

Aware
(A Company Limited by Guarantee and Not Having a Share Capital)

Annual Report

Financial Year Ended 31 December 2022

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DIRECTORS AND OTHER INFORMATION

Board of Directors

Mr P Cosgrove
Mr S Crowley (Secretary)
Ms S Watson
Mr S Holmes (Vice Chair)
Dr K Gaynor (resigned 20/09/2022)
Mr K Kiernan
Mr P Power
Ms S Brennan
Ms B Grant (resigned 19/08/2022)
Mr N Collins
Dr P McKeon
Ms M McAuliffe
Ms J Butler
Ms F O Sullivan
Mr A Yeates
Dr L Feeney (appointed 20/11/2022)

Company Members

Mr P Allen
Mrs G Bailey
Ms E Blake Knox
Ms D Brennan
Ms J Butler
Ms A Byrne
Ms B Kinsella
Dr P McKeon
Mr J McKeon
Mr C Cunningham
Mr A Yeates
Mr B Colivet
Ms F O Sullivan
Ms S Lloyd Hickey

Secretary and Registered Office

Mr S Crowley
9 Leeson Street Upper
Dublin 4

Company number: 235838

Charity registered number: 20013189

Chairman

Mr P Cosgrove

Treasurer

Ms S Watson

Chief Executive

Mr D Layden

Solicitors

Field Fisher Solicitors
The Capel Building
Mary's Abbey
Dublin 7

Bankers

Bank of Ireland
St Mobhi Street
Glasnevin
Dublin 9

Chairman and Chief Executive Officer Welcome Message

2022 saw the long-awaited conclusion of Covid-19 restrictions. After almost two years of uncertainty, we all looked forward to returning to our 'normal' lives. For some people this was an easy transition, for others it has taken time to readjust. It was a year that highlighted the long-term impacts of a prolonged period of change and unrest, and the reality that some of our behaviours and new ways of living and working may never return to pre Covid days. We saw debates around hybrid working, the growing recognition of the importance of work-life balance and the "great resignation" with many people reassessing their lives and choosing to move to jobs with more meaning and flexibility.

At Aware, we too saw these changes reflected across our team and Service Users. Despite restrictions lifting, the public were very slow to return to our in-person service offerings, preferring to continue with the virtual options. We also noticed a clear preference for remote volunteering with our Volunteer team, despite encouragement to return to the office. These behaviour changes, while completely understandable as we became more comfortable returning to our old ways of living, did have implications on our services and the way we deliver them. Most notably we lost many valuable Volunteers as a significant proportion of those who stepped back during Covid-19 opted not to return to active roles in 2022. It also took a bit of trial and error with regard to reopening in-person services which we detail further within the Directors' Report.

While some of these changes have presented challenges, there have also been significant benefits to pivoting the way in which we work and deliver our services at Aware. With our remote volunteering options, we can welcome and support Volunteers from all over the country on each of our services. Importantly, continuing to offer each service in virtual and in-person environments means that we can each reach more people by providing options that suit their needs, lifestyles and that aren't contingent on living in a particular location.

We were fortunate to receive funding in 2022 specifically to enable us to develop core technical competencies in the organisation. This has allowed us to integrate a new Learning Management System to better recruit, manage and train our Volunteer team in 2023 and beyond.

Aware remains a volunteer led organisation and it would not have been possible to deliver our wide range of services without our dedicated and committed Volunteers. We are humbled by their willingness to serve our communities impacted by depression. We were also delighted to welcome many new Volunteers this past year.

Maintaining the highest standards of governance is of utmost importance to Aware. We are fortunate to have a highly proficient and engaged Board in place which was further expanded in 2021 and 2022. We are continually looking for ways to strengthen our governance and so during 2022, we provided additional governance training to ensure all Directors understand their roles while serving on our Board.

We ended 2022 in a strong financial position, and we are so grateful to all who supported us throughout the year – fundraising on our behalf, participating in our events, our wonderful Corporate Partners and of course, the ongoing support from the HSE.

We would also like to acknowledge and thank most sincerely the wider Aware team – our Volunteers, Training Partners, staff and supporters of Aware. Without your valuable contributions, we would not be able to deliver our wide range of services that have had a profound impact on so many people's lives. Thank you.

We will always experience challenges - as a society and as individuals. Here at Aware, our core message has always been one of hope. There are brighter days ahead and we will continue to work hard to ensure that people impacted by depression and bipolar disorder feel understood, supported and empowered to live a fulfilled life.



Peter Cosgrove
Chairman | Aware



Dominic Layden
Chief Executive Office | Aware

DIRECTORS' REPORT

The Directors present their Directors' Report together with the audited financial statements of the company for the financial year ended 31 December 2022. The Directors are considered to be the Trustees of the company, for the purposes of compliance with Charities SORP (FRS102). The Directors' Report contains the disclosures required in a Trustees' report in accordance with Charities SORP (FRS102).

This report has been prepared in accordance with the requirements of the Companies Act 2014 and the provisions of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the financial reporting standard pertinent in the Republic of Ireland (FRS102) hereafter denoted as the Charities SORP (FRS102). The Charities SORP (FRS102) is not yet mandatory in the Republic of Ireland and the Irish Charities Regulator has not prescribed accounting regulations for Irish Charities. In the absence of such prescriptive guidance the Board has adopted the Charities SORP (FRS102) as it is considered best practice.

Vision & Values

Aware undertakes to create a society where people affected by stress, depression, bipolar disorder, and related mood conditions are understood, supported, free from stigma and are encouraged to access appropriate therapies.

The principal objectives of the organisation as set out in our Memorandum and Articles of Association are as follows:

- To relieve conditions of depression, bipolar disorder, and other mood disorders by the provision of mutual support groups, counselling, psychotherapies and other clinically acceptable and practicable interventions for individual people, and groups of people within Ireland who are or who have been suffering from such illness, and their relatives and friends.
- To inform and educate on the nature, extent, consequences, treatment and prevention of depression, bipolar disorder and related mood disorders based on up-to-date research and information on the biological, psychological, and social bases of these disorders.
- To promote and encourage public awareness of depression, bipolar disorder and related mood disorders.
- To provide emotional and practical support to those affected by depression, bipolar disorder and related mood disorders.
- To support and conduct applied research into the development, treatment, and prevention of depression, bipolar disorder and related mood disorders.
- To act as a national organisation for all matters concerning the relief of those with depression, bipolar disorder and related mood disorders and their relatives and friends.

Our Values

Excellence

We strive for excellence in all we do, in providing support and information to the public, in delivering our educational programmes and in engaging with donors and all stakeholders.

Compassion

We are person centric, understanding and responding to the needs of service users, volunteers, staff, and all others we engage with.

Integrity

We value all opinions and treat all with respect and dignity in a transparent, honest, and fair manner.

Accountability

We hold ourselves accountable to the highest standards in respect of clinical and corporate governance and financial probity.

DIRECTORS' REPORT - continued

STRATEGIC REPORT

Our Impact In 2022

Aware continued to adapt and evolve our services to meet the needs of the public and provide our support, education and information services nationwide.

- Almost **27,000 people** were supported via our Support Line, Support Mail and Support & Self Care Group services.
- **3,671 adults** participated in our educational programmes.
- **3,361 young people** (aged 15-18 years) were equipped with resilience building skills via our school-based education programmes.
- Over **800,000** people accessed our website and followed our social media channels to avail of information and support.
- Despite a challenging environment, Aware generated an income of **€2,160,059** for service delivery which includes:
 - €606,663 in State funding
 - €492,705 from partnerships with corporate organisations
 - €372,531 via community fundraising
 - €315,330 in donations and bequests
 - €200,423 via Aware events
 - €172,194 of other grants from Foundations

Our Strategic Plan 2022-2025

When Aware was established in 1985, a number of principal objectives were set out, with service development focused on meeting these objectives.

Aware identifies strategic priorities every three years to enable and support delivery of these objectives. Achieving these goals is managed by establishing annual objectives and the regular monitoring of performance. A new Strategic Plan was approved by the Board of Aware in late 2021 following an extensive and inclusive process with our key stakeholders (Volunteers, Members, Funders, the Board of Directors, service users and staff).

This Strategic Plan identified a number of themes and outputs for the current strategic period:

- To renew our focus on growing and strengthening our Support & Self Care Group offering which remains integral to the organisation.
- To implement an evidence informed service strategy - continuing with our current range of services and piloting further supports with defined outcome measures for each service. Supported by a robust research strategy to evaluate and measure the impacts of our service offering.
- To offer tailored supports, ensuring that clear care pathways are in place for our service users.
- To build awareness and understanding of depression, bipolar disorder and related mood conditions through our communications activities.
- To maintain our organizational effectiveness and ensure that our funding, structure, systems and governance enable delivery of our stated objectives.
- To engage with other mental health care service providers to ensure coordination of services for people experiencing mental health difficulties.

Continuing Impact of Covid-19 in 2022

Covid-19 had a significant global impact throughout 2020 and 2021. 2022 saw us gradually move from a 'crisis response' in Ireland, however it's clear that the impact of Covid will have long-term effects on the way we live and work. There has been major societal change, some people are still dealing with the residual trauma and loss from Covid and others have changed their habits and routines. It will take time to adjust and adapt to these changes and we have seen this reflected across the behaviour and needs of our Service Users, our Volunteers and our supporters throughout 2022.

DIRECTORS' REPORT - continued

Our Services

Aware provides a range of free support, education, and information services for people impacted by depression, bipolar disorder and other mood related conditions.

Aware Support & Self Care Groups

“Your meetings are proving to be a lifeline. This morning I was totally overwhelmed by my “dread” feelings. I tried to manage them with all my usual tricks and the prospect of the meetings this week were an important part of the picture to help me hang on in there until I got some relief.”

The Aware Support & Self Care Groups provide peer to peer support, facilitated by Aware trained Volunteers. Following the success of the virtual groups during Covid-19 restrictions (which opened the service to a wider cohort of people all over Ireland), Aware has continued with a hybrid offering, providing in-person, Zoom and phone-in options.

