

Breaking Through



Breaking Through CLG

Directors' Report and Financial Statements for year ended 31 December 2024

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COMPANY INFORMATION

Breaking Through,

A Company Limited by Guarantee with Charitable Status.

Legal and Administration Details

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

Website: www.breakingthrough.org

Auditors:

HTH Accountants

Unit F15 Maynooth Business Campus, Straffan Road, Maynooth,

Co. Kildare

W23 HW58

Principal Bankers:

Allied Irish Banks

126 – 128 Capel Street

Dublin 1

Solicitor:

Joanne Hoban

Kelly Hoban

Main Street

Leixlip

Co. Kildare.

W23 R621

Staff Members:

Yvonne Casey, National Director

Darlene Sansovini, Senior Administrator

Fiona Dockery, Financial Administrator (Jan– May) and Geraldine Daly (From May)

Paula Dagg, Training Administrator to February 2024 and Triona Homan, Training Administrator from April 2024

• **Directors that served during 2024**

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

Mary Kenneally (Board Member) Facilitator and Nurse

Seán Beatty, (Board Member) Barrister-at-Law, Law Library, Four Courts, Dublin

Laura Whelan, (Board Member) HR Manager, Henry J Lyons (Architects)

Secretary: Yvonne Casey

For most of 2024, the organisation employed four paid staff members: two full-time

and two part-time who were supported in their work by a voluntary nine-member Board of Directors and various committees.

Executive Summary – Annual Report 2024

2024 marked a year of strategic growth, resilience and deepened impact for Breaking Through CLG. Operating with a small, dedicated team, the organisation continued to deliver high-quality support to professionals working with vulnerable groups, in the areas of aftercare and suicide prevention.

● Key Achievements

- Coordinated **213** suicide prevention and self-harm awareness training events, reaching nearly **4,000** participants—a **34%** increase in events and **25%** increase in reach compared to 2023.
- Expanded the **Irish Aftercare Network** to **622 members** across **112 organisations**, strengthening national collaboration and advocacy.
- Hosted a successful **Annual Conference** in Athlone, with **150 attendees** and an average feedback score of **8.75/10**.

● Financial Highlights

- Reported a **net surplus of €18,584**, with total income rising to **€551,781**.
- Maintained **reserves of €138,863** supporting financial sustainability and operational flexibility.
- Continued compliance with **Charities SORP (FRS 102)** and received an **unqualified audit opinion**.

● Governance & Development

- Strengthened governance through active board engagement, policy reviews and sub-committee work.
- Introduced a **staff pension scheme**, issued a **one-off bonus** and hosted a **team-building day** to support staff wellbeing.
- Advanced strategic planning and risk management, including IT infrastructure upgrades and environmental initiatives.

With core funding secured through 2025 and a strategic plan in place, Breaking Through is well-positioned to build on its achievements. The organisation remains committed to supporting frontline professionals, advocating for care leavers and delivering impactful suicide prevention training across Ireland.

Directors' Report for the Year Ended 31 December 2024

CHAIRPERSON'S REPORT

I'm proud to report that we have made significant strides in advancing our strategic goals this year, as outlined in this report. We have remained committed to supporting our service users and have delivered meaningful outcomes. This achievement reflects our resilience as a small charity driven by thoughtful planning and our ability to adapt to the circumstances we encounter. It also highlights the outstanding efforts of the Breaking Through team. I want to extend my heartfelt thanks to every employee, board member and committee member for their invaluable commitment and contributions. Together and individually, we've stayed true to our mission of supporting those who work with the most vulnerable

At the start of the year, we lost a former colleague and dear friend, Marie Halligan, who was an integral part of Breaking Through from the very beginning. Marie, who retired in 2019, left behind a legacy of integrity, kindness and care that continues to inspire our work today. She helped shape the heart and soul of our charity and we carry her memory with us as we continue the work she cared so much about.

2024 presented a mixed economic landscape. While inflation began to ease following

the sharp increases of 2022 and 2023, the cost of living remained a significant challenge for many. This environment influenced funding timelines, making prudent financial planning and deferred income management more critical than ever.

Ireland's general election this year brought some big changes in leadership and policy direction.

While change can bring uncertainty, it also gave us new chances to connect with policymakers

and advocate for the people we support. On a global scale, humanitarian crises worsened in areas hit by conflict and climate change, reminding us just how important our collective efforts

are.

We continued to see rising needs in areas like mental health, housing and community support. The role of charities and community organisations like ours has never been more important and needed, especially for those who are most vulnerable. It's clear that the work we do is making a real difference and you will see in our report the demand for our services continues to grow.

We have been working hard to introduce more environmentally friendly practices wherever we can and we're committed to doing our part for a more sustainable future.

As in 2023, one of Breaking Through's key areas of focus in 2024 was the continued management, coordination and development of the Irish Aftercare Network (IAN). The network plays a vital role in supporting professionals who work with young people transitioning out of care at age 18.

Aftercare is the support provided to young people who have left the care system, helping them transition to independent living. It includes assistance with housing, education, employment, health and emotional wellbeing, ensuring they have access to the resources and guidance needed to thrive as adults.

We are pleased to report that IAN membership grew by 8% this year, reflecting the increasing recognition of the network's value. Feedback gathered through events, social media engagement and surveys was overwhelmingly positive. A standout moment was our annual conference in October, titled "Quality Aftercare – What is it and how can it be achieved?"—a thought-provoking and well-attended event.

Another core strand of our work is the coordination and administration of Suicide Intervention and Prevention training on behalf of the HSE, aligned with Ireland's National Suicide Reduction Strategy, Connecting for Life.

In 2024, we saw a 34% increase in training events we co-ordinated, thanks in part to an additional service agreement awarded in September. This growth reflects both the demand for this high-quality training and our team's commitment to its delivery and is recognition of the professional service we deliver.

None of this progress would be possible without the generous support of our funders. We are deeply grateful for their continued belief in our mission and their role in helping us meet the goals set out in our strategic plan.

Our core funding is provided by the Department of Rural and Community Development through the Scheme to Support National Organisations (SSNO). This three-year funding cycle is due to conclude on 1st July 2025. We are hopeful that the impact of our work to date will stand us in good stead as we look ahead to applying

for the next funding round.

This year, we said a fond farewell to Fiona Dockery, who was an integral part of our team for almost four years. We wish her every success in her next chapter.

We also experienced a staffing change earlier in the year, which resulted in a contract ending. While transitions can be challenging, they also offer opportunities to reflect and refocus.

At the same time, we were delighted to welcome two new team members, Triona Homan and Geraldine Daly. Together, we continue to grow stronger as a team, united by our shared purpose and their arrival strengthens our capacity to deliver on key priorities in aftercare support and suicide prevention training co ordination.

I would also like to take this opportunity to acknowledge the exceptional leadership of our National Director, Yvonne Casey. Her strategic insight, unwavering commitment and ability to lead with both professionalism and compassion have been instrumental in driving our progress throughout 2024. Yvonne's dedication to our mission and her support for both staff and board members have helped to strengthen Breaking Through at every level.

The "Our Story" section that follows highlights the key events, milestones and challenges we faced in 2024. It also showcases the incredible work Breaking Through continues to deliver on a limited budget, with a volunteer board, dedicated committees and a small but mighty staff team. So, as we look ahead, we do so with optimism and determination, knowing that with the same dedication and unity, we can continue to build on the progress of 2024 and continue making a meaningful difference.



Gerard Griffin, Chairperson

Public Benefit Statement

Breaking Through CLG is committed to delivering measurable public benefit through its charitable activities, in accordance with the Charities Act 2009 and the guidance of the Charities Regulator.

Our work directly supports professionals who engage with vulnerable individuals and groups at risk, particularly in the areas of aftercare and suicide prevention. By coordinating a national network, delivering evidence-based training and advocating for improved policy and practice, we contribute to:

- Improved outcomes for young people leaving care, through the Irish Aftercare Network, which provides peer support, training and a platform for policy engagement.
- Enhanced community capacity to respond to suicide and self-harm, through the delivery of over 200 training events annually, aligned with Ireland's national suicide prevention strategy, **Connecting for Life**.
- Strengthened governance and transparency in the charity sector, through our commitment to best practice reporting, financial stewardship and continuous improvement.

These activities are carried out in line with our charitable purpose and are designed to benefit the public by promoting wellbeing, inclusion and professional excellence in services that support vulnerable populations.

Breaking Through CLG operates with a small dedicated team, supported by a voluntary board and funded through public grants and service agreements. We

remain accountable to our stakeholders and funders and we continuously evaluate our impact to ensure that our work delivers meaningful and lasting benefit to Irish society.

OUR STORY

The Directors of Breaking Through hereby confirm that the annual report and audited financial statements for the year ended, 31st December 2024, 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 & Objectives

HISTORY

Breaking Through was established in 2000 following a recommendation from the 1999 European Conference **Young People, Crime & Disadvantage**. The conference highlighted the need for a support network to promote progressive policies and practices for young people at risk and to support frontline practitioners working with vulnerable or disadvantaged communities.

Since its inception, Breaking Through has evolved to meet emerging needs. In 2013, the organisation began focusing specifically on the Irish Aftercare Network.

- **The Irish Aftercare Network**

Originally founded in 2001 as the “Irish Aftercare Forum,” this network provided a space for aftercare professionals to share knowledge and support. It became inactive in 2012 and then in 2013, due to mounting concerns in relation to the difficulties young people were facing leaving state care, a group of Aftercare Workers came together and expressed an interest in re-establishing the national support network again. They approached Breaking Through, to assist them in re-establishing this. With the support of Breaking Through membership has grown from 150 to over 600 individuals, representing 112 organisations nationwide.

- **Suicide Intervention & Prevention Training**

In its support of various networks and people at risk, Breaking Through applied for a grant, through the ESB’s Electric Aid Fund to coordinate and host suicide intervention and prevention training. Having developed a reputation for how well training was run and coordinated, under the grant, Breaking Through were approached by the HSE CH07 area (Dublin South, Kildare and West Wicklow) to manage this training coordination for them under an annual grant aid agreement. This started with one area in 2013 and we currently co-ordinate for four HSE areas and various trainings for National organisations on behalf of the National Office of Suicide Prevention.

- **Current Situation**

Breaking Through is a registered charity with the Charities Regulatory Authority (Reg. No. 20042844) and holds charitable status with the Revenue Commissioners (CHY No. 13601). The organisation is core funded by the Government of Ireland through the Department of Rural and Community Development under the Scheme to Support National Organisations (SSNO). Governance is provided by a

voluntary Board of Directors, supported by a dedicated team of two full-time and two part-time staff members.

• Our Work

Irish Aftercare Network.

Breaking Through develops and coordinates the **Irish Aftercare Network**. This 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 leaving statutory care at age 18. Currently there are approximately 6,000 young people in care in Ireland with around 500 leaving care each year. This work is made possible through our core funding from the Department of Rural and Community Development through its Scheme to Support National Organisations (SSNO)

SUICIDE PREVENTION TRAINING

We also coordinate evidence-based training programmes that empower individuals and communities to:

- Recognise signs of suicidal thoughts and behaviours
- Engage in supportive conversations
- Provide immediate intervention
- Connect individuals to appropriate supports

This work aligns with Ireland's national strategy to reduce suicide, Connecting for Life.

Breaking Through coordinates training across several regions, including:

- Community Healthcare Dublin South, Kildare and West Wicklow
- Community Healthcare East (Dublin South East, Dublin South and Wicklow)
- Community Healthcare West (Galway, Mayo and Roscommon)
- Louth and Meath (From September 2024)
- Various training on behalf of the National Office of Suicide Prevention

This vital work is funded through annual service agreements with each respective area.

• **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

Breaking Through was allocated core funding from the Department of Rural & Community Development under the Scheme to Support National Organisations (SSNO). Core funding was granted to the amount of €272,979 over three years from 1st July 2022 – 30th June 2025.

In 2024, **Breaking Through** received €91,013 in core funding, which supported two essential roles: a National Director and a Financial Administrator. This funding also covered associated indirect operational costs. These positions were pivotal in advancing the organisation's core objectives of information provision, advocacy, education, support, training and networking. Through their leadership and coordination, **Breaking Through** effectively managed and developed the Irish Aftercare Network, ensuring continued support for professionals working with young people transitioning out of care.



Rialtas na hÉireann
Government of Ireland



In addition to core funding, **Breaking Through** received support from the Health Service Executive (HSE) through five annual Service Agreements. These agreements fund the management and coordination of suicide intervention and prevention training across the following regions:

- Community Healthcare Dublin South, Kildare and West Wicklow
- Community Healthcare East – covering Dublin South East, Dublin South and Wicklow
- The National Office for Suicide Prevention (NOSP)
- Galway, Mayo and Roscommon
- Louth and Meath (commencing September 2024)

Full details of this funding can be found in the Financial Review.

We extend our sincere thanks to all our funders for their continued and valued support.

ACHIEVEMENTS AND PERFORMANCE



Irish Aftercare Network

A central focus of Breaking Through's work is the **management, coordination and development** of the **Irish Aftercare Network (IAN)**.

• Aims of the Irish Aftercare Network

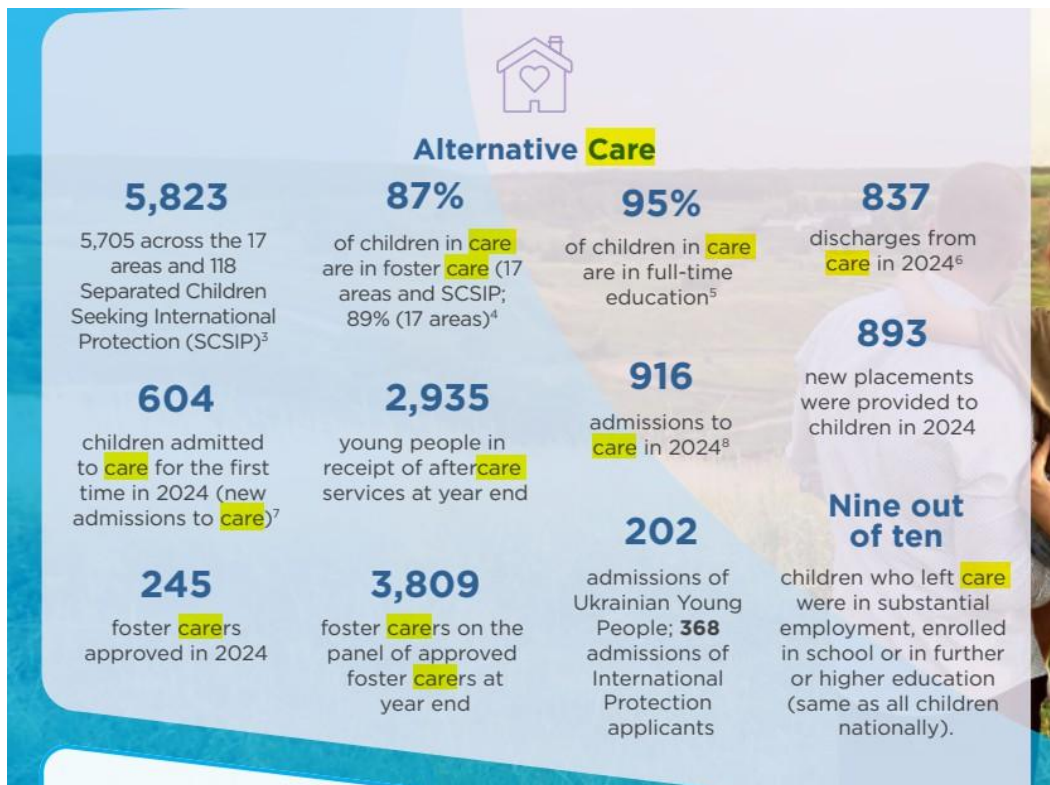
- To support Aftercare Workers and professionals working with care leavers
- To improve outcomes for young people leaving care in Ireland

OBJECTIVESSHARE AND PROMOTE MODELS OF BEST PRACTICE IN AFTERCARE

- Collate and disseminate evidence-based research
- Provide peer support and access to training
- Advocate for the development of national standards for care leavers
- Facilitate quarterly network meetings for Aftercare Workers
- Host an annual national conference

Aftercare refers to the planning and support provided to young people as they leave State care at the age of 18. In 2024 approximately **837 young people** transitioned out of care in Ireland. These young people are supported by **Aftercare Workers**, who collaborate with a range of professionals to help them move toward independent living. 2935 young people were receiving aftercare services at the end of 2024.

