anyone over the age of 18.

What will I learn?
You will learn how to engage with people who self-harm, understanding the functions, motivations and meanings of self-harm behaviour.



"Having done the training, the difference is, I now know what to do if I'm worried about someone"

For more information on any of these training programmes, please visit www.nosd.ie/training or contact your local Resource Officer for Suicide Prevention.



yourmentalhealth.ie
1800 111 988

The graph below shows the huge increase in training events as face to face training resumed. This also highlights the volume of work has increased. Online events were necessary when Covid-19 was at its peak but with vaccination roll out, a return to in person training was possible. In 2021, the trainings below could only take place during short periods when restrictions eased and for vital cohorts such as trainee Gardaí in Templemore who require ASIST TRAINING before they can officially pass out.



The beginning of 2022 saw continued challenges from covid with participants reluctant to undertake in person training in the first quarter of 2022 and opt for online training. In person training began on the 25th January 2022.

A number of unexpected challenges arose in 2022:

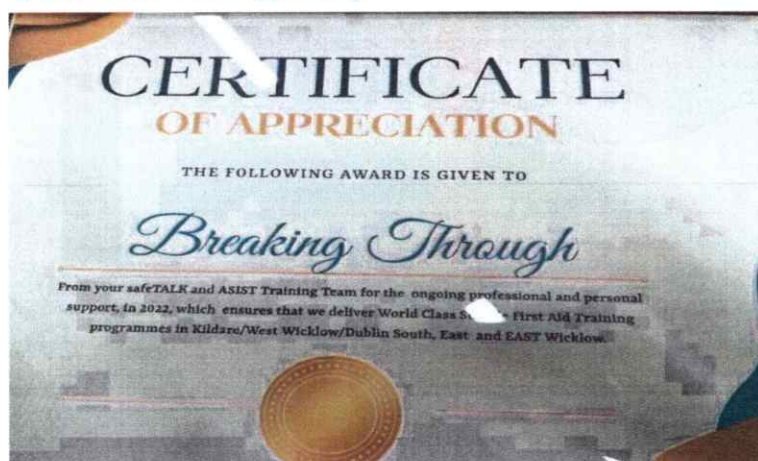
1. There was difficulty in securing venues for training. Many community venues were repurposed during covid and several hotel venues were decommissioned by the HSE.
2. There were issues surrounding the ordering and delivering of training materials in a timely manner.
3. A shortage of Professional Suicide Bereavement trainers remains a challenge. A train the trainer event for this training will take place in early 2023. We look forward to scheduling this valuable training in 2023.
4. START (Suicide Prevention Skills Online), moved to a new learning management system (towards the end of 2022). This change over in platforms presented some challenges in advance of the changeover. For training efficiency and to help manage and guide participants, Breaking Through created a registration instruction document. **Total number of START licenses Breaking Through issued in 2022 was 911, an average of 75 per month or 2.5 daily. A license is issued to give an individual access to this online training**

In the summer of 2022, Breaking Through asked trainers to undertake a survey. We wanted to ensure we were providing the best possible co-ordination for trainers.

The following feedback from trainers was received:

"The service provided to trainers is professional and efficient allowing us to concentrate on good training outcomes. Materials are readily available, venues are good, comfortable and easy to get to. The feedback from participants of their experience with Breaking Through is also one of professionalism and efficiency."

"Breaking Through go above and beyond and make delivering training hassle free. Would be lost without you and your friendly professionalism. The no problem attitude is hard to find these days."



In September 2022, trainers presented Breaking Through with a certificate of appreciation.

Breaking Through co-ordinated training for a number of national organisations including An Garda Síochána, The Department of Health, The Department of Justice, Financial Services & Pensions Ombudsman, Tusla and the Church of Ireland.

Breaking Through also co-ordinated three pilot safeTALK trainings for the Veterinary Council of Ireland (VCI) in 2022. International research suggests that higher rates of suicide have been observed among veterinarians than other professionals, however there is no data available on this in Ireland, and few studies of veterinarian mental health have been conducted and reported. In 2021, the VCI and the National Suicide Research Foundation (NSRF) worked collaboratively with the NOSP to conduct a survey to expand the evidence base on the wellbeing and mental health needs of veterinarian professionals in Ireland. This will improve understanding and better inform how supports, education and training, can be enhanced for this cohort.