2022 vs 2021

Aware originally began the process of resuming in-person groups in 2021 with varying success due to further restrictions, venue limitations, Volunteer availability and public reluctance to attend in-person events. Throughout 2022, Aware continued this process, focusing on large urban areas. By year end, three groups had resumed in Dublin, two in Cork and one in Kerry, Galway, Limerick and Waterford. We reopened the Mayo group but unfortunately it became non-viable due to low attendance and was subsequently closed in December. By the end of 2022, the Support & Self Care Group offering increased from 16 to 23 weekly groups to include 10 in-person, 8 Zoom, 1 phone in, along with four dedicated groups as outlined below. 6,164 people attended 898 group meetings during the year, compared to 4,323 attendees at 583 meetings in 2021, representing a 43% increase in attendance year on year.

New Group Offerings

Aware remains committed to providing support for people supporting a loved one experiencing depression or bipolar disorder. To that end, a dedicated Relatives & Friends Support Group was introduced in October 2022, with 39 visits to the 12 groups offered between October and December inclusive.

A key component of Aware’s new Living Well With Bipolar Disorder Programme is a follow-on Bipolar Disorder Support Group to enable participants to give and receive support as they further explore and implement the learnings from the programme. In 2022, there were 223 visits to 35 groups offered between August and December inclusive. Two dedicated groups are now offered each week.

The response to the new Relatives & Friends and Bipolar Disorder Support Groups has been overwhelmingly positive, with attendees highlighting the positive impact of feeling connected to others going through similar experiences.

Aware Support Line

“I’m alive because someone listened to a woman who was so desperately sad that she felt her only option was to take her own life. There is someone ready to listen. It’s not easy picking up a phone and speaking to a stranger but it could save someone’s life. It saved mine.”

The Aware Support Line operates 365 days a year between 10am and 10pm and has been termed a ‘lifeline’ by many of our services users.

“She gave me so much more than she is probably aware of herself. She said all the right things and gave me the space and patience to let me share my issues.”

2022 vs 2021

In 2022, we received 31,524 calls in comparison to 29,729 calls in 2021. 2020 continues to represent peak demand for the service with 37,506 calls to the line as the public dealt with the early ramifications of Covid-19.

DIRECTORS' REPORT - continued

The Support Line traditionally operated out of the Aware offices in Dublin. When Covid-19 restrictions came into play in early 2020, Aware moved to a non-geographical, VOIP service to allow Volunteers to take calls remotely so we could continue to provide a vital service and recruit Volunteers from outside of Dublin at a time of high demand.

Resuming In-Person Volunteering

Similar to the Support & Self Care Groups, Aware attempted to resume in-person delivery for the Support Line (for Dublin based Volunteers) at several points during 2021 but this was thwarted by subsequent restrictions and low Volunteer interest. During 2022, Volunteers were once again invited to resume in-person Volunteering at Aware's Dublin office, many of whom began to avail of the option. The choice of volunteering remotely will remain in place to ensure we can meet growing demand and changing expectations/need for flexibility from Volunteers.

Monitoring The Service

The 3Connect APP continues to allow us to monitor calls for best practice and ensure that Volunteers are receiving valuable ongoing learning and development feedback. We have observed a very positive cultural shift whereby Volunteers are now asking for their calls to be reviewed to support the growth and development of their delivery skills.

2023 Challenges

Only 19,248 of the 31,524 calls received were answered in 2022, representing a 61% answer rate in comparison to 77% the previous year. This can be attributed to a range of factors to include volume of active Volunteers available to answer calls, an increase in long calls to the line and shift attendance variability. Aware has always strived to achieve an 80% answer rate, so the successful recruitment, training and retention of Volunteers for the Support Line is a key priority for 2023.

Aware Support Mail

"I really appreciate you taking the time to read my email and compile all this information. It helps to know there are supports out there."

Our encrypted Support Mail service allows people to email for support at any time and be assured of an answer within 24 hours.

2022 vs 2021

The Support Mail Service continued to operate as normal during 2022 with Volunteers answering 1,109 emails. This is in comparison to 1,527 emails in 2021, highlighting the ongoing decrease in demand for this service. 29% of emails in 2022 related to general Aware queries and so were redirected to our Administration team. While it isn't possible to draw concrete conclusions, we believe the drop in demand is linked to the availability of a substantial range of information on our website and the increasing suite of services we provide.

Achieving Target Response Times

82% of mails were responded to within 24 hours in 2022, which demonstrates the dedication and commitment of Support Mail Volunteers to achieving service targets.

Looking Forward

We will be reviewing this service in 2023 to better understand what type of response is required to address the needs of Service Users.

Our Education Services – Education and Wellbeing Programmes

Aware's free adult education programmes include the Life Skills Group Programme and Life Skills Online Programme, both of which are based on the principles of Cognitive Behavioural Therapy (CBT), a Relatives & Friends Programme, designed for those supporting a loved one experiencing depression or bipolar disorder and our new Living Well With Bipolar Disorder Programme. In 2022, all programmes were offered in virtual environments and a limited number of in-person settings. We plan to continue to operate a hybrid model to meet public demand.

DIRECTORS' REPORT - continued

Life Skills Group Programme

This is a group programme, taking place one evening a week over a six-week period, delivered by an Aware Training Partner and suitable for people experiencing anxiety, mild to moderate depression or looking to learn more about their mental health and how to manage it.

“It really struck a chord with me, with such simple but very effective tools to help manage those unhelpful thoughts and day to day life.”

In 2022, Aware delivered 76 programmes, supporting 1,492 adults. This represents an increase in participants but a drop in the number of programmes compared to 2021 (1,309 participants and 80 programmes delivered).

Life Skills Online Programme (delivered in conjunction with SilverCloud Health)

This programme contains eight modules which a participant can work through in their own time. Each participant is allocated an Aware trained supporter who guides them week by week.

“I could not believe how helpful this programme was and can honestly say that I use what I have learned EVERY day now. I feel more equipped to deal with bad days, negative thoughts, and the fear of becoming depressed or low again is now not as bad or as daunting.”

We delivered this programme to 1,620 participants in 2022.

Relatives & Friends Programme

This psychoeducational programme takes place over four weeks and is delivered by an Aware Training Partner and Mental Health Professional. It is specifically designed to address the needs and self-care of those supporting a loved one.

“I thought it was great to be in a room with others in the same boat – very comforting. Sharing experiences and hearing that the way I'm reacting is normal and giving me information how to help.”

Aware supported 400 adults across 31 programmes in 2022. This represents a small drop from 2021 with 411 individuals attending a total of 35 programmes.

Living Well With Bipolar Disorder Programme

This is an education and support programme which takes place over eight weeks, is delivered by a Mental Health Professional and benefits from a dedicated follow-on Support & Self Care Group. It aims to provide participants with the information and tools to understand and live well with bipolar disorder.

2022 represented the first year of this programme offering, following a successful pilot in 2021. The aim was to deliver 20 programmes. 18 programmes were delivered supporting 159 adults living with bipolar disorder.

Aware also offers school (senior cycle) and workplace-based programmes.

Life Skills For Schools Programme

This programme is designed for senior cycle students ages 15-18 years old and delivered over a six-week period by an Aware Training Partner.

“I can't begin to tell you how beneficial it was to the students. All unanimously felt they gained valuable information and strategies to help them regulate their thoughts and emotions, as Ciaran said they have options. It was pitched perfectly to them and their needs.”

In 2022, Aware delivered 185 programmes to 3,602 students.

DIRECTORS' REPORT - continued

Wellness@Work

Aware offers two workplace wellness programmes, designed to meet demand from existing corporate partners and the workplace. The programmes intend to raise awareness of mental health issues and help staff and managers to learn and use relevant coping skills to better manage positive mental health in the workplace. 44 sessions were delivered in 2022.

“The Wellness@Work Programme has been an extremely beneficial exercise for all of our team here. We gained a new awareness of how to manage day to day stress as well as what can compound it. I wouldn't hesitate to recommend this programme to any employer for whom employee wellbeing is a priority.”

Reflecting On Performance In 2022

Throughout 2022, we started to resume the in-person programme option with limited success due to the residual impact of Covid-19, resulting in numerous programme cancellations where minimum attendee numbers were not reached. This meant that we did not achieve our target number of programmes or participants for many of our education offerings in 2022. This reflects changes in public behaviour as we continue to adjust to recent societal changes and highlights that this is a learning process for Aware too as we monitor and reflect on the changing demands and needs of the public.

Delivering Our Services

Aware's services are provided either by highly trained and committed Volunteers or Training Partners and Mental Health Professionals who are paid to deliver our educational services on a sessional basis. We are committed to ensuring that we recruit Volunteers and Training Partners carefully and train them to the highest standards. To that end, we have dedicated staff members who manage our Volunteer and Training Partner recruitment and training programmes.

Our Volunteers

Since its inception over 38 years ago, Aware has been a volunteer led organisation with over 400 Volunteers delivering our range of support services to include our Support Line, Support Mail, Support & Self Care Groups and our positive mental health programme Life Skills Online. Without the dedication and commitment from our Volunteers, we would not be able to support upwards of 30,000 people each year via these vital services. Our Volunteers are a hugely diverse group, all ages and from all walks of life. Many have their own experience of mental illness, either directly or through supporting a loved one, which has inspired them to want to support others going through similar experiences.

“I think it's an immense privilege to volunteer for such a wonderful organisation and to see that the small part we play as facilitators can have such a transformative impact on people's lives.”

We were delighted to welcome nearly 200 new Volunteers to the team in 2022. Each Volunteer generously gives of their time, and most importantly their compassion to ensure that everyone who contacts Aware receives understanding, empathy and support.

Recruitment Of New Volunteers

Our Volunteers undertake a rigorous recruitment and training programme to prepare them for their roles. All Volunteers go through an extensive recruitment process which includes completing an online application form, a pre-screening call, a 30-minute telephone interview, submission of two references, Garda Vetting, and completion of the Children First and Safeguarding Vulnerable adults e-learning modules. Once that process has been completed the new Volunteer then goes through a training process for the service they have volunteered with.

While the last few years have certainly held many challenges for Aware, it also opened up new opportunities in the way we recruit, train and deliver our services, thereby allowing us to welcome Volunteers from all over the country to each of our services.