The table below sourced from Tusla's 2024 Annual Report highlights the statistics in relation to care leavers.



• Why the Irish Aftercare Network Matters

The need for a strong, coordinated aftercare support system in Ireland has never been more evident. Recent figures show:

- **1,685 young people** are currently in aftercare.
- The actual number is estimated to be closer to **2,300**, highlighting a significant gap in visibility and support.
- There has been a **37% increase** in aftercare demand in the last ten years, underscoring the growing pressure on services. (source: Tusla Annual Report 2024)

These figures reflect not only the scale of need but also the urgency of ensuring that young people transitioning from care are not left behind.

The **Irish Aftercare Network** offers a vital forum for Aftercare Workers across the country. It provides:

- Peer support, helping professionals navigate the emotional and practical challenges of their roles.

- Access to training and information, ensuring workers stay informed and equipped.
- A national platform to raise and discuss current challenges, which directly informs advocacy efforts aimed at influencing policy and improving practice.

As demand continues to rise, the Network's role in supporting collaboration, professional development and policy engagement is more essential than ever. It ensures that aftercare professionals are not working in isolation and that the voices of young people and those who support them are heard at every level.

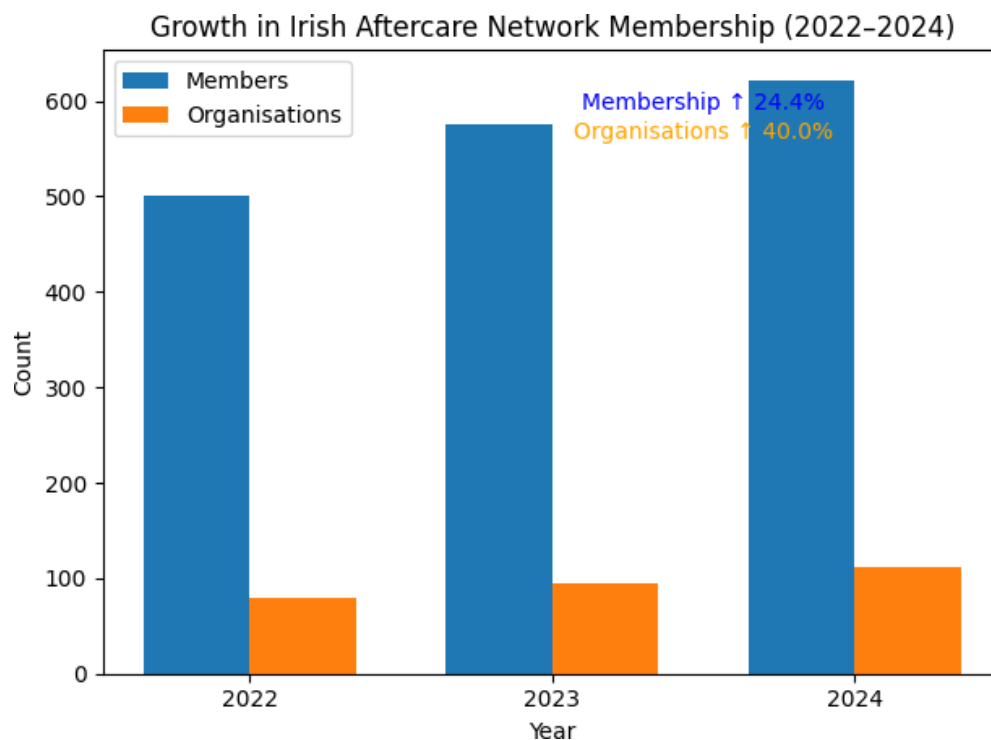
The overarching aim of the Irish Aftercare Network is and always will be to support better outcomes for young people leaving care in Ireland.

• Membership

The Network has a **national remit**, with members from **all counties in Ireland**. In 2024, membership grew to **622 individuals**, representing **112 organisations** that work directly or indirectly with young care leavers.

MEMBER ORGANISATIONS INCLUDE:

- Barnardos
- Crosscare
- Don Bosco Care
- EPIC
- Focus Ireland
- HIQA
- Irish Foster Care Association
- Kinship Care
- Merchants Quay Ireland
- Tusla
- Various Youthreach Centres
- Membership increased by **24.4%** from 2022 to 2024.
- Organisational representation grew by **40%** over the same period.



• Member feedback

"I enjoy being part of the Aftercare network as I always learn something that I didn't know at the meetings! Whether it be a service, a plan, a change or a new idea, there's always new pieces of information. This benefits me in my practice as I feed it back to the team and keep services that we could link our young people with in mind. It always benefits me personally as my attendance is accepted as informal supervision and going forward will count towards my CPD hours. The Network actively seeks out services, guest speakers for meetings and communicates well with members. Sharing knowledge via the Network can open up new opportunities for our young people by increasing awareness so thanks for all you do"

Karen, Network Member

“The Aftercare Network allows me to further my knowledge through training which is consistently emailed to update members which I find useful within my working with young people. If I am unsure regarding information for a young person, I can always email and guaranteed a positive answer”

Qusair, Network Member

“The Aftercare Network plan events throughout the year which promote learning, discussion and networking for professionals who support Young Adults in their aftercare journey. Through these events positive change takes place and there is always an openness for supporting positive change in the area taking into account the voice of the members.

Through the ongoing information events throughout the year, I have had the opportunity to personally develop my knowledge in the ever-changing aftercare sphere and most recently have received support from the aftercare network in terms of recommending a child centred change to a standard letter that is issued to young adults leaving the care system. It was heartwarming to see a focus on real impactful change and support to the young adults we work with”.

Sarah, Network Member

• Leadership Transition

As the Network continued to grow and evolve, 2024 also brought changes in leadership.

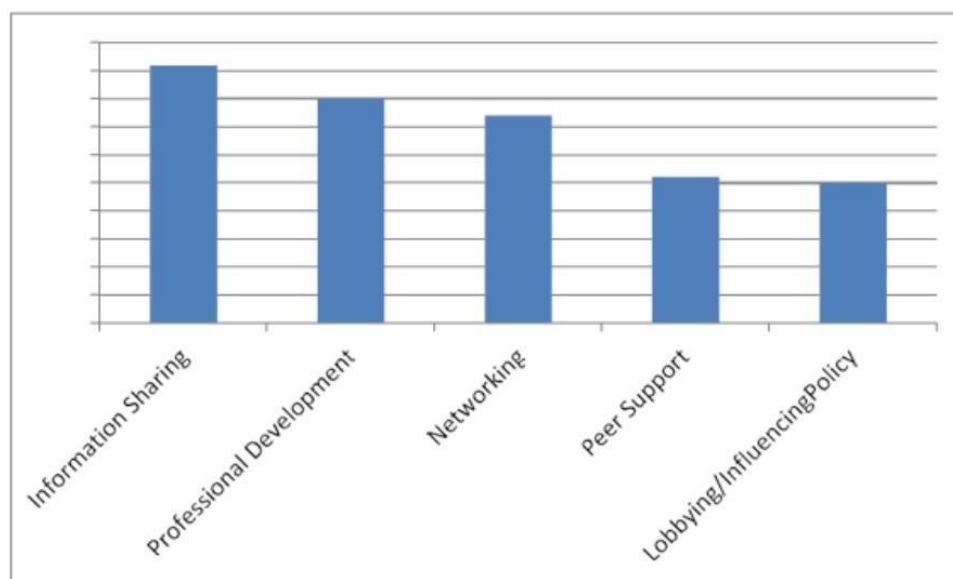
In January 2024, Chairperson Daniel Keogh stepped down from his role following a change in his professional position. We extend our sincere thanks to Daniel for his leadership during 2023 with the Irish Aftercare Network.

We are pleased to welcome **Neil Forsyth** as the new Chairperson. Neil brings over 20 years of experience from his work with **Focus Ireland**, a leading homeless and housing charity. He oversees services for young people in the Dublin region, including under-18 residential services, day services and mediation supports. Neil plays a key role in implementing Focus Ireland’s strategic priorities, with a strong focus on **preventing youth homelessness**. He has also contributed to the

development of several national policies, including the **National Aftercare Policy** and the government's recent **Youth Homelessness Strategy**. His expertise and commitment to young people make him a valuable addition to the Network's leadership.

- **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?



- **Irish Aftercare Network – 2024 Highlights Summary**

LEADERSHIP & GOVERNANCE

- Daniel Keogh stepped down as Chairperson; Neil Forsyth was appointed, bringing extensive experience to the role.
- Continued collaboration with key stakeholders including Tusla, DECDIY and the Ombudsman for Children.

KEY EVENTS & ENGAGEMENTS

- Member Meeting (in Feb) focusing on youth engagement, child law, housing, and policy updates.
- **Annual Conference:** Took place on 18th October 2024 in Athlone, themed “Quality Aftercare – What is it and how can it be achieved?”
- **Decision Support Service Webinar (Sept 9):** Covered legal frameworks and support tiers.
- Social Housing & Emergency Accommodation Training (Nov 19): Highly praised for its relevance and practical insights, especially for those supporting refugees and care leavers.

POLICY & ADVOCACY

- Ongoing dialogue with the Ombudsman for Children on housing, unaccompanied minors and aftercare supports.
- Participation in the Approved Housing Bodies– **AHB/Tusla Capital Assistance Scheme - CAS Accommodation Forum**, addressing housing challenges for care leavers and reviewing the 2014 Joint Protocol.
- Advocacy through **Focus Ireland and Spunout** to end youth homelessness, including participation and promotion of a national petition campaign.

ADVOCACY & ENGAGEMENT

- **Meeting with Minister Roderic O’Gorman (Oct):** Raised concerns about the lack of a ring-fenced budget for aftercare and the impact of Tusla’s Structural Reform Programme.
- Meeting with Ombudsman for Children (Feb & Nov): Focused on youth homelessness and the need for better data and housing supports

EDUCATION & SUPPORT

- **Tusla Bursary Scheme:** Financial support for third-level education for care-experienced youth circulated to members.
- **Webinars & Training:** Topics included trauma awareness and the Decision Support Service under new legislation.

RESEARCH & STRATEGIC DEVELOPMENT

- Contributions to the **Youth Homelessness Strategy** and **Aftercare Strategic Plan (2023–2026)**.
- Participation in the **IFCA Strategic Planning Survey** to shape foster care priorities for 2025–2028.



Neil Forsyth, Chairperson, Irish Aftercare Network

• Network Members Meeting, February 2024

With excellent presentations from the following:

- Dr Carol Coulter, Executive Director, Child Law Project



- Ciaran Kenny and Stuart Lynch, Tusla – Football Forum & Findings
- Aoife Murphy and Shane Smart, EPIC – EPIC's model of Youth policy & Participation
- Neil Forsyth, Chairperson Irish Aftercare Network – Group Discussion on priority issues for network members

MEETING FEEDBACK SUMMARY

1. Did the network members meeting meet your expectations?

✓ 100% of attendees responded "Yes."

2. Was the content of the meeting relevant to you professionally?

- 67% Strongly Agreed
- 33% Agreed
- 0% Disagreed

3. How would you rate the presentations and the topics covered?

- 79% rated them as Excellent
- 21% rated them as Good
- 0% rated them as Average or Poor

• Engagement with the Ombudsman for Children

In 2024, the **Irish Aftercare Network** continued to play a key advocacy role in representing the voices and concerns of aftercare professionals and young people with care experience. A significant milestone was the meeting held on **6 February 2024** between **Neil Forsyth**, Chairperson of the Network and Ciaran **Kenny**, Vice Chairperson, with **Dr. Niall Muldoon**, the Ombudsman for Children.

This constructive and wide-ranging discussion focused on several critical issues raised by Network members nationwide. Key topics included:

- The **urgent and ongoing need for long-term housing** for young people with care experience, with particular emphasis on **Capital Assistance Scheme (CAS) housing** and the **Joint Protocol** between Tusla and local authorities.
- Concerns regarding **unaccompanied minors** entering the State and the **lack of consistent aftercare supports** available to them.
- A review of Tusla's recent data on the **current housing status of young people** accessing formal aftercare supports nationally.

Dr. Muldoon expressed a strong commitment to continued collaboration with the Irish Aftercare Network, recognising the importance of its role in surfacing frontline insights and advocating for systemic improvements.

A **follow-up meeting** was held in **October 2024**, reinforcing the shared commitment to addressing emerging challenges and ensuring that the voices of care-experienced young people remain central to policy and service development.

• Care Day 2024

Care Day, celebrated on **16 February 2024**, is the world's largest celebration of children and young people with care experience. Established in 2016 by **EPIC (Empowering People in Care)** and partner organisations across Ireland and the UK, the day aims to recognise the **rights, achievements and potential** of care-experienced young people, while also challenging stigma and promoting inclusion.

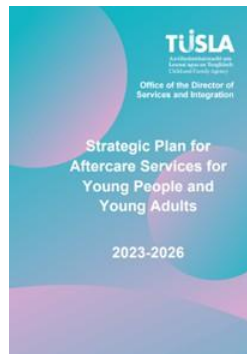
The theme for 2024, **“I am what I choose to become,”** was chosen by EPIC's Youth Council to inspire confidence, ambition and self-belief among their peers.

The **Irish Aftercare Network** are proud to support this important initiative once again. We are also fortunate to have **Edel Weldon**, EPIC Advocacy Officer, as a valued member of the Network's committee. As part of the celebrations, **Chairperson Neil Forsyth** issued a video message on social media, expressing solidarity with young people in care and aftercare and reaffirming the Network's commitment to advocating for their rights and wellbeing.

Across the country, numerous events were held to mark the occasion. In **Dublin North Central**, **Vice Chairperson Ciaran Kenny** (Tusla DNC Aftercare) and colleague **Stuart Lynch** organised a vibrant day of celebration at **TUD Grangegorman**, featuring a series of football matches. Teams representing **Tusla, Don Bosco Care, Sport Against Racism Ireland, Crosscare** and **TUD** took part. The event was a great success, with strong staff engagement and a fantastic atmosphere as professionals and young people played side by side.

Care Day continues to be a powerful reminder of the strength, resilience and potential of care-experienced young people—and the importance of working together to support their journey.

- **Update on Strategic Plan for Aftercare Services for Young People and Young Adults (2023-2026)**



An **Aftercare Strategy Implementation Project Group (ASIPG)** has been established by Tusla and is now operational within the broader **Alternative Care Practice Reform Programme**. The group is tasked with developing and delivering the agreed actions of the Strategic Plan. It will engage with all internal and external stakeholders to advance this work.

Tusla looks forward to implementing the Strategic Plan for Aftercare in partnership with key stakeholders, including the **Irish Aftercare Network**. Consulting the Network is particularly valuable, as it brings together a wide range of professionals and service providers, their insights help ensure that the strategy is grounded in real-world needs, reflects best practices and supports a valuable opportunity to strengthen and expand support networks for young people and young adults transitioning from care.