The following is a sample of feedback received from Resource Officers for Suicide Prevention

"We in the Resource Office for Suicide Prevention in Community Healthcare West are delighted to work closely with Breaking Through to coordinate the delivery of and access to suicide prevention training in Galway, Mayo and Roscommon. We particularly value the ethos they espouse at organisational and individual level, in particular, their person-centred and respectful approach to engaging with those interested in hosting or attending workshops, and trainers involved in the delivery of programmes. They also apply a systematic approach to organising, monitoring and evaluating their work. The team's strong organisational skills, efficiency, excellent attention to detail and great flexibility are clearly evident in their work. Our relationship with colleagues in Breaking Through is open, positive and solution-focused, which is essential in order to address any challenges that arise in a constructive manner. This also helps to ensure that we continue to deliver a reliable and sustainable service in our region that provides value for money."

Teaming up with Breaking Through has allowed us to continue to reach in and build relationships with communities in order to meet their identified need to provide suicide prevention training that is evidence-informed, free-of-charge and accessible locally".

Resource Office for Suicide Prevention in Community Healthcare West"

Resource Officers for Suicide Prevention

"The delivery of Suicide Prevention Training is key to achieving Connecting for Life's vision of an Ireland where fewer lives are lost through suicide, and where communities and individuals are empowered to improve their mental health and wellbeing. Breaking Through in co-ordinating a busy schedule of this training across Dublin South, Kildare and West Wicklow provide a service that is underpinned by the utmost professionalism, flexibility, sensitivity, and attention to detail. They consistently go above and beyond, not only co-ordinating training but involving themselves in local community networks in relation to suicide prevention and in working closely with us to improve our strategies in relation to the delivery of training. The HSE Resource Officers for Suicide Prevention are very privileged to have such a wonderful organisation to work alongside."

Niamh Crudden, Resource Officer for Suicide Prevention, Health Service Executive, Dublin South, Kildare & West Wicklow Community Healthcare

"Breaking Through have coordinated and managed a range of trainings on behalf of HSE Community Healthcare East for the past three years. These include suicide alertness, awareness and intervention skills training, understanding self-harm and trainings of professionals in their support of those bereaved by suicide.

Breaking Through have been a strong and reliable partner, always been thoroughly professional and easy to work with. Their careful attention to detail has been noted by participants and trainers.

Their commitment to and partnership on the important area of suicide prevention has exceeded expectations. I hope we can continue this effective partnership into the future"

*Adam Byrne, MA Management, BA Social Care, Resource Officer for Suicide Prevention
Mental Health, HSE Community Healthcare East,*

"Really good interactive workshop with excellent trainers. Everyone was encouraged & helped to participate. I learned valuable lessons and feel I now have a solid basis and kit to help me to help others in danger of suicide. Thanks!"

*An attendee at an Asist training
Breaking Through coordinated.*

"Went beyond my expectations, I feel more educated and confident on the topic."

*An attendee at an
Understanding Self Harm
training that Breaking
Through co-ordinated.*

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 and ensuring compliance and best practice. 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 was 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 introduced a Board Handbook in August 2021. In 2022, we progressed our good governance by regularly reviewing policies and procedures, conducting an annual review of board effectiveness, offered board members training and support in relation to their role on the board.

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/competences and systems in place to fulfil these obligations.

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 all our stakeholders. It is also an opportunity to celebrate the achievements and the difference the organisation is making.

Every year, Breaking Through enters the Good Governance Awards which again demonstrates its transparency as an organisation. We were delighted to have won this award in 2022.

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 Through's 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

- Board Handbook
- 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 full responsibility for the governance and finances of the organisation and overall responsibility for strategic direction of the organisation. The Board is responsible for providing leadership, setting strategy, accountability and ensuring control. It currently comprises of nine board members. The Board gives their time on a voluntary basis and receives no remuneration. In January 2022, a policy was introduced whereby out of pocket expenses for board and committee members may be reimbursed, in accordance with that specific policy.

The board delegates' day to day management of the business and its operations including all staff matters to the National Director. The Board, represented by the Chairperson, supports the National Director in delivering on all aspects of these duties assisted by relevant sub-committees.

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. When the board sees a need for certain competencies on the board, we look at finding a new board to fill the need.