DIRECTORS' REPORT - continued

Evolving Our Recruitment & Training

We pride ourselves on the high-quality training provided to our Volunteers which ensures they are fully prepared for their roles. While virtual training was adequate during Covid-19 restrictions and every effort was made to replicate our usual training process, there were challenges - particularly around developing a 'team' culture in an online only environment. In our experience, in-person interaction is really important for building relationships and providing a safe, supportive environment in which to practise learnings. We were delighted to resume in-person training in 2022 and Aware now operates a hybrid model to best meet the needs of our Volunteers and the organisation.

In late 2022, we received funding to enable the organisation to implement a new Learning Management System (LMS) to further improve the recruitment and training experience for our Volunteers. The system is now up and running and we are already seeing its benefits. We also plan to implement a new Volunteer Management System in 2023 which will allow volunteers to book their own shifts from their mobile phone and make changes as required, along with a Board Portal which will host all Board and Committee papers facilitating easier access to important governance documentation for our trustees.

Volunteer Education Days

Aware holds a number of education days each year offering opportunity to connect with peers, hear updates on the organisation and refresh on practise and self-care. It is mandatory for Volunteers to attend one education day per year.

Supporting Our Volunteers

Our team of Volunteers are the backbone of the organisation and ensuring their safety and wellbeing is of vital importance to Aware. We work closely with our Volunteers on each service to ensure that everyone feels prepared and supported in their roles. This includes refresher training, ongoing education days and service meetings, regular check ins from the service manager with a focus on the self-care of the Volunteer along with additional support measures such as the 'buddy' system and Slack app.

Changing Volunteer Behaviour

We are all still adjusting to new ways of living and working following significant upheaval. At Aware, we have seen these changes reflected across our Volunteer community, with more movement and a much greater need for flexibility. This poses challenges for Aware as recruitment and training takes time and resources and high attrition rates impact on service delivery. We are constantly reviewing our recruitment and retention approaches to best address this issue.

Stepping Down

113 Volunteers stepped down in 2022 (in comparison to 77 in 2021 and 96 in 2020), with most citing personal reasons for moving on. A proportion of these Volunteers had been 'on hold' for a prolonged period.

Looking Ahead

Our aim in 2023 is to maintain an active Volunteer base of 416 people to ensure we can deliver on our objectives and mitigate against expected rates of Volunteer attrition throughout the year.

Our Training Partners (paid contractors)

Aware's Training Partners deliver our adult and school-based education programmes. The recruitment procedure for our Training Partners is a three-step process consisting of an initial interview, on-site training and delivery demonstration. Refresher training takes place throughout the year and successful candidates are continually assessed to include unannounced site visits by Management. 43 Training Partners were on the Aware panel at the end of 2022.

DIRECTORS' REPORT - continued

Raising Our Funds

Aware's services are offered to the public free of charge. As we receive less than 30% in State funding, it is necessary to maintain a robust fundraising function to ensure we can continue to meet the needs of our service users, and to provide the capacity to develop our services in line with the needs of current and future service users.

In 2022 we continued to adopt a fundraising strategy that focuses on diversified sources of income to protect the sustainability of the organisation. State income has been of significant importance for many years, whilst ongoing support from the public and our Corporate Partners provides both much-needed funding and enhanced conversation around mental health. We are thankful that the high level of support demonstrated for Aware again in 2022, allowed us to end the year in a strong financial position.

State Income

State funding continues to play a central role in the provision of Aware services. In 2022, we received a total of €606,663 income through our work with regional CHO offices of the HSE, as well as from the National Office of Suicide Prevention. State funding contributed towards the significant costs of operating our Support Services, as well as enabling us to deliver our Life Skills Programmes to adults across Ireland, both in-person and virtually. We are immensely grateful to the HSE and NOSP for their continued support during 2022.

Corporate Partnerships

Income generated through Corporate relationships represented 22.8% of total income in 2022. The generosity of existing partners such as Three Mobile, Cadbury, Davy, Maxol, Dublin Port Company, ESB, Aldi and the Press Up Group continued to provide vital funds to support our work, and we were delighted to welcome new partners during the year, including DFK Crowley and O'Connor, Sutton & Cronin. Corporate partners engage in a wide range of activities, ranging from sponsorship of Aware events to direct donations and staff fundraising. We place great emphasis on fostering strong, mutually beneficial relationships with our corporate partners, and welcome the opportunity to engage with staff to enhance their understanding of how to support positive mental health.

"Three is delighted to support Aware as part of a three-year charity partnership. Because our business is all about making connections, Aware and its work in the area of mental health is a strong fit for us. We work together in a collaborative way to support Aware to achieve its aims through corporate donations, fundraising, awareness-raising, volunteering and more."

Philanthropy & Foundations

We have been successful in developing new income streams from philanthropic sources in recent years. Both the Cadbury Foundation and Community Foundation for Ireland (via the hugely successful Toy Show Appeal) supported our Life Skills for Schools programme aimed at senior-cycle students, whilst the Community Foundation also supported our work providing specific services for Ukrainian citizens seeking refuge in Ireland. The Fidelis Foundation made a generous contribution to the work of Aware during 2022, and we very much welcomed the development of this new partnership.

Public Support

Despite all the challenges the public continue to face in their personal lives, people stepped up once again to support Aware via donations, fundraising activities and participation in our events. We are so grateful for both their financial support and their role in helping us to raise awareness for mental health and our services.

"I am so happy to support you, year on year my admiration for Aware grows and I will continue do this every year that I can to support you. Your work is just tremendous."

Aware Events

Aware hosts a number of annual public and corporate events each year to include the Aware Harbour2Harbour Walk, Aware Christmas 5K, Aware Golf Outing and the Aware Resilience Lunch. We were delighted to resume in-person events in 2022, in particular our Harbour2Harbour event which we had not been in a position to host since 2019. Our virtual Christmas 5K posed a number of challenges, and a focus for 2023 will be on reimagining this event alongside the development of our existing fundraising activities.

DIRECTORS' REPORT - continued

Building Our Profile

The Communications function plays a number of roles within the organisation, with brand, service and fundraising objectives.

On an ongoing basis, we aim to educate the public about mental health and to tell the stories of our service users to achieve positive change in public attitudes and behaviour, challenge stigma, and ensure that everyone who can benefit from our services know what is available and how to access it. We continually strive to engage with new and existing audiences by developing new content and embracing new ways of communication.

Key objectives include:

- Raising the profile of Aware
- Increasing awareness and understanding of depression, bipolar disorder and related mood conditions
- Encouraging engagement with Aware Support Services and driving participation in Aware's Education Programmes
- Supporting Volunteer recruitment and engagement
- Driving revenue and participation in Aware events
- Supporting recruitment and retention of Corporate Partners

Throughout 2022, Aware continued to address these objectives through our Communications activities, despite challenges relating to staff resource for the function.

Building Our Profile

It is our responsibility as a leading mental health organisation to ensure we are providing a range of accessible information to inform and educate the public on mental health and our services and to drive support for Aware by communicating our vision and the impact of our work. Throughout 2022, we continued in our efforts to increase visibility of the organisation and engage with new and existing audiences, utilising our digital presence and content, literature, webinar series and marketing activities to promote our services, campaigns, events, and collaborations with corporate partners.

Website & Social Media Channels

Aware's website continues to play an integral role in sharing information and resources, alongside facilitating the registration for our education programmes, webinars, and events. We place great importance on ensuring that our website is easy to navigate, and provides reliable, trustworthy and regularly updated content. Unfortunately, the resourcing issue throughout 2022 did impact on our digital activity which resulted in unique website views dropping to 708,000 from 747,000 in 2021 (down 5%). On a positive note, we did see engagement increase with the average time spent on a page increasing by 10%, highlighting the relevance of the information provided.

Despite reduced volume of activity on our social channels, our following increased by almost 3,000. Our YouTube channel which houses our lectures/webinars and other video content continued to record high traffic with over 750,000 views throughout the year.

Our digital presence is a key focus as we move into 2023, with plans to improve the user journey further and increase our traffic significantly. To maximize all opportunities and maintain an engaged following, developing content continues to be a priority for Aware going forward.

Webinar Series

The Aware Webinar Series is delivered by subject matter and lived experience experts, alongside clinicians on a range of topics connected to mental health each month. They are an opportunity to share knowledge, to raise awareness and to bring our expertise to the public, alongside broadening the awareness of the organisation and the free services available. The Webinar Series experienced a drop in registration/attendance in 2022, perhaps explained by webinar fatigue post Covid and a lack of promotion. However, engagement with the recordings remained high and feedback has been overwhelmingly positive. Along with the website and social media channels, we are focused on strengthening this offering in 2023, securing high profile contributors and investing in appropriate levels of promotion to increase engagement with the series. We are also considering how we might evolve this offering in line with public demand e.g. a podcast/video hybrid for 2024.

"I look Aware for education, guidance and support and this webinar really hit the nail on the head for me. I found it so encouraging and it left me with the feeling that change is both possible and desirable – well done Aware for being such a great resource."

DIRECTORS' REPORT - continued*Looking forward*

As we move into 2023 and with our Communications team back to its full complement, we are focused on strengthening the Communications function to ensure we can deliver on our objectives and maximise all opportunities open to us.

FINANCIAL REVIEW

Despite facing a number of challenges during the year, thanks to the generosity and support from our corporate partners, the public and the State, Aware managed to end the year in a strong position with a total income of €2,160,059. Total expenditure was €2,229,484.

At year-end, the company had reserves of €1,552,563. These reserves are available to cover the risk of a fall in future income generation and to support continued delivery of the strategic plan. The results for the year ended 31 December 2022 are set out in full on page 29.

Income

The Company generated income of €2,160,059 in the year, a decrease from €2,187,614 in 2022. In 2022, we received €606,663 in grant funding under Section 39 of the Health Act 2004, representing 28% of our overall income (2021: 29%). The remaining 72% (2021: 71%) of total income was generated by public and corporate support.

Approximately 72% of our income each year is not guaranteed and difficult to predict, so it's imperative that Aware operates a robust fundraising function. In 2022, fundraising expenditure amounted to €467,182. These costs were required to develop, implement, and promote events and initiatives. On average, therefore it cost Aware €0.21 to generate €1 of income in 2022 (taking into account staff costs).