- **Approved Housing Bodies /Tusla CAS Accommodation for Care Leavers National Forum**

A meeting of the AHB/Tusla CAS Accommodation for Care Leavers National Forum took place on May 27th in Tusla's headquarters in Dublin. The meeting was chaired by Neil Forsyth, Focus Ireland's Head of Youth Services and Chair of the Irish Aftercare Network.

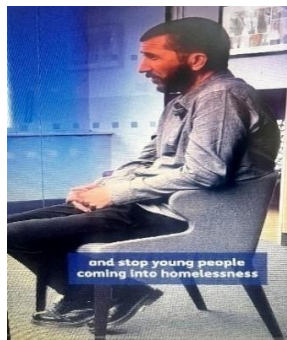
The scheme is for the provision of capital funding for the delivery, through either construction or acquisition, of housing accommodation, to cater for the priority groups under the **Capital Assistance Scheme (CAS)** which includes care leavers.

The forum was well attended by Tusla Aftercare Managers from around the country, Approved Housing Bodies and representatives from both the Department of Children, Equality, Disability, Integration and Youth and the Department of Housing. To date, 153 units of accommodation across the country have been acquired under the Tusla CAS Scheme. The 2014 Joint Protocol with Local Authorities is being reviewed in line with a recommendation in the government's Youth Homelessness Strategy and Tusla is currently compiling data to inform a 2-year forecast of housing need among care-leavers.

The voice of the **Irish Aftercare Network** members in this forum is particularly beneficial. As a national body that brings together aftercare professionals, service providers and individuals with lived experience, the Network ensures that the voices of young people are central to planning and decision-making. Their participation helps align housing initiatives with the real needs of care leavers, promotes collaboration across sectors and supports the development of sustainable, youth-focused housing solutions.

- **Petition to Help End Youth Homelessness**

Focus Ireland partnered with Spunout to highlight youth homelessness and care leavers feature in the campaign. Neil Forsyth, Head of Youth Services, Focus Ireland and Chairperson of the Irish Aftercare Network shared what he thinks the Government needs to do more of in response to the housing crisis. Click on the link to view. @Focus Ireland Head of Youth Services Neil Forsyth discusses the links... | homeless in ireland | TikTok



Upon completion this petition was presented to the Minister for Housing, Local Government and Heritage and the Minister for Children, Equality, Disability, Integration and Youth. The petition was circulated to all Irish Aftercare Network Members.

- **Decision Support Service Online Members Webinar**

We are very grateful to DECDIY for their sponsorship of this event. The feedback was very positive.

Participants particularly appreciated the clear breakdown of who can become a decision supporter, how they are supervised and how complaints are handled. Feedback highlighted that the presentation was informative, well-structured and helped build confidence in understanding and applying the Act in practice.

- **Access to Social Housing and Emergency Accommodation for Families and Children (half day course)**

Took place on Tuesday 19th November 2024

This training was excellently presented and researched. Very applicable to my work.

Great presentation, easy to understand. Effective use of breaks to network and speak individually to guest speaker.

The training was excellent and the speaker was terrific. The training offered by the IAN is invaluable to enhance my work.

Really informative & relatable to my work. Thank you to the network.

Excellent information session. Incredibly beneficial to the work I do with separated young people seeking International Protection. Very high-quality event.

This training was particularly helpful to me in my role as I support refugees leaving care.

This training was so practical, the information was presented in a very accessible way. I feel more able to support young people with care experience accessing social housing.

Very informative training. I received many take aways that will help me advocate for young people accessing emergency accommodation and social housing.

Having the knowledge to support & advocate for care leavers is very beneficial.

- **Meeting with Minister Roderic O’Gorman on 9th October 2024**

The meeting with Minister Roderic O’Gorman on 9th October 2024 and the Irish Aftercare Network (IAN), offered a direct platform to raise urgent concerns and advocate for systemic improvements. The positivity of the meeting stemmed from several key factors:

- **Direct Acknowledgement of Core Issues:** The Minister acknowledged that the absence of a ring-fenced budget for aftercare is a real impediment—validating a long-standing concern of the network and opening the door for future advocacy on this front.

- **Recognition of Research and Evidence-Based Practice:** The discussion around the **Care Experience Research Project** highlighted the importance of learning from the lived experiences of care leavers. The Minister's engagement with this topic reinforced the value of evidence-based policy and aligned with the theme of IAN's upcoming conference on **quality aftercare**.
- **Data Transparency and Accountability:** By raising the issue of over 200 young people being categorised as "Other" in Tusla's data hub, IAN spotlighted a critical gap in accountability. The Minister's awareness of this issue is a step toward addressing potential hidden homelessness among care leavers.
- **Concerns About Structural Reform:** The meeting provided a timely opportunity to express sector-wide anxiety about Tusla's Structural Reform Programme. The Minister heard firsthand the fears that aftercare could be diluted or absorbed into broader services, potentially undermining its effectiveness.
- **Policy Recommendations on Housing and Age Limits:** IAN was able to present concrete policy asks—such as ring-fencing housing for care leavers and extending aftercare support to age 23 without an education requirement. These proposals were grounded in frontline experience and framed as practical, impactful changes.

Overall, the meeting was a constructive and respectful exchange that allowed IAN to elevate the voices of professionals working in aftercare. It also reinforced the network's role as a key stakeholder in shaping the future of aftercare policy in Ireland.

• Irish Aftercare Network Annual Conference 2024

THEME: QUALITY AFTERCARE – WHAT IS IT AND HOW CAN IT BE ACHIEVED?

VENUE: SHERATON HOTEL, ATHLONE

DATE: 18 OCTOBER 2024

CONFERENCE OVERVIEW

The Irish Aftercare Network (IAN) Annual Conference was held on 18 October 2024 at the Sheraton Hotel, Athlone. This year's theme, **Quality Aftercare – What Is It and How Can It Be Achieved?**, brought together professionals from across Ireland to explore what constitutes high-quality aftercare and how it can be delivered effectively.

We were delighted to welcome **150 attendees** from **32 organisations**, including statutory agencies, NGOs, academic institutions and private service providers. The event received an **average feedback score of 8.75/10**, with **42% of participants rating it a perfect 10**.

CONFERENCE OBJECTIVES AND HIGHLIGHTS

The conference aimed to:

- Explore diverse perspectives on quality in aftercare.
- Share emerging research and best practices.
- Identify challenges and opportunities in service delivery.
- Strengthen professional networks and collaboration.

With no national outcome framework currently in place to track the progress of young people leaving care, the conference provided a vital platform for dialogue, learning and advocacy.

WHAT ATTENDEES SAID“EXCELLENT DAY AS ALWAYS—GREAT TIMEKEEPING, WARM WELCOME, LOVELY VENUE AND FOOD and A GREAT MIX OF SPEAKERS.”

“Always so well organised, with lots of content and a great opportunity to learn about initiatives nationwide.”

“Really enjoyed meeting others working in the area and gained a greater appreciation of care leavers.”

“Very informative and enjoyable day.”

“Location, venue, merch, lunch and coffee—everything was great!”

KEYNOTE SPEAKERS AND PRESENTATIONS

- Neil Forsyth, IAN Chairperson and Conference MC, opened the event with a welcome address and a recorded message from **An Taoiseach Simon Harris**, along with a message of support from **Minister Roderic O’Gorman**.
- Clare Murphy, Interim National Director for Services & Integration, Tusla, addressed current strengths and areas for improvement in aftercare and reassured attendees regarding Tusla’s Structural Reform Programme.
- Fiona Neary, author of **My Story: Parcels in the Post**, shared a powerful personal narrative.
- Dr. Angie Palmer, **Angela Feeney**, **Dr. Róisín Farragher** and **Shauna Dillon** presented findings from the **Care Experiences Programme**.
- Prof. Robbie Gilligan and **Dr. Stephanie Holt** (Trinity College Dublin) shared updates from their longitudinal study **Care Leavers Ten Years On**.
- A panel discussion explored how to define and achieve quality aftercare, featuring voices from research and lived experience.
- Mani Sherwin, Human Rights Advocate and EPIC co-founder, shared his personal journey, describing leaving care as “being pushed off a cliff.”
- John McComb and **Claire Meenehan** (Include Youth) presented the **Give and Take** pre-employability programme.

- Ms. Sheila McGovern and **Dr. Fiachra Ó Súilleabháin** (UCC) presented research on access to higher education for care-experienced students.

NETWORKING AND ENGAGEMENT

The conference also provided valuable networking opportunities, with information stands hosted by:

- Daffodil Care Services
- Focus Ireland
- Fairport
- EPIC
- HSE Midlands – Connecting for Life
- Social Care Ireland
- Trust Consultancy
- Treehouse Practice
- Barróg Healthcare
- University of Galway

ACKNOWLEDGEMENTS

We extend our sincere thanks to our sponsors for their generous support:

- Department of Children, Equality, Disability, Integration and Youth
- Tusla – Child and Family Agency
- Focus Ireland
- Daffodil Care Services
- Fairport

We look forward to welcoming everyone back in October 2025 for another inspiring and impactful conference.

- **Access to Social Housing and Emergency Accommodation for Families and Children (half day course)**

Took place on Tuesday 19th November 2024

Feedback was excellent:

This training was excellently presented and researched. Very applicable to my work.

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Very informative training. I received many take aways that will help me advocate for young people accessing emergency accommodation and social housing.

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Thank you to our kind sponsors of this Irish Aftercare Network Event



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

• Irish Aftercare Network Member Testimonial

“We are delighted to be part of the Irish Aftercare Network. Anything that brings people together for shared learning, networking and collaboration can only be a great thing and the IAN do it so well. The range of topics and speakers have been brilliant and the time of the webinars fits in with working life”

Corrinne Hasson

Chief Executive Officer

Irish Foster Care Association

• Policy Advocacy: Strengthening the National Youth Homelessness Strategy

In 2024, the Irish Aftercare Network (IAN) continued to play a leading role in advocating for care-experienced young people within national policy frameworks. A key focus was the **National Youth Homelessness Strategy (YHS)**, launched in November 2022.

IAN made a formal submission to the Department of Housing, highlighting critical gaps in the strategy’s alignment with the needs of young people leaving care. While the YHS included two relevant actions—finalising Tusla’s Strategic Plan for Aftercare and reviewing Housing Circular 46/2014—progress has been limited. Tusla’s plan was published in May 2023, but the review of the housing protocol, scheduled for Q1 2024, had not commenced by year-end.

Through its submission, IAN:

- Highlighted the lack of alignment between the YHS and Tusla’s Aftercare Strategy.

- Called for urgent interdepartmental collaboration, particularly between Tusla, the Department of Housing and the Department of Children, Equality, Disability, Integration and Youth.
- Emphasised the absence of concrete measures in the YHS to prevent homelessness among care leavers, despite their recognition as a vulnerable group.

IAN continues to advocate for a **coordinated, well-resourced approach** to aftercare that includes secure housing pathways and sustainable funding. This work reflects the Network's broader mission to ensure that care leavers are not left behind in national policy and service planning.

• Irish Aftercare Network – 2024 Year-End Highlights & Impact Report

THE DIFFERENCE THE NETWORK MADE IN 2024

The Irish Aftercare Network (IAN) played a pivotal role in shaping aftercare services and advocating for care leavers across Ireland. Here's how:

1. Leadership & Governance

- Transitioned leadership with Neil Forsyth stepping in as Chairperson.
- Strengthened ties with Tusla, DECDIY and the Ombudsman for Children.

2. Policy & Advocacy

- Actively contributed to the Youth Homelessness Strategy and Aftercare Strategic Plan.
- Advocated for housing reforms and extended support age for care leavers.
- Highlighted critical gaps in data and funding to government officials.

3. Education & Support

- Promoted the **Tusla Bursary Scheme** for third-level education.
- Delivered impactful webinars and training on trauma and legal supports.
- High Quality Annual Conference

5. Research & Strategic Development

- Supported national research projects like **Care Leavers: 10 Years On**.
- Contributed to strategic planning surveys and best practice guides for researchers.

6. Community Building

- Facilitated networking and collaboration through member meetings and information stands.
- Provided platforms for care-experienced voices and professionals to share insights.

• Strategic Plan and Network Development

This strategic objective focuses on strengthening the Irish Aftercare Network (IAN) by securing engagement, promoting best practice and influencing policy to improve outcomes for young people leaving care.

Key progress made by December 2024 includes:

- **Membership Growth:** 62 new members joined the network, reflecting increased visibility and relevance across the sector.
- **Policy Engagement:** Meetings with the Minister for Children and the Ombudsman for Children supported IAN's advocacy efforts to influence national aftercare policy.
- **Regional Network Development:** A needs analysis was conducted to assess opportunities for expanding regional networks and enhancing local engagement.
- **Professional Development:** Members were supported through peer networking, training and regular updates on professional standards, including CORU's CPD framework.
- **Annual Conference:** A successful themed conference was held and evaluated, with plans underway for the 10th conference event in 2025.

These actions demonstrate IAN's growing role as a national voice for aftercare professionals and its commitment to building a connected, informed and empowered membership base.

Coordination and Administration of Suicide Intervention and Prevention Training

In 2024, Breaking Through coordinated a record **213 suicide prevention and self-harm awareness training events**, reaching nearly **4,000 participants** across four HSE regions and select national programmes. This represents a **34% increase in training events** and a **25% increase in participants** compared to 2023.

	158 (14.5% increase on previous year)	213 (34% increase on previous year)
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TOTAL PARTICIPANTS 2022:	TOTAL PARTICIPANTS 2023:	TOTAL PARTICIPANTS 2024:
2306	3206 (39% increase on previous year)	3997(25% increase on previous year)

AN AVERAGE OF 6 PARTICIPANTS WERE TRAINED EACH DAY IN 2022.	AN AVERAGE OF 9 PARTICIPANTS WERE TRAINED EACH DAY IN 2023.	AN AVERAGE OF 11 PARTICIPANTS WERE TRAINED EACH DAY IN 2024.
-------------------------------------------------------------	-------------------------------------------------------------	--------------------------------------------------------------

As part of Ireland’s national strategy to reduce suicide, Connecting for Life, Breaking Through continues to play a key role in the **coordination and administration of Suicide Intervention and Prevention training**. This work is carried out on behalf of the HSE and the **National Office for Suicide Prevention (NOSP)** and is funded through **Annual Service Agreements**.

Our responsibilities include managing training delivery across multiple geographical areas, ensuring consistency, accessibility and quality in line with national objectives.

Connecting for Life envisions an Ireland where fewer lives are lost through suicide and where individuals, communities and organisations are empowered to support mental health and wellbeing. Its mission is to ensure that those at risk are identified early, supported effectively and connected with appropriate services.

The training programmes coordinated by **Breaking Through** contribute directly to the following outcomes:

- Improved knowledge of suicide risk factors
- Increased confidence in supporting individuals at risk
- Enhanced ability to connect individuals with appropriate services
- Positive shifts in attitudes toward suicidal behaviour

This work reflects **Breaking Through's** commitment to supporting frontline professionals and communities in building a more responsive and compassionate mental health landscape.

In 2024, Breaking Through was awarded **five service agreements**, reflecting both the growing demand for its services and its strong reputation as a trusted provider:

- The HSE renewed its Service Agreement for **Community Healthcare Dublin South, Kildare and West Wicklow**.
- The **National Office for Suicide Prevention (NOSP)** renewed its Service Agreement with Breaking Through.
- The HSE renewed its Service Agreement for **Community Healthcare East**, covering Dublin South East, Dublin South and Wicklow.
- The HSE renewed its Service Agreement for **Galway, Mayo and Roscommon**.
- Following a successful tender process, Breaking Through was awarded a **new Service Agreement for the HSE areas of Louth and Meath** in September marking the organisation's first time coordinating services in this region.