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. At the beginning of each board meeting, members have the opportunity to disclose any conflicts of interest which may arise before any agenda items are considered by the board and if

any events have arisen which may impact their independence and/or loyalty. Any instances which may arise can be recorded in the minutes.

It was agreed following the annual board review in 2022, that the board's effectiveness ensures relevant competencies are in place to realise the organisation's objectives. All agreed the board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions. It was agreed to recruit from Boardmatch for possible board members with experience in legal and human resources to bridge any skills gap on the board.

Following a review, recruitment of new board members in 2022 was welcomed and if possible Legal and HR expertise would complement current board skills. Recruitment is done via Boardmatch or matching professional contacts outside of the board.

We welcomed two new board members in 2022, Mary Kenneally in September and Daniel Keogh in December. All Board of Directors biographies are available on the website [The Team | Breaking Through](#)

AGM of November 2022

The following appointments to the board were confirmed at the AGM 2022:

Chairperson:

Gerry Griffin, National Co-Ordinator, Youthreach/VTOS

Vice Chairperson

Ciaran Kenny, Aftercare Worker, Tusla

Treasurer and Staff Liaison Officer

Sharon Byrne, Aftercare Worker, Crosscare

Communications Officers

Joint Appointment

Neil Forsyth, Head of Youth Services, Focus Ireland

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

Board Members

Edel Weldon, Advocacy Officer, EPIC & Company Secretary for Charities Regulator

Mary Kenneally, Trainer & Nurse

Daniel Keogh, Counsellor, Psychotherapist and Aftercare Worker, Focus Ireland (joined 15th December 2022)

Secretary

Yvonne Casey (staff & non board member)

Board Attendance 2022

Name	25 th January	26 th April	28 th June	6 th September	November AGM	Attendance
Gerry Griffin (Chairperson)	✓	✓	✓	✓	✓	100%
Sharon Byrne (Treasurer)	✓	✓	✓	✓	✓	100%
Ciaran Kenny (Vice Chairperson)	✓	✓	x	x	✓	60%
Neil Forsyth (Communications Officer)	✓	x	✓	x	✓	60%
Dr. Eavan Brady (Communications Officer)	✓	x	X(A/L)	x	✓	40%
Edel Weldon	✓	X (A/L)	✓	x	✓	60%
Mary Kenneally	N/A	N/A	N/A	✓	✓	100% Joined September 2022
Charlotte Armstrong	x	x (A/L)	x			Resigned June 2022
Louise Keane	x	x	N/A			Resigned June 2022

The introduction of a board handbook in 2021, clearly addresses how non board attendance is managed

"Board members who miss three meetings in a row or four meetings in a rolling 12-month period will be contacted by the Chairperson. Non-attendance may result in a requirement to resign from the Board".

On two occasions in 2022 the Chairperson followed handbook policy in relation to this.

Sub Committees

Audit and Finance Sub-Committee (Chairperson, Treasurer, National Director and Financial 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.

- 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. Meetings take place the week prior to board meetings. In 2022, there were five Audit & Finance Committee meetings.

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.
- 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 Financial 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 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.
- Frequency of meetings: the Irish Aftercare Network committee meets at least quarterly, or as necessary to discharge its duties. In 2022 they met four times.

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)
- **Charlotte Armstrong:** Daffodil Care Services, Social Care Manager (Resigned June 2022)
- **Dr Eavan Brady:** Assistant Professor in Social Work, Trinity College Dublin
- **Aoife Patterson:** Daffodil Care Services, Regional Manager Semi-Independent, Aftercare & Outreach Services
- **Mairead Nevin:** Compass CFS, Aftercare Manager
- **Gerard Griffin:** DES, National Co-Ordinator, Youthreach/VTOS
- **Aisling Bruen:** Social Care Worker, Smyly Trust
- **Daniel Keogh:** Focus Ireland, Aftercare Worker



Pictured left to right are some of the members of the Irish Aftercare Network Committee: L-R Sharon, Byrne, Yvonne Casey (National Director, Breaking Through), Daniel Keogh, Aoife Patterson, Dr Eavan Brady, Edel Weldon, Ciaran Kenny, Neill Forsyth & Mairead Nevin

Staffing

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

2022 saw

1. A full time National Director
2. Part time Financial Administrator
3. Part time Administrator
4. Senior Administrator to join on 12th December

Breaking Through engages an external HR consultant to ensure it remains compliant with employment legislation and ensure remuneration and benefits are benchmarked against industry standard. Staff were issued with updated contracts and an updated staff handbook in 2022.