INCOME	2022 €	2021 €
Donations & legacies	980,229	967,247
Charitable activities	606,663	641,559
Trading activities	572,954	578,595
Other income	213	213
Total Income	2,160,059	2,187,614

Restricted Income

The majority of the company's income and the funds held are unrestricted. Funding received from a number of organisations is allocated to the following programmes, and is treated as restricted:

- NOSP funding allocated to Life Skills Programmes, Living Well With Bipolar Disorder Programmes and remote access solution for the Support Line.
- HSE grants allocated to Support & Self Care Groups, Support Line and Support Mail.
- National Lottery funding allocated to Life Skills for Schools Programmes.
- ESB Energy for Generations Fund allocated to Life Skills for Schools Programmes.
- Cadbury Foundation funding allocated to Life Skills for Schools Programmes.
- Community Foundation funding allocated to Ukrainian Refugee Support & Self Care Groups and Relatives & Friends Programmes, Life Skills for Schools Programme in Waterford and Life Skills Programmes for Nursing Homes Ireland.
- Community Foundation via Toy Show Appeal funding allocated to DEIS schools nationwide for Life Skills for Schools Programmes.

Expenditure

In 2022, Aware invested €2,229,484 (2021: €2,071,802) in furtherance of its goals.

EXPENDITURE	2022 €	2021 €
Charitable activities	1,762,302	1,584,200
Raising funds	467,182	487,602
Total Expenditure	2,229,484	2,071,802

DIRECTORS' REPORT - continued

Financial Position

Reserves & Investment Policy

At year-end, the company had designated reserves of €667,277 in line with best practice, which the Directors consider as the level of funds required to provide for the orderly winding up of Aware in the unlikely event of it being necessary to close the company. The organisation holds a "Statement of Reserves and Investment Policy Principles" which has been approved by the Finance and Remuneration Committee. The key objectives of the policy are:

- To ensure that the Company has sufficient funds to access in the event of a temporary reduction in income of the Company.
- To ensure that there are sufficient funds maintained at all times to continue with a level of Volunteer led supports services.
- To ensure an orderly wind-up of the Company can be implemented if required.
- That any additional funds are used to invest in services, fundraising and communications in line with the Company's strategic plans.

The organisation holds reserves of €666,000 which increased from €309,000 in 2018, following the sale of our office premises. The Board and management keep this reserve requirement under regular review, and it will be amended as and when required.

The Company held cash at bank of €1,784,494 as of 31 December 2022 of which €666,000 is set aside and held in two separate deposit bank accounts. The purpose of these accounts is twofold; firstly, to ring fence the winding up reserves of €309,000 and secondly to maintain an additional buffer which is available to meet cash requirements subject to approval by resolution of the Board. Also, of the cash held at bank €120,633 is allocated towards service delivery and has been treated as deferred income as it was only received in late 2021/2022 and will be expensed in 2023.

Pensions

The Company operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Company. The annual contributions payable is charged to the income and expenditure account. Every employee is entitled to join the Company pension after their probationary period, with the Company matching their contribution up to 5%.

Remuneration Policy

A new remuneration policy was approved by the Board in 2018. The Finance and Remuneration Committee is responsible for reviewing salaries of all senior management roles within the organisation and from time to time to recommend increases to the Board, as appropriate. Management is responsible for setting and reviewing the salaries for staff, in accordance with the policy and approved budget.

The policy includes for the Finance and Remuneration Committee to review salaries and cost of living adjustments annually that may be deemed appropriate and to propose any such recommendation to the Board for approval.

The CEO's salary in 2022 was €97,850 per annum. This was set following a benchmarking review by the Board in 2014 and reviewed again in 2018. The CEO is paid for work related expenses which are authorized by the Chairman. The CEO has delegated responsibility to Senior Management for authorization of direct reports' expenses (with attached receipts).

Dividends & Retention

The Company is precluded by its Memorandum of Association from paying dividends, either as part of normal operations or on a distribution of its assets in the event of a winding-up.

Political Donations

There have been no donations made to any political party or organisations. The CEO does arrange to meet with the Minister of State with responsibility for Mental Health and other politicians from time to time. All meetings or correspondence is registered with the Lobbying Register as per the requirements of the Lobbying Act 2013.

DIRECTORS' REPORT - continued

GOVERNANCE

Organisational Structure & Management

The Company is governed by its Memorandum and Articles of Association which sets out the objectives for which the Company is established and the respective duties, responsibilities and obligations of its Members and Directors.

Aware Board of Directors

The Charity Regulator defines Charity Trustees (Directors in the case of companies such as Aware) as the people who exercise control over and are legally responsible for the management of the charity. The role of a Charity Trustee carries with it significant responsibility. While the Trustees can delegate tasks, they cannot delegate accountability. The Charity Regulator expects charities to be controlled and managed in a way that protects the charity's reputation and encourages public trust and confidence in the sector.

The Board of Directors is responsible for the strategic development and governance oversight of the Company on behalf of its members. Membership is voluntary, with no remuneration paid and expenses reimbursed where claimed and receipted.

Membership of the Board of Directors is based on:

Professional competencies and required skill sets (e.g., finance, legal). Some of the Directors were sourced through Boardmatch Ireland. Other Directors appointed may have had Volunteer roles within the organisation for a period and a good understanding of Aware's ethos and culture, or an interest and insight into depression, prevention of same and overall mental wellbeing.

There have been no contracts or arrangements entered during the financial year in which a Director was materially interested, or which were significant in relation to the charity's activities. Neither the Directors nor the Secretary had any financial interests in the company or in any related companies.

Board Profiles

Peter Cosgrove (Chairperson)

Peter is the Managing Director of Futurewise, a future of work insights company which explores the latest trends that are shaping the future of work and our world. He has experience in the fields of banking, management consultancy and the staffing sectors. Peter is on the steering committee of the 30% Club and is Chair of Brain Tumour Ireland. He is the former Chair of Junior Achievement Ireland, Blackrock Athletic Club, and the National Recruitment Federation. He has written two books 'Fun Unplugged' and 'Family Fun Unplugged'. Peter was elected to Vice Chairperson of Aware in 2017 and elected Chairperson in November 2021.

Stephen Crowley (Secretary)

Stephen lives in Carrigaline, Co. Cork and has been involved with Aware as a Support & Self Care Group Facilitator for many years. He also plays a key role in the Aware training team, delivering training to new Volunteers. Stephen works as a Training and Development Specialist with Novartis Ringaskiddy Limited. He has worked with the company for over 20 years across various departments including production and processing. Stephen is passionate about people and personal development, and in his free time he has completed a Diploma in Life & Executive Coaching and studied Emotional Intelligence at Carlow Institute of Technology.

Sarah Watson (Treasurer)

Sarah is a Commerce graduate from UCD and holds a post graduate diploma in professional accounting from the UCD Smurfit Business School. She is a fellow of the Institute of Chartered Accountants in Ireland. Sarah commenced her career with PWC where she worked on various financial services clients, spending time both in Ireland and the US. She held various financial and risk management roles with UniCredit Group, BOI Group and Bank of New York. Sarah currently heads up the Finance function for Scotiabank in Ireland where she has responsibility for all financial and regulatory reporting.

DIRECTORS' REPORT - continued

Simon Holmes (Vice Chairperson)

Simon is Executive Vice President of Investor Relations and Corporate Development at ICON plc, one of the world's leading contract research organisations helping to bring new medical treatments to market. He is responsible for the company's investor relations function and for the proactive identification and evaluation of potential acquisition candidates. Prior to this role, Simon was Group Director of Marketing, a position he assumed on joining ICON in July 2005. A graduate of the University of East Anglia and Cambridge University, Simon holds an MBA from the UCD Smurfit Business School and previously held senior positions with Microsoft, LogicaCMG and Cable and Wireless.

Keith Kiernan

Keith is Chief Information Officer (CIO) of Bank of Ireland Group. He has responsibility for Group IT strategy and deployment, systems management, and the adoption of technologies to support the delivery of strategic business change programmes. Keith was formally Chief Operations and Technology Officer with RSA in Ireland where he had full executive responsibility for all aspects of the Technology Strategy, Delivery and Operations in addition to shared services and general insurance business operations. Prior to RSA, Keith held several roles with Telefonica O2 Ireland. Keith led O2's transformation journey providing the leadership and direction necessary to affect the sale and integration process of O2 Ireland to Hutchinson Whampoa ("3") in Ireland. A graduate of Trinity college Dublin, Keith holds an honours degree in Civil & Environmental Engineering.

Piaras Power

Piaras is a Partner with global law firm Eversheds Sutherland in Ireland, heading up the Firm's Banking & Financial Services practice group. Piaras has responsibility for advising both Irish and international clients on all aspects of banking law. In his role as practice group head, Piaras sits on the Firm's Executive Management Committee in addition to various sub-committee's covering key areas such as business strategy and diversity and inclusion. Piaras is a graduate of UCD and a member of the Law Society of Ireland.

Sinead Brennan

Sinéad joined the NTMA in March 2014 as Head of Human Resources and was subsequently appointed Director, HR before becoming Chief People Officer. Prior to joining the NTMA, she was Head of Human Resources with KBC Bank Ireland and previously HR Director with BDO Ireland. Sinéad has also worked in HR roles in the software sector and in HR consultancy services. Sinéad is Chair of the Gender Matters initiative in the NTMA and is an advocate for Inclusion and Diversity across the Agency. Her professional passion is to create work cultures where people can thrive, develop, and bring their authentic selves to work. She holds a PhD from Dublin City University (DCU), and her research topic was leadership development. She was announced as the 2019 Pearse Walsh Medal Award winner for her research. Sinéad also holds an Masters in Business Studies from DCU.

Neil Collins

Neil is a Managing Director at KPMG Corporate Finance and has over 25 years of corporate finance experience having joined KPMG in 1996. Neil has advised on a wide variety of corporate finance transactions including mergers and acquisitions, infrastructure and energy projects, debt portfolio transactions and fundraisings. He is a graduate of University of Limerick, University College Dublin and a Fellow of Chartered Accountants Ireland and chairs the Irish branch of the International Project Finance Association. Neil is married to Denise and has a son and two daughters. He is actively involved in his local GAA and golf club.