Under these agreements, Breaking Through are funded to plan, manage & co-ordinate suicide intervention and prevention training.

The visual below, taken from the NOSP Annual Report 2024, highlights the range of training programmes available, including:

- **Let's Talk About Suicide** – a new 60-minute online training launched in May 2024
- **safeTALK** – Suicide Alertness for Everyone, a half-day programme to identify and connect with those at risk
- **ASIST** – Applied Suicide Intervention Skills Training, a two-day intervention skills workshop
- **STORM®** – advanced training for professionals involved in safety planning
- **Understanding Self-Harm** – a one-day awareness and stigma-reduction programme
- **Suicide Bereavement Workshop** – training for those supporting people bereaved by suicide

These programmes are delivered in partnership with organisations like Breaking Through, who coordinate and manage training across multiple HSE regions.

A notable achievement in 2024 was the commencement of national training coordination for the Irish Air Corps, where all recruits are now required to complete safeTALK training.

2.2. Education and training

The HSE NOSP leads a wide range of education and training initiatives encompassing suicide and self-harm prevention, and suicide bereavement. These have been identified as key components of work to achieve the vision of Connecting for Life. Gatekeeper training in suicide prevention is available to anyone over the age of 18 years in Ireland, free of charge.

- Read more about suicide prevention training, find details of programmes in your area, and book a place, at nosp.ie/training

Let's Talk About Suicide

- **Let's Talk About Suicide** – a 60 minute interactive online suicide prevention training programme launched in May 2024. The training supports people to build their skills and confidence to have lifesaving conversations if concerned a person is thinking about suicide.

safeTALK

- **safeTALK** – an internationally recognised half-day training programme that supports participants to recognise and engage persons who might be having thoughts of suicide, and to connect them with community resources. The programme stresses safety while challenging taboos that inhibit open talk about suicide.

ASIST

- **ASIST** (Applied Suicide Intervention Skills Training) – a 2-day skills-based workshop that equips participants for an effective suicide intervention role. The emphasis is on first aid – helping a person at imminent risk stay safe and seek further help.



- **STORM®** – a 2-3 day skills-based interactive workshop designed to accommodate the needs of people with differing levels of engagement and responsibility for safety planning.

Suicide Bereavement

- **Suicide Bereavement Professionals Workshop** – a one-day programme that provides individuals with the skills and knowledge to support those bereaved through suicide.

Understanding Self-Harm

- **Understanding Self-harm** – a 1-day programme that works to reduce the stigma of self-harm, improve individual and care agencies' awareness and sensitivities to self-harm issues and promote effective care services for those who self-harm.

• Training Coordination and Delivery

Breaking Through continues to deliver high-quality training services, underpinned by a team of expert training coordinators with a strong track record in quality control and adherence to best practice models. Our comprehensive training operations include:

- **Central Point of Contact:** Serving as the first point of contact for organisations seeking to host in-house training, ensuring a seamless and responsive experience.
- **Training Logistics:** Managing all aspects of training delivery from processing enquiries and liaising with participants to scheduling.
- **Trainer Management:** Overseeing trainer engagement, including issuing annual agreements, verifying insurance coverage and ensuring compliance with organisational standards.
- **Trainer and Venue Sourcing:** Identifying and contracting qualified trainers, securing appropriate venues and coordinating training materials and logistics.
- **Venue Assessment:** Evaluating venues for suitability, accessibility and cost-effectiveness to ensure optimal learning environments.
- **Materials Management:** Maintaining stock control, on-site storage and timely distribution of training materials to trainers.
- **Training Promotion:** Actively promoting training to maximise attendance and ensure sessions run at full capacity.
- **Booking System Oversight:** Managing the online booking platform to streamline registration and communication.
- **Participant Engagement:** Sending timely and relevant reminders to participants to enhance attendance and preparedness.

• Support and Post-Training Activities

- **Community Support Presence:** Ensuring a designated person is present at all community safeTALK trainings to provide immediate support to any attendee in need.
- **Post-Training Administration:** Reviewing participant evaluations, following up on feedback, processing invoices and recording training attendance data.

- **Trainer and Venue Payments:** Administering monthly payments to trainers and venues in a timely and accurate manner.
- **Reporting:** Producing quarterly reports detailing budget performance and training statistics in line with funding agreements.

• Stakeholder Engagement and Governance

- **Community Outreach:** Representing Breaking Through at local health fairs and exhibitions to promote training and raise awareness.
- **Trainer Communication:** Disseminating updates and communications from the National Office for Suicide Prevention (NOSP) to all trainers.
- **Training for Trainers Coordination:** Coordinating Training for Trainers (T4T) initiatives in the region and maintaining close liaison with NOSP.
- **Liaison with ROSP:** Acting as a direct and accessible contact for the Resource Officer for Suicide Prevention (ROSP).
- **Policy and Risk Management:** Conducting ongoing policy reviews and maintaining a comprehensive risk register that addresses human, financial and organisational risks.
- **Annual Review:** Participating in an annual review meeting with each area we have a service agreement to evaluate performance against the grant agreement.

• Feedback from Trainers

“Breaking Through prioritise, in my experience, professionalism, knowledgeable help and a friendly service to create a positive customer experience. This is clear in the way they are always up to date with the accurate information that they communicate to trainers and this benefits me enormously because they know precisely what is required for each individual workshop and Darlene delivers and communicates this consistently and effectively every time”.

“As an Asist, safeTALK and USH trainer I really value and appreciate how Breaking Through organise and co-ordinate the workshops and various training venues. I find the staff very helpful and efficient in ensuring that the necessary materials and resources are sent to trainers in a timely manner. All of this contributes to ensuring that I and my co trainers can focus on delivering and maintaining the high standards and quality of the training provided”

“Breaking Through continues to provide an exceptionally seamless, efficient, personable service on all administrative / organisational aspects of trainings which allows us trainers to concentrate fully on delivering an effective, quality, suicide first aid training experience to all participants.

The increasing training coordination role of Breaking Through has given me easy access to a familiar, efficient, personable team to discuss personal training matters that might arise.

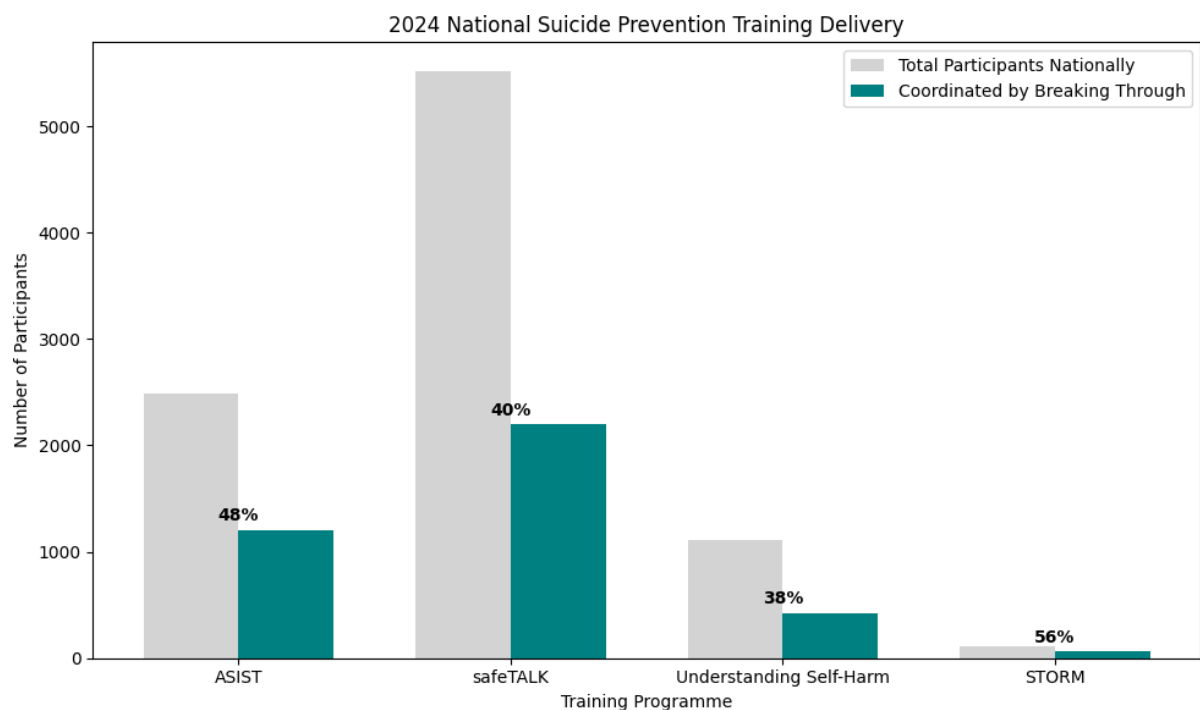
Feedback from participants at my trainings have indicated that Breaking Through is increasingly regarded as the organisation to contact for the delivery of effective, quality, suicide first aid trainings”.

• Organisational Culture

Breaking Through fosters a collaborative and communicative working environment. Staff maintain strong, respectful relationships with trainers, participants and Resource Officers for Suicide Prevention. Feedback from stakeholders is actively encouraged and used to inform continuous improvement, ensuring the highest standards in training delivery and support services.

According to the **HSE National Office for Suicide Prevention (NOSP) Annual Report 2024**, thousands of individuals across Ireland participated in suicide prevention and self-harm awareness training. Breaking Through played a **significant national role**, coordinating a substantial share of this training effort within its limited geographical remit.

Notably, Breaking Through achieved these high delivery percentages while coordinating training within just four HSE regions and select national trainings for NOSP demonstrating exceptional reach, efficiency and impact within a focused geographic scope.

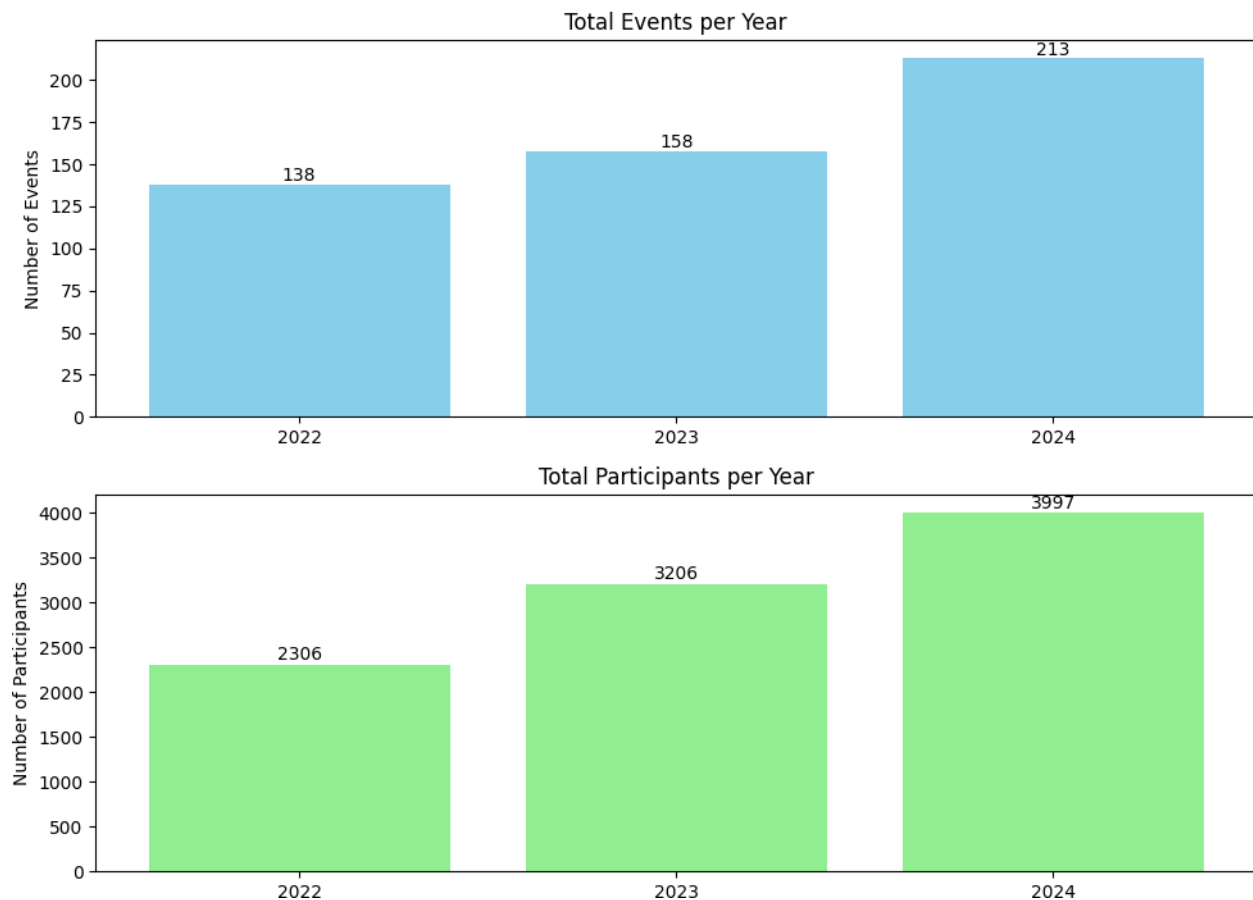


These figures reflect Breaking Through’s **strong contribution to national training targets** and its ongoing commitment to suicide prevention and intervention. The organisation’s ability to deliver high-quality, accessible training at scale continues to make a meaningful impact across multiple HSE regions.

Growth Summary Chart of training co-ordinated by Breaking Through.

These figures highlight the organisation’s continued growth and its ability to scale training delivery effectively.

Growth in Events and Participation (2022–2024)



As part of our commitment to excellence in suicide prevention, it is **organisational policy** that all staff members complete the following core training programmes if they have not already done so prior to joining Breaking Through:

- **safeTALK** – to help identify and support individuals with thoughts of suicide
- **ASIST (Applied Suicide Intervention Skills Training)** – to provide first aid intervention for those at risk
- **Understanding Self-Harm** – to build awareness and reduce stigma around self-harm

These programmes not only equip our team with essential skills and confidence to engage in life-saving conversations but also deepen their understanding of what is required to successfully coordinate such training.

Through participation, staff gain valuable insight into the importance of:

- Selecting suitable venues that are accessible, welcoming and conducive to learning
- Providing appropriate breaks to support participant wellbeing and engagement
- Choosing the right locations to maximise attendance and reduce barriers for communities

This awareness strengthens our ability to deliver high-quality, person-centred training experiences and reinforces our commitment to best practice in every aspect of our work.

• Testimonials from Resource Officers for Suicide Prevention

As part of our ongoing collaboration with the HSE and the National Office for Suicide Prevention, Breaking Through works closely with Resource Officers for Suicide Prevention (ROSPs) across the regions where we coordinate training. Their insights and feedback are invaluable in shaping our approach and ensuring our services remain responsive, effective and community focused.