Remuneration

Breaking Through's 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 below.

Month	Board / staff member who attended	Type of training
January	Jane Tracey	Time Management (Online)
May	Yvonne Casey	File management / Outlook (Online)
May	Fiona Dockery	File management / Outlook (Online)
May	Jane Tracey	File management / Outlook (Online)
May	Wayne Tobin	File management / Outlook (Online)
May	Yvonne Casey	Infographics (Online)
May	Fiona Dockery	Infographics (Online)
May	Jane Tracey	Infographics (Online)
May	Wayne Tobin	Infographics (Online)
June	Gerard Griffin	Boundary Management
June	Sharon Byrne	Boundary Management
June	Ciaran Kenny	Boundary Management
June	Yvonne Casey	Boundary Management
June	Dan Keogh	Boundary Management
June	Yvonne Casey	Joint Briefing on Charities Amendment Bill
September	Mary Kenneally	The Role of the Board -Understanding the Basics

All staff are provided with regular staff support with dedicated staff liaison officer, Sharon Byrne. Supervision takes place at least quarterly. The National Director hosts monthly staff meetings.

The Team

To summarise for the majority of 2022 the organisation had:

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



Staff Members: L-R. Darlene Sansovini, Senior Administrator, Jane Tracey, Administrator, Fiona Dockery, Financial Administrator and Yvonne Casey, National Director

Risk Management

Breaking Through's 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.

The main financial risk to Breaking Through would be a reduction or cessation of core funding. The company continues to mitigate the risk by diversifying its revenue streams where possible.

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. The register is reviewed and updated twice a year in January and July. Breaking Through's approach to risk management involves continuous, review, assessment and monitoring of risk which enables the board to adapt to changes when and if they occur.

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 accompanied by procedures manual.

FINANCIAL REVIEW

Results

In line with our company ethos towards good governance and financial transparency, we are delighted that this is the third 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 again this year and in the future.

2022 was a positive financial year for Breaking Through. In 2022, Breaking Through had an income of €357,436 compared to an income of €202,400 in 2021 showing an increase of 76%. Our expenditure in 2022 was €346,251 compared to €185,744 in 2021 showing an increase of 86%. The increases, in both income and expenditure, are a reflection of the additional Grant Aid Agreement for Community Healthcare West secured in 2022 and a full return to in-person training.

Summary of the four main funding streams in 2022 are as follows:

1. SSNO Core Funding
From Department of Rural and Community Development, €91,027 for 2022.
2. HSE CHO 07 GAA (Community Healthcare Dublin South, Kildare and West Wicklow)
Awarded €120,000, actual income of €117,298.
3. HSE CHO 06 GAA (Community Healthcare East for Dublin South East, Dublin South and Wicklow)
Awarded €124,369, actual income of €77,507. (amount adjusted to reflect actual spend)
HSE National GAA
4. Awarded €40,000 for 2022, actual income of €31,310 (amount adjusted to reflect actual spend)
5. HSE CHO 02 GAA (Community Healthcare West)

Awarded €24,000 (6-month period July to December 2022), actual income of €16,641.
(Amount adjusted to reflect actual spend)

Main sources of additional funding in 2022 were as follows:

- Department of Children, Equality, Disability, Integration and Youth €7,500 for Conference costs.
- HSE National Lottery Funding amounting to €3,500 for Information and Education Training.
- Daffodil Care €2,000 for Conference costs.
- Focus Ireland €2,000 for Conference costs.
- HSE Monaghan Flow Through fund €714.
- Donation from Sage Ireland €615.

It should be noted however, that additional funding was received and classified as deferred income for use in 2023. We are very grateful to the following for funds received for activities to take place in 2023:

HSE €126,194 – secured for suicide intervention /prevention training costs in 2023 and placement costs.

Due to tight control over finances, Breaking Through CLG have a surplus to report in 2022 amounting to €11,185 which contributes to accumulated reserves of €90,147 as at 31 December 2022. (See Note 11 on the Financial Statements for further details)

At the end of the financial year, the company has assets of €224,308 and liabilities of €134,161.

Further information is contained in the company's Financial Statements on pages 44 – 59.