Dr Pat McKeon

Pat is a founding member of Aware and a Consultant Psychiatrist. He was Medical Director at St Patrick's Hospital, Dublin and Professor of Clinical Psychiatry at Trinity College Dublin and specialises in the management of depression and bipolar moods. He actively promotes the role of those with lived experience of mood problems as being 'experts by experience' who are uniquely placed to both raise public awareness and understanding of mood problems and provide support and knowledge to peers and their families who are on a similar journey. He has a wealth of experience as a member of Boards, particularly in the area of corporate governance, management of charities and fundraising. He has researched, written and broadcasted extensively on depression and bipolar and is currently researching the benefits of mood monitoring apps in the management of bipolar spectrum moods and difficult to treat depressions.

DIRECTORS' REPORT - continued

Mary McAuliffe

Mary is a Cognitive Behavioural Psychotherapist working in private practice in Tullamore. She specialises in working primarily with clients with both mood and anxiety disorders. She completed her post-graduate training in C.B.T. in The University of Durham, Newcastle, U.K. and her advanced training in Mindfulness Integrated C.B.T. with the M.i.C.B.T. Institute. Mary has a background in both mental health and general nursing. She has vast experience in the area of mental health working for many years as a Clinical Nurse Specialist on a mood disorders programme in St Patrick's Mental Health Services. This involved providing both individual and group psychotherapy and running psychoeducational and support groups for patients with bipolar disorder. She was an integral member of the multidisciplinary team specialising in this area and provided expertise to a variety of disciplines. She also worked on a genetic research project on bipolar disorders. Mary is passionate about promoting mental health and strives to enable people to become the architect of their own lives.

Joan Butler

Joan worked in various Government Departments prior to her marriage and joined Aware in 1990, training as a Support & Self Care Group facilitator. Along the way she volunteered at fundraising and other events and was part of the editorial team of the organisation's quarterly magazine 'Aware'. She returned to employment as Office Manager at a consultancy company. Joan became a Member of Aware in 2014 and continues in her role as Support & Self Care Group Facilitator. She has four children and three grandchildren.

Fiona O' Sullivan

Fiona has been a Support & Self Care Group Volunteer with Aware since 2018 and has assisted in the Aware trainees' programmes for several years. She co-founded a destination management company in 1996. She served terms as President and Treasurer of the Incoming Tour Operators Association – Ireland and Treasurer of SITE Ireland. Subsequently, she established a consultancy practice in business tourism. Her consultancy included a role responsible for business development in Central Events in Trinity College Dublin. Fiona is an executive mentor and coach. She works with start-ups, including Secret Street Tours, a non-profit, social enterprise that trains those affected by homelessness to become tour guides. She was a member of the advisory Board of the EPIC The Irish Emigration Museum. She has been the Chairperson of the Trekkers Mountaineering Club for the past 2 years.

Adrian Yeates

Adrian runs his own consultancy business in workplace wellbeing. Lizado Services was set up in 2018 to support organisations with the management their employee wellness needs, particularly regarding stress, anxiety and/or mental health issues. A graduate of Dublin City University in International Marketing and Languages, Adrian has a commercial career of over thirty years, and has worked with Xerox, Nissan Europe (seven years in the Netherlands) and twenty years with Volvo Car Corporation. He was CEO of Volvo Car Ireland from 2012-2017. Adrian is a strong advocate for positive mental health and has lived with anxiety and depression since 1994.

Dr Larkin Feeney

Larkin Feeney is a consultant psychiatrist with the St. John of God Community Adult Mental Health Services in Dublin and he served as Clinical Director from 2017-2022. He has extensive experience in the assessment and treatment of the full range of mental health difficulties. He has interests in the treatment of severe mental illness, recovery and rehabilitation, medical education and training, information technology and mental health service development. He was a Senior Lecturer with RCSI from 2009 to 2022 and has published extensive research in a wide range of mental health areas. He has been Consulting Editor of the Irish Journal of Psychological Medicine since 2010. He has led Balint groups for doctors and others over many years.

Dr Keith Gaynor

Keith is a Senior Clinical Psychologist in the St John of God Hospital, Stillorgan. He specialises in cognitive behavioural therapy (CBT) for anxiety disorders and depression. He has previously worked for the NHS at the Warneford Hospital, Oxford. He completed his clinical training at the Institute of Psychiatry, Maudsley Hospital, London. He completed his PhD in University College Dublin. He has written widely in academic journals on the topic of CBT and is regular contributor to the Irish media on issues of mental health. He has written a book titled: "Protecting Mental Health".

DIRECTORS' REPORT - continued

Bernadette Grant

Bernadette is an insight driven, result focused marketing strategist with broad geographic experience across local, European and Emerging markets. She has worked across a number of FMCG companies such as Lir Chocolates, Batchelors and Kellogg. Her career in Kellogg has spanned over 16 years where she worked as Marketing Director for various regions in Europe and in her most recent role led the innovation agenda for Europe where she demonstrated a strong track record for transformational growth of existing brands and led the development of new brands. She is a passionate leader of teams and enjoys developing talent. Bernadette was also one of the founding members of the Kellogg Diversity and Inclusion forum and was appointed resilience trainer for the European Organisation. She holds a B.Sc. Food Business and a Graduate Diploma in Management from University College Cork and is a Member of the Institute of Marketing.

Appointment and Induction of New Directors

In accordance with the Company's Articles of Association, all Directors with the exception of office holders, retire from office at the Company's AGM and are eligible for reappointment at that meeting. All new Board members meet with the CEO and at this meeting the new Director is provided with an induction pack containing a copy of the Memorandum and Articles of Association, Annual Report and Financial Statements, an overview of all services and fundraising activities and the policies and procedures that exist within the organisation.

The present membership of the Board and the profiles of the Directors who served during the year is shown on pages 19 to 20.

Board Committees

For good governance, the Board has established a number of Committees whose members comprise of Board members. Staff, Volunteers and interested parties may be co-opted to a Committee where deemed appropriate. Each Committee reports directly to the Board and meets several times during the year.

The Committees are as follows:

- **Clinical Committee** - with responsibility for reviewing and recommending the organisation's clinical strategy, for reviewing and monitoring services to ensure they meet the highest clinical standards and for reviewing, recommending, and overseeing programmes of research. This Committee was further strengthened in 2022 with the addition of a new member. The Committee now holds representatives across the relevant disciplines of psychiatry, psychology, psychotherapy and general practice. This Committee met 4 times in 2022.
- **Finance and Remuneration Committee** - with responsibility for monitoring and reviewing the financial performance of the Company, including a thorough review of the Company's financial policies, controls, budgets, and accounts, and for reviewing remuneration policies, procedures, and changes to remuneration. This Committee met 3 times in 2022.
- **Services Committee** - with responsibility for reviewing existing services, developing new services, and monitoring progress in delivering on targets set for the year. This Committee met 4 times in 2022.
- **Fundraising and Communications Committee** – established in 2022 to support the strategic development of the Communications and Fundraising functions. This Committee met 4 times in 2022.

Board Sub-Committees and Membership on 31 December 2022

Clinical Committee

Dr. Pat McKeon	(Member and Director)
Ms. Mary McAuliffe	(Director, appointed Chair of the Committee in March 2023)
Dr. Claire Hayes	(Clinical Director at Aware, resigned in March 2022)
Dr. Aisling Collins	(Volunteer)
Dr. Muireann McNulty	(Volunteer appointed October 2022)
Dr. Keith Gaynor	(resigned September 2022)
Dr. Larkin Feeney	(appointed November 2021)

DIRECTORS' REPORT - continued

Services Committee

Ms. Annette Byrne	(Member and Volunteer)
Ms. Denise Donohue	(Volunteer)
Ms. Ann Flaherty	(Volunteer)
Mr. Gerard O'Neill	(Volunteer and Chair of the Committee)
Ms. Joan Butler	(Member and Director)
Ms. S Lloyd Hickey	(Member)
Ms. Sinead Brennan	(Director)
Mr. Peter Cosgrove	(Director)

Finance and Remuneration Committee

Ms. Sarah Watson	(Chair of the Committee and Treasurer of the Board)
Mr. Peter Cosgrove	(Director and Chair of the Board)
Mr. Neil Collins	(Director)

Fundraising & Communications Committee

Ms. Bernadette Grant	(Director and *resigned as Chair August 2022)
Mr. Keith Kiernan	(Director, appointed Chair of the Committee in March 2023)
Mr. Piaras Power	(Director)
Ms. Fiona O'Sullivan	(Director)
Mr. Adrian Yeates	(Director)

*Rotated Chair for remainder of 2022

Board of Directors and Committee Meeting Attendance 2022

The Board meets a minimum of six times a year and additionally maintains close liaison and communication with the Chief Executive and senior staff members throughout the year. In-person meetings resumed in 2022.

Board meetings for the calendar year are set in advance the previous year. Before each Board meeting the Secretary circulates Board papers and an agenda to include the draft minutes of the previous meeting, matters for approval by the Board and matters for the attention of the Board. The CEO circulates a comprehensive report on activities and financial matters.

In 2022, the Chairperson arranged for an external expert (Dr Margaret Cullen of Think Governance) in Board Governance to provide training to the Board to ensure all the Board understood their roles and responsibilities when serving as a director of the Board of Aware. A new Code of Conduct and a Conflicts of Interests and Loyalty policy was also approved by the Board in May 2022.