The following testimonials reflect the strength of these partnerships and the impact of our work in supporting suicide prevention efforts across Ireland:

“Breaking Through continues to be an essential partner in advancing our suicide prevention efforts across Dublin South, Kildare and West Wicklow (DSKWW). Their commitment to delivering high quality training is matched by their professionalism, empathy and understanding of the needs of the communities they work with. Each training is expertly organised and thoughtfully delivered. Their strong communication, responsiveness and collaborative approach make them an invaluable ally in this critical work.”
Niamh Crudden, Resource Officer for Suicide Prevention, Health Service Executive, Dublin South, Kildare & West Wicklow Community Healthcare

“Breaking Through has been coordinating training in HSE West North West, Galway, Mayo and Roscommon for four years. Throughout this time, the team has consistently provided an excellent service, both in terms of being highly organised and efficient, as well as being person-centred in their approach. They have maintained this high standard, despite an ever-increasing demand for training, coupled with the roll out of new programmes, for example, STORM Skills Training in Self-Harm and Suicide Prevention (Version 5) for mental health service professionals. The introduction of new regional structures has also resulted in changes operationally and Breaking Through has embraced these new processes in a positive, open and constructive manner. We look forward to working closely with the team in 2025.

Training is a core component of suicide prevention activities and with Breaking Through's support, we are continuing to reach in and provide a wide range of communities with the opportunity to build their awareness, knowledge and skills in suicide prevention and suicide bereavement support.”

Resource Office for Suicide Prevention in Community Healthcare West

“Always completely professional and a pleasure to work with, Breaking Through has proved to be a reliable and strong partner agency.

For the past five years, Breaking Through has organised and overseen a variety of trainings in Dublin South, Dublin South East and East Wicklow on behalf of the HSE. These include suicide alertness, awareness and intervention skills training.

We have seen a steady increase for training over recent years and Breaking Through have always been ready to respond and adapt to the increase in demand without compromising the quality of their service. Participants and trainers have praised their extensive knowledge in this subject and their meticulous attention to detail.

The range of trainings offered by Breaking Through have been promoted through their well-established networks and 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, Resource Officer for Suicide Prevention (Mental Health), HSE Dublin South and Wicklow

“Breaking Through has played a central role in co-ordinating and delivering a comprehensive suite of training programmes, including suicide alertness, suicide intervention, self-harm awareness and training for those supporting individuals bereaved by suicide. This work is critically important—not only in building the capacity of communities to respond effectively to suicidal behaviour and prevent suicide, but also in ensuring that such efforts are carried out with appropriate sensitivity to the emotional complexities and challenges involved.

In my experience of working with Breaking Through, they have consistently demonstrated a high level of professionalism, reliability and efficiency. Their experience and attention to detail have been invaluable, significantly enhancing the delivery of training across the Louth Meath area. I look forward to working with Breaking Through going forward in Louth Meath”.

Rosaleen Dolan, Resource Officer for Suicide Prevention, Louth and Meath.

• Challenges and Response

While 2024 was a year of growth, it also presented several operational challenges that required strategic response.

In 2024, Breaking Through encountered several logistical and operational challenges in the coordination of suicide prevention and self-harm awareness training. One recurring issue was accessing materials where certain items were frequently out of stock. This required our team to plan further in advance than optimal, monitor inventory more closely and place repeat orders to ensure training delivery was not disrupted.

Establishing relationships with hosts, venues and trainers in newly added regions required significant time and effort, as we worked to build trust and ensure smooth coordination.

In addition, budgeting presented a challenge, as rising costs in many locations required additional work to research alternative venues and analyse cost-saving opportunities.

Other national training events coordinated in 2024 included sessions for Templemore, the Department of Health, Irish Rail and the Financial Services and Pensions Ombudsman.

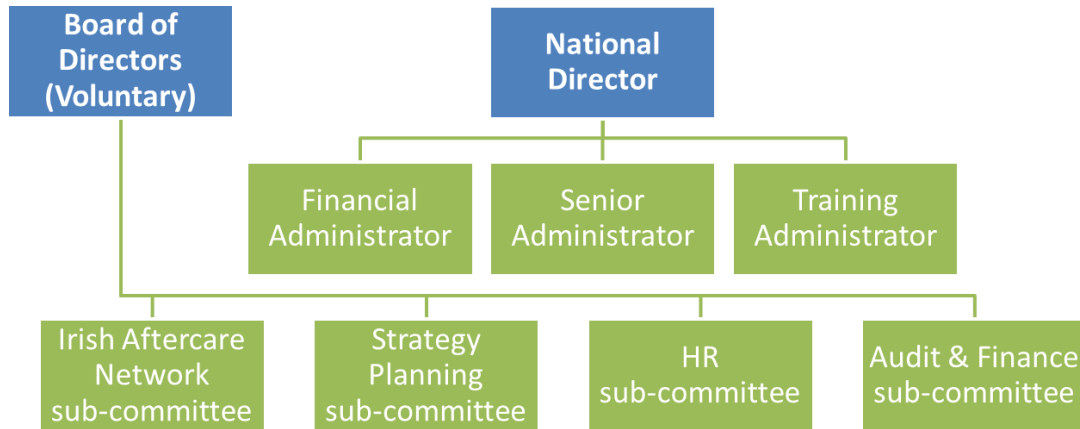
• Strategic Plan & Training Delivery

Objective 3 of the Strategic Plan focuses on sustaining and expanding funding to enhance Breaking Through's capacity to deliver on its mission. This objective directly supports the organisation's ability to coordinate and deliver high-quality suicide prevention and self-harm awareness training across Ireland.

Key achievements in 2024 that reflect progress under this objective include:

- **Securing Core and Strategic Funding:** Continued compliance with service agreements (e.g., POBAL, HSE) ensured stable funding for key roles and operations.
- **Training Delivery at Scale:** A record **213 training events** were coordinated, reaching **3,997 participants**, demonstrating the organisation's ability to meet growing demand.
- **Local Access and Capacity Management:** Training was promoted and hosted locally, improving accessibility and community engagement.
- **Collaboration:** Continued collaboration with NOSP ensured alignment with national suicide prevention strategy and enhanced training quality.
- **Operational Excellence:** Efficient planning, communication and reporting mechanisms supported full attendance and accountability to funders.

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

At Breaking Through, we are committed to upholding the highest standards of governance to ensure transparency, accountability and compliance with best practices across all aspects of our work. We are fully compliant with all relevant Irish charity legislation and regulatory frameworks.

In 2020, we began the process of adopting the **Charities Governance Code**, which was formally implemented in 2021. Prior to this, we adhered to the **Governance Code for Community, Voluntary and Charitable Organisations in Ireland**.

To support the implementation of the Code, we introduced a comprehensive **Board**

Handbook in August 2021. In 2024, we continued to strengthen our governance practices by:

- Conducting an **annual review of board effectiveness**
- Providing **ongoing training and support** to board members

- Regularly reviewing and updating our **policies and procedures**

As a unique national support organisation within the non-profit and charity sector, we recognise that governance requirements are continually evolving. We remain committed to **building the capacity of our board**, ensuring members have the skills, competencies and systems needed to meet their responsibilities effectively.

By maintaining a clear, chronological system such as our schedule below for tracking review dates, we ensured timely updates to key policies, supporting transparency, compliance and strategic alignment across the organisation.

• Breaking Through Policy Review Schedule

POLICY NAME	DATE LAST REVIEWED OR DUE TO BE REVIEWED	REVIEW FREQUENCY
FINANCIAL PROCEDURES POLICY	May 2024	Annual
RESERVES POLICY – POST AGM	May 2024	Annual
APPORTIONMENT POLICY – POST AGM	May 2024	Annual
BREAKING THROUGH EMPLOYEE RECRUITMENT POLICY	May 2024	Every 3 Years
BREAKING THROUGH CONFLICT OF INTEREST	September 2024	Annual
RISK MANAGEMENT POLICY	November 2024	Twice Yearly
EMPLOYEE HANDBOOK	December 2024	Every 2 Years
BOARD HANDBOOK	April 2025	Every 3 Years
STRATEGIC PLAN (ADOPTED JUNE 25, 2021)	June 2025	Every 5 Years

POLICY NAME	DATE LAST REVIEWED OR DUE TO BE REVIEWED	REVIEW FREQUENCY
COMPLAINTS POLICY	September 2025	Every 2 Years

• Our Commitment to Transparency and Impact

Each year, **Breaking Through** approaches the development of its Annual Report as more than a statutory requirement, it is a welcome opportunity to demonstrate our commitment to **good governance, transparency and accountability**. By clearly outlining our activities, outcomes and financial stewardship, we aim to build and maintain the trust and confidence of all our stakeholders, including funders, partners and those who engage with our services.

The Annual Report also serves as a moment to **celebrate our achievements**, reflect on the progress made and highlight the tangible difference our work is making.

Each year, **Breaking Through** proudly enters the **Good Governance Awards**, which recognise and encourage adherence to best practices in governance, transparency and accountability among non-profit organisations in Ireland. Participating in these awards reflects our ongoing commitment to operating with integrity and openness.

We were honoured to **win the award in 2022** and were **delighted to be shortlisted again in 2023**, a testament to the strong governance structures and values that underpin our work.

In 2024, 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.

Looking ahead to 2025, **Breaking Through** has commenced a significant piece of work in preparation for applying to become a **Triple Locked Charity in 2025** under the Charities Institute of Ireland. This designation reflects the highest standards of governance, financial transparency and fundraising practice. Our pursuit of this recognition underscores our dedication to accountability, integrity and continuous improvement in how we serve our mission and community.

Project-specific targets have been set for 2025 as part of the organisation's Strategic & Operational Plan. All targets are reported annually to our core funders, the Department of Rural & Community Development under the Scheme to Support National Organisations (SSNO)

• Appointment of Directors

In accordance with our governance framework, at least one-third of board members must retire from office at each Annual General Meeting (AGM). Retiring members are eligible for re-election following their resignation.

Board members are typically appointed for a term of **three years**, during which they are expected to attend **a minimum of three out of four board meetings annually**.

To ensure effective decision-making, no business shall be transacted at any general meeting unless a **quorum of 25% of members** is present.

Further details regarding board appointments and governance procedures are outlined in **Breaking Through's Articles of Association**, which are provided to all members in advance of the AGM. This distribution is formally recorded in the meeting minutes.

• Policies in Place for Directors

Breaking Through has implemented a suite of governance policies to support the effective functioning of the board and uphold the principles of transparency, accountability and integrity. These include:

- Board Handbook
- Operating Guidelines for the Board
- Recruitment and Induction Policy
- Code of Conduct
- Conflict of Interest Policy

• Board of Directors

The Board of Directors, elected and co-opted in accordance with Breaking Through's Articles of Association, holds full responsibility for the governance, financial oversight and strategic direction of the organisation. The Board provides leadership, sets strategic priorities, ensures accountability and maintains effective control across all areas of operation.

The Board currently comprises nine members, all of whom serve on a voluntary basis and receive no remuneration. In January 2022, a policy was introduced to allow for the reimbursement of out-of-pocket expenses incurred by board and committee members, in line with the organisation's expense policy.

Day-to-day management of operations, including staff matters, is delegated to the **National Director**, who is supported by the Board, primarily through the **Chairperson and relevant sub-committees**.

Breaking Through's Board operates in line with **best practice corporate governance principles**. Board members bring a diverse range of skills and experience that align with the organisation's strategic objectives and reflect the needs of the communities we serve. These include expertise in:

- Social care
- Community development
- Mental health
- Homelessness
- Education
- Legal, civil and human rights
- Financial management
- Media and communications
- Human resources
- Facilitation, research and report writing

Board members also play a key role in fostering **collaboration and inter-agency partnerships** through their professional networks. Breaking Through actively encourages board members to contribute their expertise to a cause they are passionate about. Where skill gaps are identified, the Board seeks to recruit new members with the necessary competencies to strengthen its capacity.

Biographies of all members of the Board of Directors are available on the Company’s website.www.breakingthrough.org [The Team | Breaking Through](#)

BOARD MEMBER	APPOINTMENT DATE	BOARD MEMBER	APPOINTMENT DATE
GERARD GRIFFIN	23/06/2004	Dr. Eavan Brady	12/01/2018
SHARON BYRNE	12/01/2016	Mary Kenneally	06/09/2022
NEIL FORSYTH	12/01/2016	Laura Whelan	12/09/2023
CIARAN KENNY	12/01/2016	Sean Beatty	12/09/2023
EDEL WELDON	06/10/2016		

Our Conflict of Interests Policy empowers trustees to proactively identify and address any potential conflicts, ensuring that all decisions are made in the best interest of the organisation. At the start of every board meeting, trustees are invited to declare any conflicts before discussions begin, demonstrating our commitment to ethical governance. We are pleased to report that no conflicts of interest were identified or recorded in 2024, reflecting the strong alignment and shared values among our board members.

• **AGM of May 2024**

The following appointments to the board were confirmed at the AGM 2024:

- 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 & Company Secretary for Charities Regulator) Advocacy Officer, EPIC
- Mary Kenneally (Board Member) Facilitator and Nurse
- Seán Beatty, (Board Member) Barrister-at-Law, Law Library, Four Courts, Dublin
- Laura Whelan, (Board Member) HR Manager, Henry J Lyons (Architects)

Secretary: Yvonne Casey (staff and non-board member)

• Board Attendance 2024

Board Member	27 th Feb	16 th April	AGM May	17 th Sept	26 th November
Gerry	•	•	•	x	•
Ciaran	•	•	•	•	•
Neil	•	•	•	•	x
Sharon	•	•	•	•	•
Eavan	•	•	•	x	•
Edel	•	•	•	•	•
Mary	•	•	•	x (Delivering training for Breaking Through)	•
Laura	•	x	x	•	x
Seán	•	x	•	•	•
Meeting Attendance Average	100%	78%	89%	66%	78%

Overall average annual attendance of 82%

The Board Handbook communicates how 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”.

This was not required in 2024.

Board members at AGM



L-R: Neil Forsyth, Mary Kenneally, Ciaran Kenny, Dr Eavan Brady, Gerry Griffin, Sharon Byrne, Seán Beatty & Edel Weldon.

• Board Reflections and Feedback

At Breaking Through, we deeply value the insight, dedication and lived experience that our Board of Directors brings to the organisation. Their leadership not only guides our strategic direction but also strengthens our culture of transparency, collaboration and continuous improvement.

As part of our commitment to reflective governance, we invited board members to anonymously share their thoughts on their experience and the impact of Breaking Through. Their responses offer a meaningful glimpse into the values that underpin our work and the achievements they are most proud of.

WHAT THREE WORDS WOULD YOU USE TO DESCRIBE BREAKING THROUGH

Quality, commitment and passion

Professional, integrity and support

Professional, responsive and focussed

Efficient, reliable and friendly

Dedicated, professional and supportive

Professional/ Goal Orientated/ Skilled Communicators/ Transparent Governance/ Strong reliable Management/ Skilled Organisers (sorry can't limit it to three!)

These words reflect the organisation's strong culture of professionalism, compassion and purpose.

AS A BOARD MEMBER WHAT YOU ARE MOST PROUD OF BREAKING THROUGH ACHIEVING SO FAR THIS YEAR

The continued, unwavering hard work of the team at Breaking Through and their commitment to delivering high quality support to members of the Irish Aftercare Network and delivering critical Suicide Intervention Skills Training. The growth of the organisation, in relation to the staggering figures regarding the provision of suicide awareness courses and the key support and guidance it has provided to the Irish Aftercare Network, who are now viewed as a key stakeholder by all those with influence in providing care and aftercare to young people nationally has been fantastic to see. Recruitment of excellent staff to the organisation

Running an excellent Conference

The professional way the organisation is run under the excellent leadership of Yvonne.

The positive feedback given by the different HSE areas that we provide the training for.

An excellent board with very committed members that work well collectively.

I'm proud how the team in Breaking Through are working so well together and it seems to be a very happy working environment. Also, the extra work they have taken on board from the H.S.E. The conference was a great success and I felt everyone pulled their weight on the day.