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 the AGM in 2021 that the aim would be to maintain the operational reserves fund to match twelve weeks of basic operational costs if funding was not secured. It was agreed to allocate reserves of €12,000 to the operational fund to reflect actual increase in expenses. This was agreed by the Board at the AGM held on the 15th November 2022.

Reserves as at 31 December 2022 have increased from €78,962 in 2021 to €90,147 and are further classified as restricted reserves of €276 and unrestricted reserves of €89,872. The unrestricted reserves are classed as follows: Operational Reserves Fund of €48,000 (twelve weeks), Employer Responsibility Fund €10,000 and General Reserves Fund of €31,872.

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.

Investment Policy

Breaking Through currently does not have an investment policy as this has not been deemed necessary to date.

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 1st July 2022 and is due to finish on 30 June 2025 amounting to €272,979.

In addition to this, with reserves of €90,147 and net assets of €90,147, the directors feel this gives the organisation a good financial position going into 2023.

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.

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, Confey, 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.

Important Events since Year End

At the time of writing, the Directors are delighted to have secured core funding for a further three years from July 2022 to June 2025 under the Scheme to Support National Organisations. Covid-19 restrictions have been lifted and there is a great need for return of face-to-face meetings and events.

In addition to this, in 2022, Breaking Through secured a fourth grant aid agreement with HSE Healthcare West. In 2022, we will therefore have four grant aid agreements with the HSE and are recognised as experts in administering suicide awareness training. In line with the additional work involved, we envisage the number of employees increasing in 2022.

We are looking forward to hosting our first in-person conference on behalf of the Irish Aftercare Network since 2019, in October 2022 and are securing funding through a number of avenues for this event. Breaking Through is looking forward to growing and expanding its services in line with its Strategic Plan. Breaking Through have no current going concern issues and expect the Charity to remain viable and solvent for the foreseeable future.

Future Developments

The Strategic Plan, 1st July 2021 - 30th June 2025 will be a key focus in 2023. Our strategic framework is centred on our core values and builds on the solid foundations of our vision, mission and goals for service delivery.

In 2023, Breaking Through will also continue to strengthen its internal capacity by reviewing and updating policies and procedures and continuously striving for best practice. Ensuring sustainable funding also continues to be a high priority.

The Directors are not expecting to make any significant changes in the nature of the business in the near future.

The Directors have carried out a detailed review of budgeted activities, both income and expenditure, for the remainder of 2023. By making reasonable assumptions, we believe the activities of Breaking Through can continue.

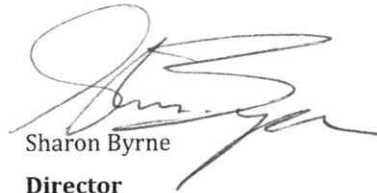
We have secured our existing core funding for a further three years and will investigate sourcing appropriate new funding to ensure we can maintain and build on the services we offer.

By order of the board at its meeting held on 22 May 2023



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

Opinion

We have audited the financial statements of Breaking Through Company Limited by Guarantee ('the Company') for the year ended 31 December 2022, 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' as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2022 and of its 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' Report, 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: 22 May 2023

Breaking Through Company Limited by Guarantee

STATEMENT OF FINANCIAL ACTIVITIES
(including the income and expenditure account)
for the year ended 31 December 2022

		Restricted Funds 2022	Unrestricted Funds 2022	Total 2022	Total 2021
	Notes	€	€	€	€
Donations & Legacies		-	615	615	-
Charitable Activities	3	257,839	98,982	356,821	202,400
Other Trading Activities		-	-	-	-
Total Income		<u>257,839</u>	<u>99,597</u>	<u>357,436</u>	<u>202,400</u>
Expenditure on:					
Charitable Activities	4	(266,733)	(79,518)	(346,251)	(185,744)
Total Expenditure		<u>(266,733)</u>	<u>(79,518)</u>	<u>(346,251)</u>	<u>(185,744)</u>
Net Income		<u>(8,894)</u>	<u>20,079</u>	<u>11,185</u>	<u>16,656</u>
Net Movement in Funds		<u>(8,894)</u>	<u>20,079</u>	<u>11,185</u>	<u>16,656</u>
Reconciliation of Funds					
Total Funds Brought forward		<u>9,170</u>	<u>69,792</u>	<u>78,962</u>	<u>62,306</u>
Total Funds Carried Forward	11	<u><u>276</u></u>	<u><u>89,871</u></u>	<u><u>90,147</u></u>	<u><u>78,962</u></u>

The notes on pages 47 to 59 form an integral part of these financial statements.