Board Director	Main Board Attendance (eligible meetings)	Sub-Committee Attendance (eligible meetings)
Mr. Peter Cosgrove (Chairperson)	6(6)	3(3) Finance Committee 1(1) Services Committee
Mr. Stephen Crowley (Secretary)	2(6)	N/A
Ms. Sarah Watson (Treasurer)	6(6)	3(3) Finance Committee
Dr. Larkin Feeney	1(1)	4(4) Clinical Committee
Mr. Piaras Power	6(6)	4(4) Fundraising/Communications Committee
Mr. Simon Holmes	4(6)	N/A
Ms. Sinead Brennan	6(6)	4(4) Services Committee
Mr. Keith Kiernan	4(6)	3(4) Fundraising/Communications Committee
Dr. Pat McKeon	6(6)	4(4) Clinical Committee
Ms. Joan Butler	6(6)	4(4) Services Committee
Ms. Fiona O'Sullivan	5(6)	4(4) Fundraising/Communications Committee
Ms. Mary McAuliffe	6(6)	4(4) Clinical Committee
Mr. Adrian Yeates	5(6)	4(4) Fundraising/Communications Committee
Mr. Neil Collins	5(6)	3(3) Finance Committee
Ms. Bernadette Grant	3(4)	1(2) Fundraising/Communications Committee
Dr. Keith Gaynor	3(4)	3(3) Clinical Committee
Mr. Dominic Layden (CEO Aware)	6(6)	3(3) Finance Committee
Dr. Claire Hayes	N/A	1(1) Clinical Committee

DIRECTORS' REPORT - continued

Dr. Muireann McNulty	N/A	1(1) Clinical Committee
Dr. Aisling Collins	N/A	4(4) Clinical Committee
Ms. Denise Donohue (Volunteer)	N/A	4(4) Services Committee
Mr. Gerard O'Neill (Volunteer)	N/A	4(4) Services Committee
Ms. Ann Flaherty (Volunteer)	N/A	4(4) Services Committee
Ms. Annette Byrne (Volunteer)	N/A	3(4) Services Committee

Leadership Team

The Board delegates responsibility of day-to-day operations to a senior management team. The Chief Executive, Dominic Layden, manages the operations of the company, reports directly to the Board and is not a member of the Board of Directors. Responsibility for key services is delegated to functional heads as follows:

- Director of Services – Mr. Stephen Mc Bride
- Head of Fundraising and Business Development – Mr. Stephen Butterly
- Head of Communications – Ms. Jamie Good
- Clinical Director – Dr. Claire Hayes (resigned in March 2022 and replaced by Dr. Susan Brannick in March 2023)

Commitment To Best Practice In Corporate Governance

Good governance is of paramount importance to the Board. The organisation is compliant with the Charities Governance Code as set out by the Charity Regulator to include maintenance of a Compliance Record Form which came into effect in 2022. The Board reviewed the completed Compliance Code documentation and approved same at the Board meeting held on 22nd November 2022. The Company is registered with the Charity Regulatory Authority and the Lobbying Register and makes returns as appropriate under the Lobbying Act (2015). The Company is also complying with the “Triple Lock Standard “as set out by Charities Institute Ireland which sets standards for transparent reporting, good fundraising, and governance. The Board maintains a risk register which is reviewed annually.

The organisation complies with legal requirements under a wide range of Acts, policies and charters including Garda vetting; data protection legislation; employment legislation; health and safety legislation and Children First guidelines.

The Finance and Remuneration Committee regularly reviews the organisation’s financial controls, fundraising and internal policies to ensure Aware is compliant and operating to best practice.

Board Engagement With Members

At the AGM each year the Board is invited to meet with the Members to review progress during that year and plans for the upcoming year. A newsletter is issued bimonthly to all Volunteers which provides details of events, services, and developments in the organisation. The 2022 AGM was held on the 21st of September and included a presentation by the CEO highlighting the work of the organisation in the previous and current year, along with future plans for 2023. The Chairman then invited comments from the Members.

In March 2022, all the Terms of Reference for each of the Committees of the Board were reviewed and approved by the Board of Directors and a new Fundraising and Communications Committee was established.

Principal Risks And Uncertainties

Anything that can adversely affect our ability to achieve our objectives, deliver our services at required levels, uphold our reputation, or meet regulatory requirements can be defined as risk to the organisation. Aware has a robust risk management process in place, supported by our governance structure and vigorous internal controls.

The Directors have responsibility to continually review significant risks and ensure that reasonable measures have been taken to manage those risks. Responsibility for implementation and management of mitigating measures is delegated to senior management who monitor the level of risk on an ongoing basis. The CEO reports on current and potential risks at each Board meeting.

DIRECTORS' REPORT - continued

The Board is satisfied that systems and processes are in place to monitor, manage and mitigate the organisation's exposure to its major risks.

Internal controls include the following:

- A comprehensive risk register which is reviewed regularly and updated as required. The Board discussed the key risks to the organisation at its Board meeting in July 2022 and updated the Risk Register following the Board meeting held on 20th September 2022.
- Development of an annual plan and budget for approval by the Board, with management providing regular progress reports to include financial reporting.
- Annual financial review by an external independent auditor.
- Sub-Committees of the Board tasked with gauging potential risks within the relevant areas and updating the Board accordingly i.e., Clinical Committee, Services Committee, Fundraising Committee, Finance and Remuneration Committee.
- Development of key policies and protocols to ensure corporate and clinical governance.
- Regular engagement with the relevant bodies to ensure compliance with all regulatory and legal requirements.

The following outlines a number of principal risks and uncertainties, deemed medium or high risk by the Board, that could materially and adversely impact the Company's future operating results or financial position, along with examples of the mitigation measures in place.

Funding Risk

A reduction in fundraising income or State funding.

Mitigation measures:

- Regular financial planning including budgeting and monitoring of income and expenditure.
- Operate a flexible service delivery model which enables the number of services delivered and corresponding costs to be managed to respond to conditions such as a reduction in the timing or quantum of funding available.
- Maintaining diverse income streams to reduce dependence on any one source.
- Continual investment in the fundraising function to develop existing and new income sources.
- Increased engagement with HSE.
- Regular Finance and Remuneration Committee, Fundraising & Communications Committee and Board oversight of performance.

Volunteer Risk

Inability to recruit and retain the required volume of Volunteers.

Mitigation measures include:

- Anticipating service requirements and continuing to recruit new Volunteers in phases throughout the year.
- Prioritising the Volunteer experience and their wellbeing - listening to feedback and providing ongoing support and development.
- Ensuring that Aware meets the requirements for the Investing in Volunteers Quality Standard, which the organization has held since January 2015, demonstrating that our Volunteer management policies and procedures meet the highest recognised standards in the UK and Ireland. The organisation will be audited again by Volunteer Ireland in 2023 to ensure it meets the VII standard.

DIRECTORS' REPORT - continued

Reputational Risk

Specifically linked to confidentiality and data protection breaches that may reflect negatively on the organisation.

Mitigation measures include:

- Independent review in 2018 to ensure the organisation was fully compliant with GDPR legislation.
- Implementation of best practice data protection and confidentiality protocols.
- Regular review of data protection policies, procedures and systems.
- Designated staff member with responsibility for overseeing these protocols and updating staff accordingly.

Clinical Risk

The chance of harm to a stipulated extent by a clinically unsafe environment or situation.

Mitigation measures include:

- A dedicated Clinical Committee that is made up of Board members and meets a minimum of 4 times per year, with responsibility to gauge and assess clinical risks.
- Use of established protocols for the protection of service users, child protection, safeguarding vulnerable adults, confidentiality, complaints, and reporting of same.
- Use of established protocols for the vetting, training and continual assessment of Volunteers and contractors, including thorough unannounced attendance, observation, and assessment of programme sessions by senior management and the use of feedback forms from programme attendees.
- Regular clinical reviews of Aware's services, to identify current service functions, needs, impact and future directions, current functioning in the context of international best practice. These reviews outline recommendations for Board approval and implementation plans prepared accordingly.
- Conducting independent evaluation of services and adoption of recommendations.
- The Director of Services has determined the need for a Risk and Safety Committee to be formed to include Staff and Management, meeting bi-monthly to review live risk and safety issues that can arise in the delivery of our services.

Health & Safety Risk

Protecting the health and safety of our staff, Volunteers, service users and the public.

Mitigation measures include:

- Use of established policies and protocols in case of emergencies, with designated staff members in the role of Health & Safety Officers.
- Developing safety statements as required to address new risks i.e., Covid-19.

People Risk

Attracting and retaining key staff.

Mitigation measures include:

- Annual staff performance and development reviews.
- Commitment to a flexible and supportive working environment.
- Formation of a Finance & Remuneration Committee in 2019.
- Assessing skill gaps and future requirements within each Strategic Review.

DIRECTORS' REPORT - continued

Competitor Risk

Competition from other service providers, potentially impacting on brand and future funding.

Mitigation measures include:

- Regularly assessing our service remit vs what is available to ensure we are meeting a need, rather than duplicating other offerings.
- Ongoing evaluation of services to ensure services provided are relevant and in demand, to include a 3-yearly stakeholder review.
- The Board regularly reviews services and market needs to relevance of existing services and to determine new service offerings.

External Risk

Risks to the organisation beyond our control.

Mitigation measures include:

- Robust insurance cover to mitigate against any possible claims against the organisation. This includes cover for the following:
 - Professional Indemnity
 - Management Liability (including Directors and Officer Cover and Employment Practices Liability)
 - Public and Products and Employers Liability
 - Property Building and Contents
 - Business Interruption
 - Email and Internet

Covid-19 represented the most significant risk facing the charity sector (and the economy and society as a whole) in 2021 and 2022.

Mitigation measures included:

- Initial measures included suspension of all face-to-face interaction, with necessary modifications implemented to allow for remote working and Volunteering, virtual events, and modified service delivery via virtual alternatives. As restrictions lifted in 2022, face to face services and volunteering resumed, however we continued to operate a hybrid model to remain prepared and to ensure we were meeting public and Volunteer needs.

Other Important Policies

The Board approved a new Whistle Blowing policy in 2017 and a Home Working policy in 2018.

Environment

The company supports its staff and Volunteers to conduct its business in a manner that helps protect the environment for all, including through the recycling of office waste where possible and the continued review of working practices to help to reduce the company's environmental impact. The Board plan to consider a ESG Policy for the organisation in 2023.

Accounting Records

The measures taken by the Directors to secure compliance with the Company's obligations to keep adequate accounting records are the use of appropriate systems and procedures and employment of competent persons. The accounting records are kept at 9 Leeson Street Upper, Dublin 4.

Disclosure of Information to Auditors

The Directors in office at the date of this report have each confirmed that:

DIRECTORS' REPORT - continued

- as far as he/she is aware, there is no relevant audit information of which the company's statutory auditors are unaware; and
- he/she has taken all the steps that he/she ought to have taken as a director in order to make himself/herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Statutory Auditors

The auditors, PriceWaterhouseCoopers have indicated their willingness to continue in office, and a resolution that they be re-appointed will be proposed at the Annual General Meeting.

Statement of Directors' Responsibilities

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law.

Irish law requires the directors to prepare financial statements for each financial year giving a true and fair view of the company's assets, liabilities, and financial position at the end of the financial year and the net income/(expenditure) of the company for the financial year. Under that law the Directors have prepared the financial statements in accordance with Generally Accepted Accounting Practice in Ireland.