The ability Breaking Through has to seamlessly facilitate and adapt to change.

The phenomenal work Breaking Through has done in coordinating the suicide intervention and prevention skills training on behalf of the HSE. This training is making a real difference and helping to realise the goals of Ireland's National Suicide Prevention Strategy. I'm also proud of the work done by the Irish Aftercare Network to highlight the needs of care leavers and the issues facing aftercare professionals in their efforts to improve outcomes for this vulnerable group. IAN has continued to go from strength to strength over the course of 2024 and is making a real difference at a policy and practice level. This would not have been possible without the support of Breaking Through.

I am proud that as a Board we have been able to expand on our employee benefits including pensions and pay and to be able to acknowledge the consistent strong team performance through bonuses and team self care days

These reflections highlight the board's appreciation for the organisation's impact, leadership and team culture.

ADDITIONAL REFLECTIONS ON BOARD EXPERIENCE

Pleasure to be involved in the board, great relationship between board members.

Great to be involved in a board that have very professional staff employed to lead the organisation.

Agreements at board meetings on agenda items is achieved by consensus rather than lengthy debate.

Board meetings stick to a clear timeframe and stick to an agreed agenda.

We receive a detailed update of our finances at every meeting.

The board is well informed by National Director on the key issues impacting on the organisation at every board meeting.

I feel so proud and honoured to be part of this amazing organisation.

The staff of Breaking Through are some of the most hardworking people I know and the Irish Aftercare Network would not exist without them. The support they give me in my role as Chair of IAN is phenomenal.

I am most appreciative of the opportunity to continually learn as a board member and to understand the responsibilities of such a role, with the support of on-going training when required to build on my skills set.

• Board Sub-Committees

To support effective governance and oversight, Breaking Through has established dedicated sub-committees that focus on key areas of responsibility. These committees meet regularly and report directly to the Board of Directors.

AUDIT AND FINANCE SUB-COMMITTEE

- **Members:** Chairperson, Treasurer, National Director, Financial Administrator

Purpose and Remit:

- Ensure financial accountability and transparency across the organisation
- Monitor compliance with the terms and conditions of public grants
- Ensure financial reporting meets all statutory accounting requirements
- Review and share auditor reports with the full Board

Meeting Frequency: The Audit and Finance Sub-Committee meets at least quarterly, typically in the week prior to Board meetings. In 2024, the committee convened four times with 100% attendance.

HUMAN RESOURCES SUB-COMMITTEE

- **Members:** Chairperson, Staff Liaison Officer/Board Member, National Director

Purpose and Remit:

- Ensure Breaking Through is a responsible and legally compliant employer
- Oversee implementation of HR and volunteer plans approved by the Board
- Monitor and review HR policies, staff handbook and volunteer policies
- Provide oversight of recruitment and selection processes
- Participate in disciplinary and grievance procedures as appropriate

- Promote best practice in staff and volunteer management

Meeting Frequency:

In 2024, the committee held two meetings, with 100% attendance.

Although not a formal member of the committee, Director, Laura's HR expertise is recognised as vital to its work. Due to her full-time professional commitments, a flexible arrangement has been established that allows her to contribute meaningfully without attending scheduled meetings in person. This approach ensures she remains readily available for time-sensitive issues and is consistently consulted on all major HR decisions. Her ongoing involvement provides the committee with expert guidance while respecting her professional obligations. This model has proven highly effective, enabling the organisation to benefit from her deep knowledge and experience in a way that works for everyone.

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.

Meeting Frequency and Engagement:

In 2024, the committee convened once, achieving 100% attendance. In addition to the formal meeting, members maintained consistent online engagement throughout the year to monitor progress against strategic objectives. A follow-up meeting is scheduled for early 2025 to review outcomes and refine strategic priorities.

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.

Irish Aftercare Network Committee Members

- **Neil Forsyth:** Focus Ireland, Services Manager
- **Ciaran Kenny:** Don Bosco Care, Outreach Aftercare Worker
- **Edel Weldon:** EPIC, Advocacy Officer
- **Sharon Byrne:** Crosscare, Aftercare Worker
- **Neil Forsyth:** Focus Ireland, Services Manager
- **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 (resigned October 2024)
- **Gerard Griffin:** DES, National Co-Ordinator, Youthreach/VTOS

The committee met four times in 2024. With an overall average annual attendance of 86%

Breaking Through resources and delivers its aims and objectives with a very small committed team of staff made up of two full time and two part time paid staff members as follows:

- A full time National Director
- A full time Senior Administrator
- Part time Financial Administrator
- Part time Administrator

2024 saw some changes within our staff team. After almost four years we said a warm goodbye to Fiona Dockery our Financial Administrator and wish her every success in her next chapter.

Earlier in the year, a staffing contract came to an end, prompting a period of transition. These moments, while challenging, offered us the chance to reflect and refocus.

We were delighted to welcome **Triona Homan** and **Geraldine Daly** to the team. Their arrival brought fresh energy and expertise, enhancing our ability to deliver on key priorities in **aftercare support** and **suicide prevention training**.

Between **12th February and 15th April**, we operated with one fewer team member—but the team rallied and delivered fantastic results.

In response to growing demand and the commencement of a **new service agreement in September**, we increased staff hours to ensure we could continue meeting needs effectively. While financial figures tell one part of the story, the heart of Breaking Through CLG lies in the people who bring its mission to life. In 2024, increased investment in staffing and training not only expanded our reach but deepened our impact.

• **Yvonne Casey – National Director**

Reporting to the Board, Yvonne is responsible for overseeing the day-to-day management of the organisation, developing and implementing the strategic plan.



Yvonne is a great ambassador for the organisation and its values whilst leading and developing a dedicated, ambitious staff team. A strategic thinker who can work collaboratively with the Board to realise Breaking Through's vision. Valuing both good governance and best practice in her role, Yvonne is highly organised and self-motivated and enjoys a fast-paced environment with a wide & varied remit.

- **Geraldine Daly – Financial Administrator. Joined the team in May 2024**

Geraldine Daly is a seasoned professional with over 35 years of extensive experience in accountancy, holding roles such as client manager, audit senior and financial controller. Throughout her career, she has successfully managed a diverse portfolio of clients across various business sectors.



Geraldine is known for her exceptional organisational skills and her ability to communicate effectively with all. A conscientious individual with a keen attention to detail, she is committed to delivering high-quality results.

- **Darlene Sansovini – Senior Administrator**

Darlene is a confident, honest and hardworking administrator with many years' experience in various organisations. She possesses effective organisational skills and proficiency with administration and practical tasks.



She is a quick learner who can absorb new ideas and can communicate clearly and effectively with everyone she deals with.

- **Triona Homan – Training Administrator. Joined the team in April 2024**



Triona's background is in the social care field. Holding a BA (Hons) in Social Care, she has over twenty years experience in child protection work, working initially in residential care and subsequently in community based projects at various levels.

Triona combines that practical experience with organisational and administrative skills to effectively co-ordinate training workshops for Breaking Through.

• 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.

• CPD

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.

• Staff and Board Training 2024

DATE	NAME	ROLE	TRAINING TITLE
06/02/2024	Geraldine Daly	Staff	Implementing SORP
01/03/2024	Yvonne Casey	Staff	Succession Planning
09/05/2024	Geraldine Daly	Staff	Let's Talk About Suicide
21/05/2024	Geraldine Daly	Staff	Understanding Self-Harm
29/05/2024	Geraldine Daly	Staff	safeTALK
23/07/2024	Darlene Sansovini	Staff	Let's Talk About Suicide

DATE	NAME	ROLE	TRAINING TITLE
13/08/2024	Geraldine Daly	Staff	Certificate in Best Practice
11/09/2024	Yvonne Casey	Staff	Unlock the Potential of ESG for Your Charity!
13/09/2024	Geraldine Daly	Staff	Charity SORP – Course 13/09 to 03/12 – 6 Sessions
10/10/2024	Geraldine Daly	Staff	Introduction to Strategy Planning
10/10/2024	Gerry Griffin	Board	Introduction to Strategy Planning
05/11/2024	Yvonne Casey	Staff	The Trustees' Annual Report – a whole Board approach to telling your Charity's story
14/11/2024	Yvonne Casey	Staff	'Implementing a Strategic Plan'
14/11/2024	Geraldine Daly	Staff	'Implementing a Strategic Plan'
15/11/2024	Gerry Griffin	Board	Finance for Boards
19/11/2024	Yvonne Casey	Staff	CLM Social Housing Training
19/11/2024	Geraldine Daly	Staff	CLM Social Housing Training
19/11/2024	Neil Forsyth	Board & Committee	CLM Social Housing Training
12/12/2024	Yvonne Casey	Staff	CPR & First Aid

DATE	NAME	ROLE	TRAINING TITLE
12/12/2024	Geraldine Daly	Staff	CPR & First Aid
12/12/2024	Darlene Sansovini	Staff	CPR & First Aid
12/12/2024	Triona Homan	Staff	CPR & First Aid

• Staff Support and Leadership

At Breaking Through, we recognise that our most valuable asset is our people. We are committed to fostering a supportive, respectful and well-structured working environment where staff feel valued, heard and empowered.

All staff receive **regular support and supervision**, with formal one-to-one sessions taking place at least **quarterly**. These are facilitated by our dedicated **Staff Liaison Officer, Sharon Byrne**, who plays a key role in promoting staff wellbeing and communication across the organisation.

In addition, the **National Director hosts monthly team meetings**, providing a consistent space for collaboration, updates and shared learning.

This approach reflects our commitment to the principles outlined in our **Board of Directors Handbook**, which states:

“The most essential resource of any charity is its people. This means people should feel valued and have clarity around their own roles and the roles of others. Charity directors are responsible for providing leadership to volunteers, employees and contractors. This includes taking their duty of care towards these people seriously and promoting a culture of respect.”

— Charities Governance Code

At the heart of our people strategy is a commitment to fostering a culture of continuous feedback, growth and recognition. In 2024, we continued to strengthen our informal performance management practices by keeping things simple and supportive.

Instead of waiting for annual reviews, our manager checks in regularly with the team, offering real-time support, feedback and encouragement. These everyday conversations help build trust, clear up any confusion and keep everyone moving in the right direction. It is a flexible and human way to support development and it is working.



Pictured L-R: Sharon Byrne, Staff Liaison Officer & Board Member and Edel Weldon, Board Member

• Examples of Staff-Centred Initiatives in 2024

At Breaking Through, we continue to prioritise the wellbeing, development and long-term security of our team. In 2024, several initiatives were introduced to enhance the working environment and support our staff:

OFFICE REFURBISHMENT

A refreshed and more comfortable working environment was created to support staff wellbeing and productivity.

STAFF PENSION SCHEME

In anticipation of auto-enrolment, Breaking Through introduced a staff pension scheme in September, ensuring employees have access to long-term financial planning and security.

ONE-OFF BONUS

In recognition of the team's dedication and in line with available budget, a one-off bonus was issued to staff in November.

These initiatives reflect our ongoing commitment to valuing our team and fostering a positive, supportive workplace culture. This commitment is further strengthened by the expertise of our board, which includes a Human Resources Manager with over 18 years of experience.

• Stronger Together: Our Team-Building Day

One of the standout moments of the year was our team-building day, a relaxed and fun cookery course that brought together our paid staff, volunteer board members and committee members. We rolled up our sleeves, got creative in the kitchen and cooked a delicious meal together which brought out everyone's team spirit.

Sitting down as a team to enjoy the food we made, sharing stories, laughs and a real sense of connection. It was a great reminder that while we all have different roles, we are one team working toward the same goals.

These moments are so important. They remind us that while we all play different roles, we are united by a shared purpose. The day helped strengthen relationships and left everyone feeling more connected.



Gerry Griffin, Chairperson, Breaking Through and Neil Forsyth, Breaking Through Board Member and Irish Aftercare Network Chairperson making fresh pasta for the team at our team building day.

Many thanks to the National Lottery for the grant we received towards this.



Risk Management

Breaking Through's Risk Management Policy forms part of our internal control and governance arrangements.

The board is responsible for maintaining a robust 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. 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.

The identified risks are grouped under 7 key risk areas.

• Key Risk Areas

- Governance (G)
- Strategic (S)
- Compliance (legal & regulatory) (C)
- Operational (O)
- Financial (F)
- Environmental or External (E)
- Reputational (R)

Each risk is subsequently scored on the effectiveness of the controls in place to prevent the risk from occurring. The scoring mechanism used is as follows:

1. Effective
2. Needs improvement
3. In-effective

High Risk Levels are given a 3

Medium Risk Levels are given a 2

Low Risk Levels are given a 1

On the risk register there are currently 11 risks listed and ranked.

Here are three examples of the 11 risks

• Sample section of Breaking Through Risk Register

RISK NO	DESCRIPTION OF POTENTIAL RISK	STEPS TO MITIGATE	RISK RATING
G1	Board lacks relevant skills or commitment to meet its responsibilities and duties	<ul style="list-style-type: none"> · Conduct regular board skills audits and agree skills required. · Provide induction for new board members. · Review board training needs and provide relevant training to board. · Good attendance at board meetings ensuring a quorum. · Board Governance Handbook. · Committed and focused sub committees. · Succession planning. 	1

RISK NO	DESCRIPTION OF POTENTIAL RISK	STEPS TO MITIGATE	RISK RATING
S1	The Organisation lacks an appropriate strategic direction or focus that is in tune with the evolving needs and business/operating environment	<ul style="list-style-type: none"> · Develop and monitor 3-year strategic plan that sets out the key aims, objectives and targets of the Organisation. · Regularly review (at least every 5 years) the Organisation's vision and constitution. · Develop and monitor annual operational/ business plans. · Regular reporting by National Director to the board on work completed. · Aims and objectives reported on in annual report. · Strategic planning committee and regular meetings held. 	1
F3	Cyber breach	<ul style="list-style-type: none"> · Identify and assess main vulnerability areas and implement appropriate control measures. · Keep firewall and anti-virus software up to date. · Review annually. 	1

Having a clear risk register in place really paid off this year. It helped us identify IT security as a top priority early on, allowing us to act quickly and effectively. In late 2023, we brought in a specialist IT company to tackle the issue head-on and the full project was completed in 2024.

The upgrade included securing all staff devices, rolling out encryption and multi-factor authentication (MFA) and moving our data to a safer, cloud-based SharePoint environment. We also upgraded our software, improved backups and made sure everything was properly licensed and protected.

Thanks to the risk register, we had a clear roadmap of what needed attention—and we were able to take action before any issues arose. Now, with a managed IT service in place, we've got ongoing support, expert advice and peace of mind that our systems are secure and well looked after.

• **Doing Our Bit for the Environment**

At Breaking Through, we know that small changes can make a big difference. In 2024, we made a conscious effort to reduce our environmental impact. We cut down on paper use by moving more of our work online and our office refurbishment included energy-efficient upgrades to create a more sustainable workspace. We are also starting to think more carefully about what we buy and if it is environmentally friendly. We also introduced a surplus training materials policy to cut down on waste and the bike to work scheme is offered to staff members. Looking ahead, we want to keep building on this by setting simple, achievable goals to make our operations greener where possible.

• **Conclusion: Governance Achievements and Outlook for 2025**

In 2024, Breaking Through demonstrated a strong commitment to good governance, transparency and continuous improvement. From maintaining a comprehensive policy review schedule and achieving high board attendance, to strengthening sub-committee engagement and enhancing risk management systems, the organisation has upheld the highest standards of accountability. The board's reflections and active participation underscore a culture of integrity, collaboration and strategic foresight. Looking ahead to 2025, Breaking Through is focused on achieving Triple Lock status,

refining its strategic plan and continuing to invest in board and staff development. These efforts will ensure the organisation remains resilient, responsive and well-positioned to deliver meaningful impact in the years to come.