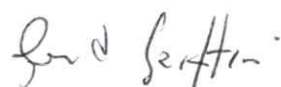
Breaking Through Company Limited by Guarantee

**Statement of Financial Position
as at 31 December 2022**

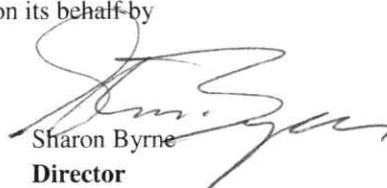
	Notes	2022 €	2022 €	2021 €	2021 €
Current Assets					
Receivables	7	1,095		30,994	
Cash and Cash Equivalents	8	223,213		127,095	
		224,308		158,089	
Payables: Amounts falling due within one year	9	(134,161)		(79,127)	
Net Current assets			90,147		78,962
Net assets			90,147		78,962
Funds of the Organisation					
Restricted Funds			276		9,170
Unrestricted Funds			89,871		69,792
Funds of the Organisation	11		90,147		78,962

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: 22 May 2023

The notes on pages 47 to 59 form an integral part of these financial statements.

Breaking Through Company Limited by Guarantee

**Cash flow statement
for the year ended 31 December 2022**

Notes	2022 €	2021 €
Cash flows from operating activities		
Net income for the year	11,186	16,656
Adjustments for:		
Movement in receivables	29,899	(30,994)
Movement in payables	55,033	(15,543)
Cash outflow/generated from operating activities	<u>96,118</u>	<u>(29,881)</u>
 Reconciliation of net cash flow to movement in net funds		
Increase in cash and cash equivalents	96,118	(29,881)
Cash and cash equivalents at beginning of financial year	127,095	156,976
Cash and cash equivalents at end of financial year	<u>223,213</u>	<u>127,095</u>

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2022

1. ACCOUNTING POLICIES

These financial statements are 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.

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 2022

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 2022

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 and the Financial Administrator. 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 2022**

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

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 2022**

3. INCOME

		2022	2022	2022	2021
		Restricted	Unrestricted	Total	Total
		€	€	€	€
Donations and legacies					
Charitable Donation towards Breaking Through Activities	Sage Ireland	-	615	615	-
Total income from donations and legacies		-	615	615	-
Charitable activities					
Funding	Funded By:				
Core funding for operational activities	Department of Rural & Community Development (Scheme to Support National Organisations)	91,027	-	91,027	89,548
Funding to co-ordinate and manage suicide prevention / intervention training in the 07 area - Training Costs	HSE	67,298	-	67,298	3,667
Funding to co-ordinate and manage suicide prevention / intervention training in the 07 area -operational costs	HSE	-	50,000	50,000	50,000
Funding to co-ordinate and manage suicide prevention / intervention training in the 06 area - Training costs	HSE	38,871	-	38,871	16,077
Funding to co-ordinate and manage suicide prevention / intervention training in the 06 area -operational costs	HSE	-	38,636	38,636	15,000
Funding to co-ordinate and manage suicide prevention / intervention training in the 02 area - Training costs	HSE	9,141	-	9,141	-

Breaking Through Company Limited by Guarantee

**Notes to the financial statements
for the year ended 31 December 2022**

3. INCOME (CONTINUED)

		2022	2022	2022	2021
		Restricted	Unrestricted	Total	Total
		€	€	€	€
Funding to co-ordinate and manage suicide prevention / intervention training in the 02 area -operational costs	HSE	-	7,500	7,500	-
NOSP Training (National)	HSE	31,310	-	31,310	18,082
Breaking Through CLG national training fee income & misc	Fees awarded to Breaking Through CLG for services offered	-	2,846	2,846	1,900
Funding to co-ordinate information and education training	HSE National Lottery Grant	3,500	-	3,500	2,350
Once off funding to co-ordinate and manage suicide prevention / intervention training in the 01 area -training costs	HSE Flow Through	714	-	714	-
Conference funding	Department of Children, Equality, Disability, Integration and Youth	7,500	-	7,500	-
Conference ticket income	Irish Aftercare Network	4,478	-	4,478	-
Sponsorship towards annual conference	Focus Ireland	2,000	-	2,000	-
Sponsorship towards annual conference	Daffodil Care	2,000	-	2,000	-
Webinar funding	Department of Children, Equality, Disability, Integration and Youth	-	-	-	2,200
Webinar funding	Energy for Generations Fund	-	-	-	3,300