Under Irish law, the Directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities, and financial position at the end of the financial year and the net income/(expenditure) of the company for the financial year.

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

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether the financial statements have been prepared in accordance with applicable accounting standards and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business

The Directors are responsible for keeping adequate accounting records that are sufficient to:

- Correctly record and explain the transactions of the Company
- Enable, at any time, the assets, liabilities, financial position and net income/(expenditure) of the Company to be determined with reasonable accuracy
- Enable the Directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited

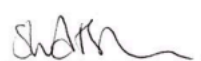
The Directors are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

On behalf of the Board



Mr. Peter Cosgrove
Chairman



Ms. Sarah Watson
Treasurer

Date: 20th June 2023



Independent auditors' report to the members of Aware

Report on the audit of the financial statements

Opinion

In our opinion, Aware's financial statements:

- give a true and fair view of the company's assets, liabilities and financial position as at 31 December 2022 and of its loss and cash flows for the year then ended;
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Annual Report, which comprise:

- the Balance Sheet as at 31 December 2022;
 - the Statement of Financial Activities for the year then ended;
 - the Statement of Cash Flow for the year then ended;
 - the Statement of Changes in Funds for the year then ended; and
 - the notes to the financial statements, which include a description of the significant accounting policies.
-

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law.

Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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 company's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

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.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the company's ability to continue as a going concern.

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

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge



obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of 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 based on these responsibilities.

With respect to the Directors' Report, we also considered whether the disclosures required by the Companies Act 2014 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (Ireland) and the Companies Act 2014 require us to also report certain opinions and matters as described below:

- In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' Report for the year ended 31 December 2022 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.
- Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 24, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The directors are also responsible 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 company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at:

https://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf

This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.



Other required reporting

Companies Act 2014 opinions on other matters

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.

Other exception reporting

Directors' remuneration and transactions

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of that Act have not been made. We have no exceptions to report arising from this responsibility.

A handwritten signature in blue ink that reads 'John Dunne'.

John Dunne
for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin
29 June 2023

- The maintenance and integrity of the Aware website is the responsibility of the directors; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.
- Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

STATEMENT OF FINANCIAL ACTIVITIES
Financial Year Ended 31 December 2022

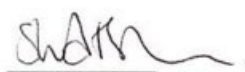
	Notes	Unrestricted funds €	Restricted funds €	Total 2022 €	Total 2021 €
Income from					
Donations and legacies	5	742,980	237,249	980,229	967,247
Charitable activities	6	0	606,663	606,663	641,559
Other trading activities	7	568,954	4,000	572,954	578,595
Other income	8	213	-	213	213
Total		1,312,147	847,912	2,160,059	2,187,614
Expenditure on					
Charitable activities	9	882,298	880,004	1,762,302	1,584,200
Raising funds	10	467,182	-	467,182	487,602
Total		1,349,480	880,004	2,229,484	2,071,802
Net (expenditure)/income		(37,333)	(32,092)	(69,425)	115,812
Reconciliation of funds					
Fund balances brought forward		1,567,562	54,426	1,621,988	1,506,176
Total funds carried forward		1,530,229	22,334	1,552,563	1,621,988

The Company had no recognised gains or losses in the year other than those stated in the Statement of Financial Activities.

BALANCE SHEET
As at 31 December 2022

	Notes	2022 €	2021 €
Fixed assets		-	-
Current assets			
Debtors and prepayments	17	63,792	53,685
Cash at bank and in hand		1,784,494	1,983,169
Total current assets		<u>1,848,286</u>	<u>2,036,854</u>
Liabilities			
Creditors - amounts due within one year	18	<u>(295,723)</u>	<u>(414,866)</u>
Net current assets		<u>1,552,563</u>	<u>1,621,988</u>
Total assets less current liabilities		<u>1,552,563</u>	<u>1,621,988</u>
Net assets		<u>1,552,563</u>	<u>1,621,988</u>
The funds of the charity			
General funds		<u>1,552,563</u>	<u>1,621,988</u>

On behalf of the Board


 Peter Cosgrove
Chairman


 Sarah Watson
Treasurer
Date: 20th June 2023

STATEMENT OF CHANGES IN FUNDS
Financial Year Ended 31 December 2022

	Unrestricted funds	Restricted operating funds	Designated funds	Total
	€	€	€	€
Fund balance brought forward at 1 January 2021	837,080	1,819	667,277	1,506,176
Income	1,375,599	812,015	-	2,187,614
Expenditure	(1,312,394)	(759,408)	-	(2,071,802)
Transfers	-	-	-	-
Gains and losses	-	-	-	-
Fund balances carried forward at 31 December 2021	900,285	54,426	667,277	1,621,988
Fund balance brought forward at 1 January 2022	900,285	54,426	667,277	1,621,988
Income	1,312,147	847,912	-	2,160,059
Expenditure	(1,349,480)	(880,004)	-	(2,229,484)
Transfers	-	-	-	-
Gains and losses	-	-	-	-
Fund balances carried forward at 31 December 2022	862,952	22,334	667,277	1,552,563

STATEMENT OF CASH FLOW
Financial Year Ended 31 December 2022

	Notes	2022 €	2021 €
Net cash (outflow)/inflow from operating activities		<u>(198,675)</u>	<u>63,555</u>
Cash flows from investment activities			
Interest received	8	<u>213</u>	<u>213</u>
Net cash provided by investing activities		<u>213</u>	<u>213</u>
Changes in cash and cash equivalents in the reporting year		(198,462)	63,768
Cash and cash equivalents at the beginning of the reporting period		<u>1,983,169</u>	<u>1,919,401</u>
Cash and cash equivalents at the end of the reporting period		<u>1,784,494</u>	<u>1,983,169</u>
Reconciliation of (expenditure)/income to net cash flow from operating activities			
Net (outgoing)/incoming resources for the reporting period		(69,425)	115,812
Depreciation		-	-
(Increase) in debtors		(10,107)	(5,181)
(Decrease) in creditors		(119,143)	(46,863)
Interest receivable		<u>(213)</u>	<u>(213)</u>
Net cash (outflow)/inflow from operating activities		<u>(198,888)</u>	<u>63,555</u>

NOTES TO THE FINANCIAL STATEMENTS

1 General information

Aware is a company limited by guarantee and not having a share capital. It was incorporated in Ireland under registration number 235838 and has its registered office at 9 Leeson Street Upper, Dublin 4.

2 Statement of compliance

The entity financial statements have been prepared on a going concern basis and in accordance with Irish GAAP (accounting standards issued by the Financial Reporting Council of the UK). The entity financial statements comply with Financial Reporting Standard 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102), and the Companies Act 2014. The financial statements have also been prepared in accordance with the recommendations of the 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 Charities (SORP FRS 102).

Charity SORP is not currently mandatory under Charities Act, 2009.

3 Summary of significant accounting policies

Basis of preparation

The financial statements have been prepared in accordance with the 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2014.

The significant accounting policies used in the preparation of the entity financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the reporting date. It also requires the directors to exercise their judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed in note 4.

Going concern

In preparing the financial statements, the Directors have considered the going concern position. The company primarily meets its day to day working capital requirements through cash flows generated from operating activities together with its available banking facilities.

The Directors are satisfied that the company has adequate resources to continue in operational existence for the foreseeable future, being at least twelve months from the date of approval of these financial statements. The company therefore continues to adopt the going concern basis in preparing its financial statements.

NOTES TO THE FINANCIAL STATEMENTS - continued

3 Summary of significant accounting policies - continued

Value added tax

As the activities of Aware are classified as exempt or non-business activities for the purposes of value added tax, the company is unable to reclaim any of the value added tax which it suffers on its purchases. Expenditure in these financial statements is shown inclusive of such irrecoverable value added tax.

Incoming resources

Incoming resources are included in the Statement of Financial Activities (SOFA) when Aware is entitled to the income, it is virtually certain that it will be received and the income can be quantified with reasonable certainty. Income is shown gross before deduction of associated costs and no amounts are included for services donated by Volunteers.

Income comprises:

Donations:

Donations are accounted for when Aware is entitled to the monies or assets donated.

Legacies:

Legacies are recognised when Aware is legally entitled to them. This entitlement arises when Aware is advised that payment will be made or property transferred and the amount can be measured with reasonable certainty.

Grant income:

Grant income is recognised when Aware is entitled to receive the income.

Training and support:

Training and support income (included within other trading activities) is recognised when the services have been delivered and there is virtual certainty of receipt of amounts due.

Investment income:

Investment income is accounted for on an accruals basis.

Resources expended

Expenditure is analysed between expenditure on charitable activities, raising funds and support costs.

Expenditure is accounted for on an accruals basis. Allocations of support costs are based on the appropriate combination of staff time, department headcount or wage cost, direct expenditure or activity levels. Irrecoverable VAT is included with the expense items to which it relates.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred. Expenditure is classified under the following activity headings:

Charitable activities

Costs of charitable activities comprise of costs incurred by the company in providing training, support and educational services.

Raising funds

Costs of raising funds comprise the costs incurred by the company in raising funds for its charitable purposes. It includes the costs of all fundraising activities and events.

Support costs

Support costs are those functions that assist the work of the company but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the company's programmes and activities.

Employee benefits

The company provides a range of benefits to employees, including short term employee benefits such as paid holiday arrangements and post-employment benefits (in the form of a defined contribution pension plan, as required by law).

NOTES TO THE FINANCIAL STATEMENTS - continued**3 Summary of significant accounting policies - continued****(i) Short term employee benefits**

Short term employee benefits, including paid holiday arrangements and other similar non-monetary benefits, are recognised as an expense in the financial year in which employees render the related benefit.

(ii) Post-employment benefits**Defined contribution plan**

The Company operates a defined pension contribution plan for employees who have completed their six month probation period of employment. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity and has no legal or constructive obligation to pay further contributions or to make direct benefit payments to employees if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The assets of the plan are held separately from the company in independently administered funds. The contributions to the defined contribution plan are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet.

Fund accounting

Income is classified as restricted and unrestricted as appropriate. Restricted income is used for specified purposes laid down by the donor. Expenditure for those purposes is charged against that income, together with a fair allocation of overheads and support costs, if any. All other income is unrestricted for expenditure on the general objectives of the company.

Financial instruments

The company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all of its financial instruments.