• Strategic Plan & Organisational Development

Objective 1 focuses on ensuring that Breaking Through remains a strong, sustainable and professionally governed national charity. This objective underpins the organisation's ability to deliver high-quality services and maintain the trust of funders, partners and communities.

Key progress by December 2024 includes:

- **Strategic Oversight:** The current implementation plan has been actively monitored, with a new plan scheduled for mid-2025.
- **Governance and Compliance:** Robust governance structures are in place, supported by a comprehensive policy review schedule, active subcommittees and strong board engagement.
- **Financial Management:** Financial operations are transparent and compliant with SORP standards, with monthly internal reporting and annual external audits.
- **Staff Development and Retention:** A supportive work culture, professional development tracking and new benefits (e.g. pension scheme, team resilience and support) have contributed to staff retention and morale.
- **Funding Sustainability:** Core funding has been maintained through timely reporting and relationship management, while new funding opportunities are being actively explored.
- **Regulatory Compliance:** All statutory obligations, including CRO filings, have been met in full and are monitored for accuracy.

These achievements reflect Breaking Through's commitment to best practice, accountability and continuous improvement—ensuring the organisation is well-positioned to deliver on its mission into 2025 and beyond.

2024: A Year of Impact and Growth

The year 2024 was one of growth, resilience and deepened impact for Breaking Through. Operating in a complex and evolving environment, the organisation continued to respond to the needs of vulnerable communities and frontline professionals with agility, compassion and professionalism.

• Social and Economic Landscape

While inflation began to stabilise, the cost of living remained a significant challenge for many individuals and families across Ireland. This economic pressure, combined with ongoing housing insecurity and mental health concerns, reinforced the critical role of community-based organisations like Breaking Through. Our work in suicide prevention and aftercare support became even more vital as demand for services continued to rise.

• Policy and Political Developments

Ireland's General Election brought shifts in leadership and policy direction, creating both uncertainty and opportunity. Breaking Through actively engaged with policymakers and stakeholders to advocate for improved outcomes for care leavers and those at risk of suicide. Our voice was heard in national forums and our contributions helped shape conversations around youth homelessness, aftercare and mental health.

• Organisational Growth and Innovation

In 2024, Breaking Through was awarded five service agreements, including a new agreement for Louth and Meath. This expansion enabled us to coordinate a record 213 suicide prevention and self-harm awareness training events, reaching nearly 4,000 participants. The Irish Aftercare Network also grew significantly, with membership increasing to 622 individuals across 112 organisations.

We introduced new training formats, strengthened our internal systems and welcomed new staff members who brought fresh energy and expertise. Our commitment to good governance, continuous learning and staff wellbeing remained

central to our operations.

We're always deeply moved by the kind words shared by those who know our small charity well as you've seen throughout this report. It means so much to hear how our work resonates with people. And when someone hears about **Breaking Through** for the first time, it's genuinely uplifting to see how impressed they are by what we do. It reminds us why we do this work and fuels our passion to keep going.

• Looking Ahead

As we reflect on 2024, we do so with pride in what we’ve achieved and clarity about the challenges that remain. The work of Breaking Through is more relevant than ever and we remain steadfast in our mission to support those who engage with vulnerable people and groups at risk. With a strong foundation, a dedicated team and the continued support of our funders and partners, we are well-positioned to build on this momentum in 2025 and beyond.

Financial Review 2024

In line with our commitment to good governance and financial transparency, we are pleased to present our Financial Statements for the year ended 31 December 2024. This marks the fifth consecutive year that our accounts have been prepared under the Charities SORP (Statement of Recommended Practice) under FRS 102 – a framework ensuring consistent and transparent financial reporting for charities and the Companies Act 2014. While not a statutory requirement, the Board of Directors believe this approach reflects best practice and will continue to adopt it going forward.

	2023	2024	Change
Income	459,789	551,781	20% Increase
Expenditure	429,660	533,197	24% Increase

The charity reported a net surplus of €18,584, reflecting a positive financial outcome for the year. This compares to a surplus of €30,131 in 2023. The total income for the year increased to €551,781 (2023: €459,789), driven primarily by enhanced funding from government and co-funders, including continued support from Pobal and various HSE divisions.

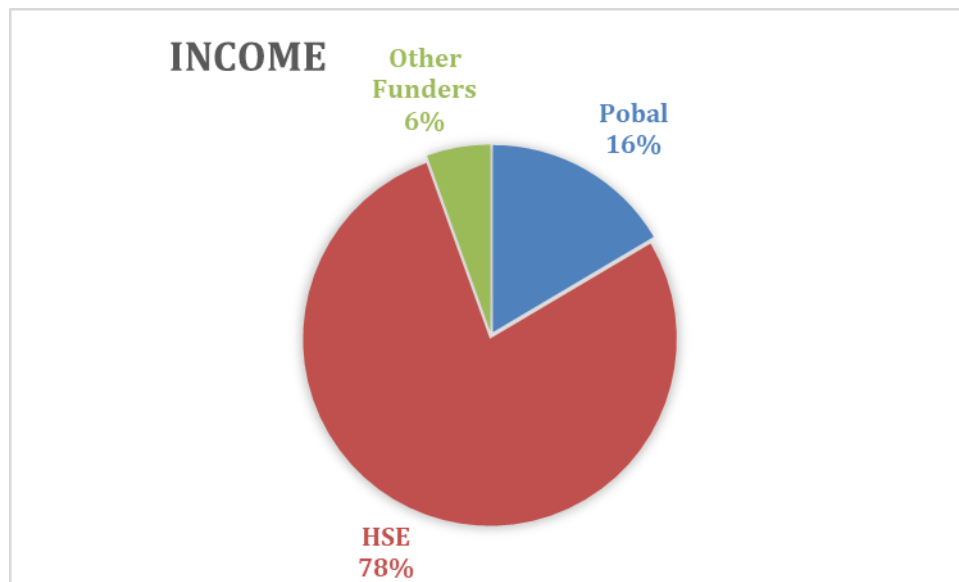
Total expenditure amounted to €533,197 (2023: €429,660), with the majority allocated to charitable activities. The increase in expenditure reflects the charity's expanded programme delivery and investment in support services, including training, network coordination and strategic planning.

Income Composition

- **Grants from governments and co-funders:** €551,736 (2023: €459,789)
- **Other income:** €45 (2023: €0)

In Quarter 3 of 2024 a Service Agreement was signed with an additional HSE Community Healthcare area, being HSE CH08 Meath and Louth

The charity maintained a diversified funding base, with significant contributions from the Department of Rural and Community Development via Pobal and multiple HSE funding streams supporting both unrestricted and restricted activities.

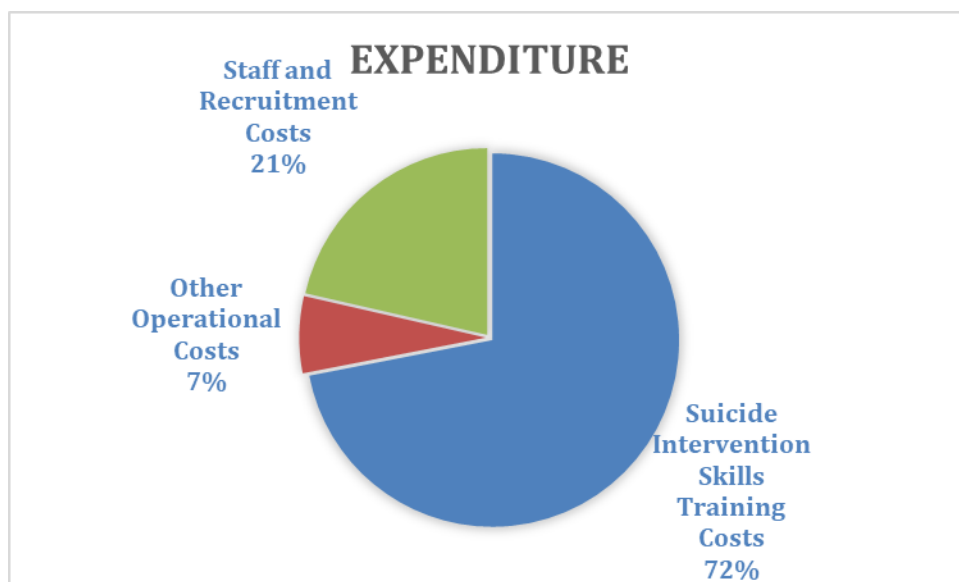


Expenditure Breakdown

Expenditure was primarily directed toward:

- **Staff and recruitment costs:** €181,299
- **Suicide Intervention Skills training costs:** €271,150
- **Other operational costs:** €80,748

Staff costs, including wages, social security and pensions, totaled €180,445, supporting a team of four employees, 2 Full-time and 2 Part-time. Additional costs included training, ICT, rent, insurance and governance-related expenses.



Balance Sheet Position

At year-end, the charity held gross assets of €180,302 and liabilities of €41,439, resulting in net assets of €138,863, an improvement from €120,278 in the prior year. Cash and cash equivalents increased to €166,294, reflecting strong liquidity and prudent financial management.

Surplus and Reserves

Breaking Through CLG reports a surplus of €18,584 for 2024, contributing to accumulated reserves of €138,863 as of 31 December 2024. The surplus was achieved through:

- Prudent financial management by experienced staff and board members
- Diversified funding streams
- Strategic expansion, including a new HSE service agreement in Q3 2024
- Operational efficiency, despite increased programme delivery and staffing costs

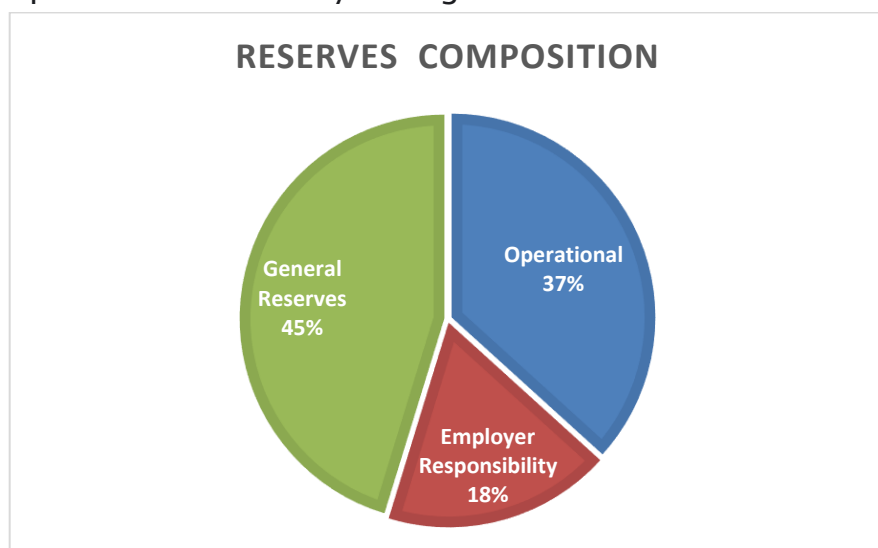
Reserves and Fund Movements

- **Unrestricted funds:** €139,291 (2023: €123,078)
- **Restricted funds:** (€429) (2023: (€2,800))

The increase in unrestricted reserves strengthens the organisation's ability to respond flexibly to emerging needs and sustain core operations.

	31/12/2023	31/12/2024
Reserves	120,278 (0 Restricted)	138,862
Operational Reserves Fund	48,000 (3 months)	51,000 (3 months)
Employer Responsibility Fund	20,000	25,000
General Reserves Fund	52,277	62,862

All reserves are unrestricted and maintained in a readily releasable form to ensure operational continuity during unforeseen circumstances.



Reserve Management Plan

If Reserves Are Above Target Minimum

- **1. Strategic Investment in Mission:**

- **Expand Programmes:** Using surplus to pilot new services or expand existing ones.
- **Capacity Building:** Invest in staff development, digital infrastructure, or governance improvements.
- **Innovation Fund:** Create a small fund to test new approaches or partnerships.

- **2. Strengthen Financial Resilience:**

- **Diversify Income Streams:** Use surplus to explore various other funding streams
- **Create Designated Funds:** Allocate excess reserves to specific future needs. E.g employer responsibility

If Reserves Are Below Target Minimum

- **1. Immediate Financial Controls:**

- **Freeze Non-Essential Spending**
- **Prioritise Core Services:** Focus resources on essential programme delivery.

- **2. Income Generation:**

- **Emergency Fundraising Appeal:** Launch a targeted campaign to replenish reserves.
- **Accelerate Grant Applications:** Seek bridge funding if an option from existing funders or emergency grants.

- **3. Cost Management:**

- **Review Contracts and Subscriptions:** Renegotiate or pause non-critical services.
- **Temporary Reductions:** Consider short-term reductions in hours or programme scale.

- **4. Board Engagement:**

- **Scenario Planning:** Present financial forecasts and contingency plans to the board.
- **Reserve Recovery Plan:** Develop a 6–12 month roadmap to restore reserves to minimum levels.

• Ongoing Monitoring & Governance

- **Quarterly Reserve Review:** Tracking reserve levels against targets and flagging variances early.
- **Transparent Reporting:** Communicate reserve status in audit & finance meetings before board meetings and stakeholder updates.
- **Policy Update:** Ensuring reserve policy includes thresholds, actions and responsibilities.

● Investment Policy

Breaking Through does not currently operate an investment policy, as it has not been deemed necessary.

● Going Concern

The directors confirm that Breaking Through CLG remains a going concern. The organisation has secured core funding under the SSNO (Scheme to Support National Organisations) scheme through to 31st December 2025, totaling €90,420. Combined with strong reserves and a proven track record of service delivery, the Board is confident in the organisation's financial sustainability.

● Accounting Records

The directors have ensured compliance with Sections 281 to 285 of the Companies Act 2014 through the employment of qualified accounting personnel and the maintenance of appropriate systems. Records are held at Newtown House, Confey, Leixlip, Co. Kildare.

● Statement of Relevant Audit Information

In accordance with Section 330 of the Companies Act 2014, the directors confirm that all relevant audit information has been disclosed to the statutory auditors.

Audit and Compliance

The financial statements were audited by HTH Accountants, who issued an unqualified opinion, confirming that the accounts give a true and fair view of the charity's financial position and comply with FRS 102 and the Companies Act 2014. The charity continues to comply with the Charities SORP and maintains high standards of governance and transparency.

Auditors

Kieran Horgan, for and on behalf of HTH Accountants, Certified Public Accountants and Statutory Auditors, will continue in office in accordance with Section 383(2) of the Companies Act 2014.

Looking Ahead

With a strategic plan in place through to 30th June 2025, Breaking Through remains focused on expanding its reach, enhancing service quality and building capacity within the sector. The organisation is well-positioned to continue its impactful work, supported by a dedicated team, robust governance and a sustainable financial foundation.

Breaking Through is committed to deepening its impact through strategic growth, sector collaboration and innovation in service delivery. With a clear vision and sustainable financial planning, the charity is well-positioned to expand its reach and enhance outcomes for the communities it serves.

APPENDIX A
Audited Financial Statements for Year Ended 31 December 2024

Company Registration Number: 321538
Charity Number: CHY 13601
Charities Regulatory Authority Number: 20042844

Breaking Through Company Limited by Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2024

HTH Accountants
Certified Public Accountants and Statutory Auditors
Unit F15 Maynooth Business Campus,
Straffan Road,
Maynooth,
Co. Kildare.
W23 HW58.