Breaking Through Company Limited by Guarantee

**Notes to the financial statements
for the year ended 31 December 2022**

3. INCOME (CONTINUED)

		2022	2022	2022	2021
		Restricted	Unrestricted	Total	Total
		€	€	€	€
Funding from members	Irish Aftercare Network	-	-	-	276
contributions towards					
running costs of regional					
meetings					
Total income from charitable activities		<u>257,839</u>	<u>98,982</u>	<u>356,821</u>	<u>202,400</u>
Total income		<u><u>257,839</u></u>	<u><u>99,597</u></u>	<u><u>357,436</u></u>	<u><u>202,400</u></u>

Breaking Through Company Limited by Guarantee

**Notes to the financial statements
for the year ended 31 December 2022**

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	2022	2021
	€	€
Wages & salaries	113,885	103,218
Employer's PRSI	11,970	10,828
Staff pension	5,431	4,069
Training & Development	3,249	2,304
Conference / Webinar	20,602	5,394
Committee expenses	2,755	2,102
Advertising	127	-
Rent payable	10,654	10,680
ICT	3,661	3,189
Insurance	1,313	1,027
Network expenses	-	31
Light & heat	637	535
Printing, postage & stationary	9,301	1,145
Telephone	2,308	1,345
Staff recruitment	6,772	-
Travel & subsistence	3,700	1,012
HSE suicide intervention skills training	149,301	38,306
Bank charges	179	152
Subscriptions	406	406
General expenses	-	1
	<u>346,251</u>	<u>185,744</u>

In 2022, €266,733 (2021: €136,196) of costs arising from charitable activities were restricted.

Governance Costs amounting to €5,040 (2021: €3,128) incurred in the year to 31 December 2022 have been re-allocated across other categories of expenditure as required under Charities SORP FRS102.

	2022	2021
	€	€
Governance costs:		
Legal & professional	1,791	-
Audit	3,249	3,128
	<u>5,040</u>	<u>3,128</u>

Breaking Through Company Limited by Guarantee

Notes to the financial statements for the year ended 31 December 2022

5. GOVERNMENT GRANTS

Grant 1

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).

	2022 €	2021 €
Total Grant		
- Grant taken to income in the period	44,997	89,548
- Deferred grant forward released to income	-	-
- Cash received in the period	44,997	89,548
- Expenditure	(53,893)	(90,518)
Restricted funds movement	(8,896)	(970)

Term

July 2019 to June 2022

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 2022**

5. GOVERNMENT GRANTS (CONTINUED)

Grant 2

Agency

Pobal

Sponsoring Government Department

Department of Rural and Community Development

Grant Programme & Purpose

Scheme to Support National Organisations

Total Grant

2022

2021

€

€

- Grant taken to income in the year

46,030

-

- Deferred grant forward released to income

-

-

- Cash received in the year

46,030

-

- Expenditure

(46,030)

-

Restricted funds movement

-

-

Term

July 2022 to June 2025

Capital Grant element

Nil

Restriction on use

To fund 2 core posts as well as other project and overhead costs including staff equipment, training, venue hire, and travel. The posts applied for are: National Director and a Financial Administrator. This funding will help the applicant achieve the 4 targeted outcomes under Improved quality and availability of services and supports offered, particularly to those experiencing poverty and social exclusion, Improved organisational accountability, transparency and compliance, Strengthened Community and Voluntary sector with improved collaborations and partnerships among organisations, and Increased organisation profile and awareness of available supports/services.

Tax Clearance

Yes

Breaking Through Company Limited by Guarantee

**Notes to the financial statements
for the year ended 31 December 2022**

6. EMPLOYEES AND REMUNERATION

Number of employees

The average monthly numbers of employees during the year were:

	2022	2021
	Number	Number
Direct & Administration	<u>3</u>	<u>2</u>

Employment costs

	2022	2021
	€	€
Wages and salaries	112,227	101,480
Social welfare costs	11,796	10,646
Staff pension costs	<u>5,352</u>	<u>4,000</u>
	<u>129,375</u>	<u>116,126</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. Directors received out-of-pocket expenses to the value of €1,006 during the year ended 31 December 2022 in line with Company policy.