(i) Financial assets

Basic financial assets, including other debtors, cash and cash equivalents, and short-term deposits, are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

Other debtors and cash and cash equivalents are subsequently measured at amortised cost using the effective interest method.

At the end of each financial year financial assets measured at amortised cost are assessed for objective evidence of impairment. If there is objective evidence that a financial asset measured at amortised cost is impaired an impairment loss is recognised in the Statement of Financial Activities.

The impairment loss is the difference between the financial asset's carrying amount and the present value of the financial asset's estimated cash inflows discounted at the asset's original effective interest rate.

NOTES TO THE FINANCIAL STATEMENTS - continued**3 Summary of significant accounting policies - continued****(ii) Financial liabilities**

Basic financial liabilities, including trade and other creditors, and bank loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial liability is initially measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Trade and other creditors and financial liability from arrangements which constitute financing transactions are subsequently carried at amortised cost, using the effective interest method. Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. If not, they are presented as falling due after more than one year. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled, or expires.

Provisions and contingencies**(i) Provisions**

Provisions are liabilities of uncertain timing or amount. Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that a transfer of economic benefits will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the best estimate of the amount required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. Provisions are reviewed at the end of each financial year and adjusted to reflect the current best estimate of the amount required to settle the obligation.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole.

(ii) Contingencies

Contingent liabilities, arising as a result of past events, are not recognised as a liability where it is not probable that the company will be required to transfer economic benefits in settlement of the obligation, or the amount cannot be reliably measured at the end of the financial year. Possible but uncertain obligations are not recognised as liabilities but are contingent liabilities. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

Recovery of PAYE on donations

Income generated from the recovery of PAYE on donations is recognised when it is probable that the income will be received, and the amount can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS - continued

3 Summary of significant accounting policies - continued

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general Volunteer time is not recognised. Please refer to the directors' report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities. Cash and cash equivalents are initially measured at transaction price and subsequently measured at amortised cost.

Bank deposits which have original maturities of more than three months are not cash and cash equivalents and are presented as current asset investments.

Reserves

The company needs reserves to allow it to continue to deliver its services to those who need them in the event that there is a fall in income or if unforeseen circumstances arise. Reserves are also required to meet contractual liabilities, including redundancy payments, payments to creditors and other related costs of winding up the company in the event that the company has to close. The company holds its designated reserves in two identifiable bank accounts which the Board considers is more than sufficient to meet such costs.

4 Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the company financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The directors make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

(i) Impairment of debtors

The Finance and Remuneration Committee make an assessment at the end of each financial year of whether there is objective evidence that debtors are recoverable. When assessing impairment of other debtors, the Finance and Remuneration Committee consider factors including the age profile of outstanding balances and recent corresponding and historical experience of cash collections from the debtor. See note 17 for the net carrying amount of the debtors and the impairment loss recognised in the financial year.

NOTES TO THE FINANCIAL STATEMENTS - continued

5 Income from donations and legacies	Unrestricted €	Restricted €	2022 €	2021 €
Bequests	63,702	-	63,702	175,667
Corporate sponsorships	377,650	115,055	492,705	502,313
Public donations	251,629	-	251,629	280,267
Other grants from Foundations	50,000	122,194	172,194	9,000
Total donations and legacies	742,981	237,249	980,230	967,247
6 Income from charitable activities	Unrestricted €	Restricted €	2022 €	2021 €
Grants received				
HSE North West area - CH01	-	8,476	8,476	8,476
HSE Dublin South West area - CH07	-	74,203	74,203	74,203
HSE Midland area - CH08	-	10,000	10,000	10,000
HSE North Eastern area - CH08	-	11,687	11,687	11,687
HSE Mid-Western area - CH03	-	10,570	10,570	10,570
HSE Western area - CH02	-	8,067	8,067	8,067
National Mental Health Area	-	37,752	37,752	37,753
National Lottery Funding	-	21,500	21,500	10,000
National Office of Suicide Prevention	-	424,408	424,408	470,804
Total income from charitable activities	-	606,663	606,663	641,559
7 Income from other trading activities	Unrestricted €	Restricted €	2022 €	2021 €
General Fundraising	368,531	4,000	372,531	376,691
Charitable Events	200,423	-	200,423	201,903
	-	-	-	-
	568,954	4,000	572,954	578,595
8 Other income	Unrestricted €	Restricted €	2022 €	2021 €
Bank interest received	213	-	213	213
	213	-	213	213

NOTES TO THE FINANCIAL STATEMENTS - continued

9 Expenditure on charitable activities	Note	Unrestricted €	Restricted €	2022 €	2021 €
Marketing		94,298	-	94,298	123,028
Recruitment		43,682	-	43,682	8,365
Staff costs		494,530	163,307	657,837	718,004
Support costs	11	196,434	66,994	263,428	178,447
Training and support programmes		53,354	649,703	703,057	556,356
		<u>882,298</u>	<u>880,004</u>	<u>1,762,302</u>	<u>1,584,200</u>

10 Expenditure on raising funds	Note	Unrestricted €	Restricted €	2022 €	2021 €
Fundraising events		144,294	-	144,294	173,339
Recruitment		12,321	-	12,321	-
General fundraising		12,540	-	12,540	6,507
Staff costs		228,440	-	228,440	240,049
Support costs	11	69,588	-	69,588	67,707
		<u>467,183</u>	<u>-</u>	<u>467,183</u>	<u>487,602</u>

11 Support costs	Charitable activities €	Raising funds €	Total €
2021			
Administration costs	21,828	9,175	31,003
Finance costs	491	-	491
Other support costs	6,499	2,562	9,061
Overheads	60,995	20,330	81,325
Professional fees	58,700	20,039	78,739
Staff costs	28,910	15,567	44,476
Sundry	1,025	34	1,059
	<u>178,447</u>	<u>67,707</u>	<u>246,154</u>
2022			
Administration costs	77,639	6,376	84,015
Finance costs	445	148	593
Other support costs	13,245	3,657	16,902
Overheads	90,403	30,331	120,734
Professional fees	47,050	10,526	57,576
Staff costs	29,726	16,006	45,732
Sundry	4,921	2,543	7,464
	<u>263,429</u>	<u>69,587</u>	<u>333,016</u>

Support costs are apportioned across expenditure types on the basis of staff numbers and utilisation, as appropriate.

NOTES TO THE FINANCIAL STATEMENTS – continued

12 Particulars of employees	2022 Number	2021 Number
The average number of staff employed by the company during the financial year amounted to:		
Administrative staff	1	1
Sales/fundraising	3	3
Staff deployed in therapeutic services	14	15
Total number of staff	<u>18</u>	<u>19</u>
Staff costs:	2022 Number	2021 Number
The number of higher paid employees:		
€90,000 - €100,000	2	2
€80,000 - €90,000	1	1
€70,000 - €80,000	-	-
	<u> </u>	<u> </u>
	2022 €	2021 €
Wages and salaries	812,756	874,138
Social insurance costs	89,366	96,756
Pension costs	29,886	31,634
	<u>932,008</u>	<u>1,002,528</u>
Key management		
The compensation paid or payable to key management for employee services is shown below. Compensation paid or payable includes salaries, social insurance costs and post-employment benefits. The key management consists of the CEO, Director of Services, Head of Fundraising and Business Development, Head of Communications and Digital Marketing Manager.		
	2022 €	2021 €
Total remuneration for key management	<u>413,866</u>	<u>442,378</u>

13 Directors' emoluments

The company does not pay any remuneration to the Volunteer Board of Directors.

Directors are reimbursed for receipted expenses which in 2022 totalled €209 (2021: €47).

NOTES TO THE FINANCIAL STATEMENTS – continued

14 Interest payable and similar charges	2022 €	2021 €
Interest payable on bank borrowing	<u>-</u>	<u>-</u>
15 Net (expenditure)/income for the year	2022 €	2021 €
This is stated after charging:		
Audit fees (excluding VAT)	<u>23,750</u>	<u>21,630</u>
16 Fixed assets		
The company did not hold any Fixed assets during 2022 or 2021.		
17 Debtors and prepayments	2022 €	2021 €
Debtors	48,444	38,738
Prepayments	<u>15,348</u>	<u>14,947</u>
	<u>63,792</u>	<u>53,685</u>
All amounts are receivable within one year. Debtors are stated after provision for impairment of €Nil (2021: €Nil).		
18 Creditors - amounts due within one year	2022 €	2021 €
Trade creditors	115,153	47,306
Accruals	31,130	42,115
Pay related social insurance	24,058	26,298
Other creditors	4,749	5,147
Deferred restricted income	<u>120,633</u>	<u>294,000</u>
	<u>295,723</u>	<u>414,866</u>

Trade and other creditors are payable at various dates in the next three months in accordance with the suppliers' usual and customary credit terms.

Tax and social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

NOTES TO THE FINANCIAL STATEMENTS – continued

19 Financial instruments	2022 €	2021 €
Financial assets:		
- Cash at bank and in hand	<u>1,784,494</u>	<u>1,983,169</u>
- Debtors and prepayments	<u>63,792</u>	<u>53,685</u>
Financial liabilities:		
- Trade creditors	115,153	47,306
- Accruals	31,130	42,115
- Pay related social insurance	24,058	26,298
- Other creditors	4,750	5,147
- Deferred Restricted Income	<u>120,633</u>	<u>294,000</u>
	<u>295,724</u>	<u>414,866</u>

20 Related party transactions

There are no related party transactions.

21 Controlling party

On a day-to-day basis, the company is governed by the Board of Volunteer directors. No director derives economic benefit from the company. The composition of the Board of Directors is ultimately controlled by the members.

22 Comparative amounts

Certain comparative amounts have been reclassified to maintain comparability with current year disclosures.

23 Commitments

The Company signed a lease on an office located at 9 Leeson Street Upper, Dublin 4. This office is the main office for the organisation and staff and Volunteers on the support line are based at this location. The Company entered a 10-year lease with a 5-year break clause on 29 November 2017 at an annual rent of €83,000 per annum.

There were no other commitments at year end 31 December 2022.

NOTES TO THE FINANCIAL STATEMENTS – continued

24 Approval of financial statements

The financial statements were approved and authorised for issue by the Board of Directors on 20th June 2023 and were signed on its behalf on that date.