Breaking Through Company Limited by Guarantee

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Breaking Through Company Limited by Guarantee

REFERENCE AND ADMINISTRATIVE INFORMATION

Directors

Gerard Griffin (Chairperson)
Ciaran Kenny (Vice Chairperson)
Neil Forsyth (Joint Communications Officer)
Eavan Brady (Joint Communications Officer)
Sharon Byrne (Treasurer)
Edel Weldon (Board Member & Secretary for Charities Reg
Mary Kenneally (Board Member)
Sean Beatty (Board Member)
Laura Whelan (Board Member)
Daniel Keogh (Board Member) (Resigned 1 January 2024)

Company Secretary

Yvonne Casey

Charity Number

CHY 13601

Charities Regulatory Authority Number

20042844

Company Registration Number

321538

Registered Office and Principal Address

Newtown House,
Confey,
Leixlip,
Co. Kildare,
W23 T8W5.

Auditors

HTH Accountants
Certified Public Accountants and Statutory Auditors
Unit F15 Maynooth Business Campus,
Straffan Road,
Maynooth,
Co. Kildare.
W23 HW58.

Principal Bankers

AIB
Capel Street,
Dublin1.

Breaking Through Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2024.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the directors of Breaking Through Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2024.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is a company limited by guarantee not having a share capital.

Principal Activity

The principal activity of the company is to develop and co-ordinate the Irish Aftercare Network to provide advice and support to professionals working with young people leaving statutory care at the age of 18 in Ireland.

Mission, Objectives and Strategy

Mission Statement

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

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

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

Structure, Governance and Management

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. At their meeting on 28th November 2023, the board formally reconfirmed its adoption of the Charities Governance Code and approved the Compliance Record Form for the code. 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. Breaking Through annually conduct a review of board effectiveness and offering 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 the capacity building of board members to ensure that they have the necessary skills/competencies 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 stakeholders. It is also an opportunity to celebrate the achievements and the difference the organisation is making.

Each year, Breaking Through enters Good Governance Awards, which again demonstrates its transparency as an organisation. We were delighted to have been shortlisted in 2024, based on our annual report of 2023.

Breaking Through Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Composition of the Board and Board Appointment Process

Breaking Through CLG is governed by the following committees:

- Board of Directors
- Audit & Finance sub-committee
- HR sub-committee
- Strategy Planning sub-committee
- Irish Aftercare Network sub-committee

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 its strategic direction. The Board is responsible for providing leaderships, setting strategy, accountability and ensuring control. It currently comprises of nine board members. A decrease from 10 to 9 board members took place in January 2024. Board (and committee) members give their time on a voluntary basis and receive no remuneration, apart from the reimbursement of "out of pocket" expenses, in accordance with the specific policy of January 2022. 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 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 best practice corporate governance principles. Board members possess skills & experience which are relevant in meeting programme objectives and representing the target group, skills in areas such as: social care, community development, mental health, homelessness, education, legal, civil and human rights, financial management, media and communications, human resources, facilitation skills, research and report writing. Through their own roles, they can facilitate 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 particular competencies they look at finding a new board member to fill that need.

Audit & Finance sub-committee

Purpose, Role and Remit:

To ensure financial accountability and transparency of Breaking Through ensuring:

1. Compliance with terms and conditions of public grants received
2. Financial reports comply with all statutory accounting requirements
3. Reports issued by auditors to management are those being received by the board

Frequency of meeting: 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.

HR sub-committee

Purpose, Role and Remit:

1. 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.
2. To ensure effective implementation of any HR or volunteer plan, which is approved by the Board.
3. Oversight of HR policy, handbook and implementation and review of same.
4. Oversight of recruitment and selection.
5. Partake in disciplinary and grievance procedures as appropriate.
6. Ensure that Breaking Through CLG adheres to best practice in recruitment and management.

Frequency of meetings: HR sub-committee meets twice a year.

Strategy Planning sub-committee

Purpose, Role and Remit:

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

The current Strategic Plan is from 1st July 2021 - 30th June 2025.

Breaking Through Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT,

for the financial year ended 31 December 2024

Irish Aftercare Network sub-committee

Purpose, Role and Remit:

1. To advise the board on aftercare issues.
2. To be available to the National Director and board to discuss aftercare issues.
3. Assist in planning and co-ordination of network meetings, seminars, conferences and events.
4. Lobby/advocate on behalf of the Irish Aftercare Network.
5. Partake in social media Facebook/X (formally Twitter) discussion when appropriate and in line with social media policy.
6. Share duties in presenting and promoting the Irish Aftercare Network at external events conferences / seminars / colleges.
7. 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.

Financial Review

The results for the financial year are set out on page 11 and additional notes are provided showing income and expenditure in greater detail.

Financial Results

At the end of the financial year the charity had gross assets of €180,302 (2023 - €191,414) and gross liabilities of €41,439 (2023 - €71,136). The net assets of the charity have increased by €18,585.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Gerard Griffin (Chairperson)
Ciaran Kenny (Vice Chairperson)
Neil Forsyth (Joint Communications Officer)
Eavan Brady (Joint Communications Officer)
Sharon Byrne (Treasurer)
Edel Weldon (Board Member & Secretary for Charities Reg)
Mary Kenneally (Board Member)
Sean Beatty (Board Member)
Laura Whelan (Board Member)
Daniel Keogh (Board Member) (Resigned 1 January 2024)

In accordance with the Constitution, the directors at every Annual General Meeting, at least one third of board members must retire from office but are eligible for re-election following resignation. Elected nominees are required to serve for a period of three years where possible and attend at least three out of four meetings annually.

The secretary who served throughout the financial year was Yvonne Casey.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Breaking Through Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Post-Balance Sheet Events

There have been no significant events affecting the company since the financial year-end.

The Auditors

HTH Accountants, (Certified Public Accountants), were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Breaking Through Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2024

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Newtown House, Confey, Leixlip, Co. Kildare, W23 T8W5..

Approved by the Board of Directors on 23/05/2025 and signed on its behalf by:



Gerard Griffin (Chairperson)
Director



Sharon Byrne (Treasurer)
Director

Breaking Through Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2024

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

As explained in note 3, state whether the applicable in the UK and Republic of Ireland FRS 102 has been followed;

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

In so far as the directors are aware:

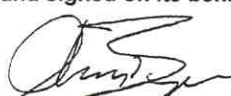
- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

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

Approved by the Board of Directors on 27/05/2025 and signed on its behalf by:



Gerard Griffin (Chairperson)
Director



Sharon Byrne (Treasurer)
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Breaking Through Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Breaking Through Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2024 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. 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" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2024 and of its surplus for the financial 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 charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other Information

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

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 course of 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

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

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Breaking Through Company Limited by Guarantee

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 8, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 charity'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 they either intend to liquidate the charity or to cease operations, or have 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: www.iaasa.ie/wp-content/uploads/2022/10/Description_of_auditors_responsibilities_for_audit.pdf. The 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 charity'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 charity'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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.


Kieran Morgan

for and on behalf of

HTH ACCOUNTANTS

Certified Public Accountants and Statutory Auditors

Unit F15 Maynooth Business Campus,

Straffan Road,

Maynooth,

Co. Kildare.

W23 HW58.

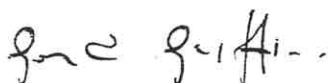
27/05/2025

Breaking Through Company Limited by Guarantee
STATEMENT OF FINANCIAL ACTIVITIES
for the financial year ended 31 December 2024

	Notes	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total Funds 2023 €
Income							
Charitable activities							
• Grants from governments and other co-funders	5.1	126,991	424,745	551,736	135,666	324,123	459,789
Other income	5.2	45	-	45	-	-	-
Total income		127,036	424,745	551,781	135,666	324,123	459,789
Expenditure							
Charitable activities	6.1	110,823	422,374	533,197	102,459	327,199	429,658
Net income/(expenditure)		16,213	2,371	18,584	33,207	(3,076)	30,131
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		16,213	2,371	18,584	33,207	(3,076)	30,131
Reconciliation of funds:							
Total funds beginning of the year		123,078	(2,800)	120,278	89,871	276	90,147
Total funds at the end of the year		139,293	(431)	138,862	123,078	(2,800)	120,278

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 27/05/2025 and signed on its behalf by:



Gerard Griffin (Chairperson)
Director



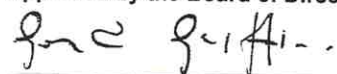
Sharon Byrne (Treasurer)
Director

Breaking Through Company Limited by Guarantee
SUMMARY INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2024

	Statement of Financial Activities	2024 €	2023 €
Gross income	Unrestricted funds Restricted funds	127,036 424,745	
		551,781	459,789
Total income		551,781	459,789
Total expenditure		(533,197)	(429,658)
Net income/(expenditure)		18,584	30,131

The charity has no recognised gains or losses other than the surplus for the financial year. The results for the financial year have been calculated on the historical cost basis.

Approved by the Board of Directors on 27/05/2025 and signed on its behalf by:



Gerard Griffin (Chairperson)
Director



Sharon Byrne (Treasurer)
Director

Breaking Through Company Limited by Guarantee
BALANCE SHEET
as at 31 December 2024

	Notes	2024 €	2023 €
Current Assets			
Debtors	10	13,350	76,517
Cash and cash equivalents	11	166,952	114,897
		<u>180,302</u>	<u>191,414</u>
Creditors: Amounts falling due within one year	12	(41,439)	(71,136)
Net Current Assets		<u>138,863</u>	<u>120,278</u>
Total Assets less Current Liabilities		<u>138,863</u>	<u>120,278</u>
Funds			
Restricted funds		(431)	(2,800)
General fund (unrestricted)		139,294	123,078
Total funds		<u>138,863</u>	<u>120,278</u>

Approved by the Board of Directors on 27/05/2025 and signed on its behalf by:



Gerard Griffin (Chairperson)
Director



Sharon Byrne (Treasurer)
Director

Breaking Through Company Limited by Guarantee

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2024

	Notes	2024 €	2023 €
Cash flows from operating activities			
Net movement in funds		18,585	30,131
Adjustments for:			
Interest receivable and similar income		(45)	-
		<u>18,540</u>	<u>30,131</u>
Movements in working capital:			
Movement in debtors		63,167	(75,422)
Movement in creditors		(29,253)	(64,127)
		<u>52,454</u>	<u>(109,418)</u>
Cash generated from/(used in) operations			
Cash flows from investing activities			
Interest received		45	-
		<u>52,499</u>	<u>(109,418)</u>
Net increase/(decrease) in cash and cash equivalents		113,795	223,213
Cash and cash equivalents at the beginning of the year		113,795	223,213
Cash and cash equivalents at the end of the year	11	<u>166,294</u>	<u>113,795</u>

Breaking Through Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

1. GENERAL INFORMATION

Breaking Through Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Newtown House, Confey, Leixlip, Co. Kildare, W23 T8W5, which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

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. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2024 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

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 dependent 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 financial year ended 31 December 2024

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.

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash and cash equivalents

Cash and cash equivalents comprises cash at bank.

Taxation

No current or deferred taxation arises as the charity has been granted charitable exemption.

3. GOING CONCERN

The directors have made an assessment based on the reason that 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.

4. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

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

5. INCOME

5.1 CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2024	2023
	€	€	€	€
Grants from governments and other co-funders:				
Income from charitable activities	126,991	424,745	551,736	459,789
5.2 OTHER INCOME	Unrestricted Funds	Restricted Funds	2024	2023
	€	€	€	€
Other income	45	-	45	-

6. EXPENDITURE

6.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2024	2023
	€	€	€	€	€
Expenditure on charitable activities	181,299	80,747	271,150	533,196	429,658
6.2 SUPPORT COSTS			Charitable Activities	2024	2023
			€	€	€
Support			271,150	271,150	-

Breaking Through Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

7. ANALYSIS OF SUPPORT COSTS

	2024 €	2023 €
Support	271,150	-

8. INVESTMENT AND OTHER INCOME

	2024 €	2023 €
Other interest	45	-

9. EMPLOYEES AND REMUNERATION

Number of employees

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

The average number of persons employed (including executive directors) during the financial year was as follows:

	2024 Number	2023 Number
Direct & Administration	4	3

The staff costs comprise:

	2024 €	2023 €
Wages and salaries	156,067	142,749
Social security costs	16,838	15,180
Pension costs	7,540	8,270
	180,445	166,199

10. DEBTORS

	2024 €	2023 €
Other debtors	12,550	76,517
Prepayments and accrued income	800	-
	13,350	76,517

11. CASH AND CASH EQUIVALENTS

	2024 €	2023 €
Cash and bank balances	166,952	114,897
Bank overdrafts	(658)	(1,102)
	166,294	113,795

12. CREDITORS

Amounts falling due within one year

	2024 €	2023 €
Bank overdrafts	658	1,102
Trade creditors	358	2,091
Accruals	5,464	9,308
Deferred Income	34,959	58,635
	41,439	71,136

Breaking Through Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2024

13. STATE FUNDING

Revenue Grants:

Agency

Sponsoring Government Department	Grant Programme	Term	Total grant awarded	Expenditure	Amount of the grant taken to income in the current financial statements	Cash received in the financial year	Grant amounts deferred or due at financial year end
Department of Rural and Community Development	Scheme to Support National Organisations	July 2022 to June 2025	€91,013	€91,013	€91,013	€91,013	Nil
Pobal							

Breaking Through Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2024

14. RESERVES

	2024 €	2023 €
At the beginning of the year	120,278	90,147
Surplus for the financial year	18,585	30,131
At the end of the year	<u>138,863</u>	<u>120,278</u>

15. STATUS

The charity is a company limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

16. CONTINGENT LIABILITIES

There were no contingent liabilities at the year end.

17. RELATED PARTY TRANSACTIONS

The directors gave their services free of charge and not compensated for their work.
Directors received out-of-pocket expenses to the value of €1,106 during the year ended 31 December 2024 in line with company policy.

18. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

19. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on
23/05/2025

BREAKING THROUGH COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

NOT COVERED BY THE REPORT OF THE AUDITORS

Breaking Through Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

Operating Statement
for the financial year ended 31 December 2024

	2024 €	2023 €
Income		
Department of Rural and Community Development (SSNO)	91,013	91,013
HSE funding	422,871	334,607
Professional Services Fee Income	4,006	7,119
HSE National Lottery Grant	3,445	1,560
Department of Children, Equality, Disability, Integration & Youth - Conference & Network Events	12,500	10,000
Tusla - Conference	7,000	7,000
Ticket Sales - Conference	3,901	4,490
Daffodil Care - Conference	2,000	2,000
IASC - Bursary for IAN to Distribute	1,000	-
Fairport - Conference	2,000	-
Focus Ireland - Conference	2,000	2,000
	<u>551,736</u>	<u>459,789</u>
Expenses		
Wages and salaries	156,067	142,749
Social security costs	16,838	15,180
Staff defined contribution pension costs	7,540	8,270
Training EE and Board	4,268	1,750
Conference / webinar expenses	25,225	23,906
Board expenses	1,867	4,152
ICT costs	15,098	312
Rent payable	10,500	10,500
Insurance	954	1,634
Light and heat	1,233	1,557
Printing, postage and stationery	5,660	10,699
Advertising	100	189
Telephone	1,160	1,230
Network expenses	3,766	3,824
Recruitment expenses	853	5,251
Travelling and subsistence	5,469	3,845
HSE suicide intervention skills training	271,150	189,864
Consultancy fees	-	672
Auditor's/Independent Examiner's remuneration	4,325	3,249
Bank charges	197	245
Subscriptions	676	580
Charitable donations	250	-
	<u>533,196</u>	<u>429,658</u>
Miscellaneous income		
Other interest	45	-
Net surplus	<u>18,585</u>	<u>30,131</u>