7. RECEIVABLES

	2022	2021
	€	€
Other debtors	<u>1,095</u>	<u>30,994</u>

8. CASH AND CASH EQUIVALENTS

	2022	2021
	€	€
Restricted Funds	126,194	72,942
Unrestricted Funds	<u>97,019</u>	<u>54,153</u>
	<u>223,213</u>	<u>127,095</u>

Breaking Through Company Limited by Guarantee

**Notes to the financial statements
for the year ended 31 December 2022**

9. PAYABLES	2022	2021
Amounts falling due within one year:	€	€
Accrued expenses	7,967	6,185
Deferred income	126,194	72,942
	<u>134,161</u>	<u>79,127</u>

Deferred Income Analysis

	2022	2021
	€	€
HSE Funding	126,194	67,442
Daffodil Care	-	2,000
Lotto	-	3,500
Total Deferred Income	<u>126,194</u>	<u>72,942</u>

- 10. CAPITAL COMMITMENTS**
There were no capital commitments at the year end.

11. STATEMENT OF FUNDS

	Balance at 1 January 2022	Income	Expenditure	Balance at 31 December 2022
	€	€	€	€
Unrestricted funds				
General funds	69,792	99,597	79,518	89,871
Restricted Funds				
Restricted funds	9,170	257,839	266,733	276
	<u>78,962</u>	<u>357,436</u>	<u>346,251</u>	<u>90,147</u>

Breaking Through Company Limited by Guarantee

**Notes to the financial statements
for the year ended 31 December 2022**

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

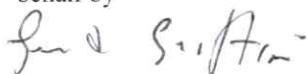
The Charities Regulatory Authority has granted charitable status to Breaking Through CLG. and as a result the company is exempt from Corporation Tax, Income Tax and Deposit Interest Retention Tax. The registered Charity number is 20042844.

16. POST BALANCE SHEET EVENTS

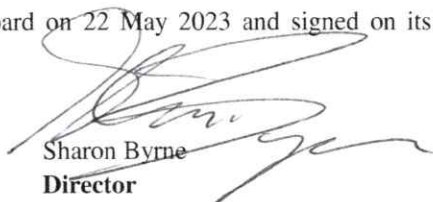
There have been no events subsequent to the year end that require any adjustment to, or additional disclosures in the 2022 Financial Statements.

17. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Board on 22 May 2023 and signed on its behalf by



Gerard Griffin
Director



Sharon Byrne
Director

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 2022**

	2022	2022	2021	2021
	€	€	€	€
Funding				
HSE funding		243,470		102,826
Department of Rural and Community Development (SSNO)		91,027		89,548
Department of Children, Equality, Disability, Integration and Youth		7,500		2,200
Professional Services Fee Income		2,846		1,900
HSE National Lottery Grant		3,500		2,350
Conference Ticket Sales - IAN Members		4,478		-
Sponsorship		2,000		-
Focus Ireland		2,000		-
Donations		615		-
Irish Aftercare Network Income		-		276
ESB Energy for Generations Fund		-		3,300
		<u>357,436</u>		<u>202,400</u>
Administrative expenses	<u>346,251</u>		<u>185,744</u>	
		<u>(346,251)</u>		<u>(185,744)</u>
Operating surplus		<u><u>11,185</u></u>		<u><u>16,656</u></u>

Breaking Through Company Limited by Guarantee

**Detailed expenditure analysis
for the year ended 31 December 2022**

	2022	2021
	€	€
Wages and salaries	112,227	101,480
Employer's PRSI	11,796	10,646
Staff pension	5,352	4,000
Training & Development	2,996	2,265
Webinar 2021	-	5,303
Conference expenses 2022	20,302	-
Committee expenses	2,715	2,067
Rent payable	10,500	10,500
ICT	3,607	3,135
Insurance	1,294	1,010
Network expenses	-	30
Light & heat	628	526
Printing, postage & stationery	9,166	1,126
Telephone	2,274	1,322
Staff recruitment	6,673	-
Travel & subsistence	3,646	995
HSE suicide intervention skills training	147,334	37,661
Legal & professional	1,791	-
Audit	3,249	3,128
Bank charges	176	149
Subscriptions	400	400
General expenses	-	1
Advertising	125	-
	<u>346,251</u>	<u>185,744</u>