



Registered Number: 584809



inspire

wellbeing, ability, recovery

Inspire Wellbeing Company Limited By Guarantee



Annual Report and Financial Statements

For the financial year ended 31 March 2024

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Message from Our Chair



Aidan Browne
Chair

A key objective of any Board is to ensure the good governance of the organisation from the delivery of care to service users right through to the functioning of the Board itself. Despite the immense challenges to all organisations in the Third Sector, particularly post pandemic, Inspire aims to achieve the highest standards of governance and can demonstrate success in this regard. As our services are regulated, we are obliged to meet the standards set for us and have done so consistently. Particular efforts are made through training and continuous improvement of internal quality audits and controls to maintain our robust approach.

While our last Board level independent audit reassured us that our Board functioned at a very high level we have continued in the past year to strengthen our governance at all levels. While the Pandemic is now a few years behind us, it has left in its wake many challenges which our dedicated teams must confront every day. It is clear to see that there are challenges ahead of us, particularly in relation to budget pressures in both jurisdictions, but there is also a clear and growing need for Inspire services. We are conscious that we will need to continue to innovate to be able to do more. Once again in the past year there was a significant growth in the number of people we supported through our social enterprise, and I am delighted that we will continue this growth, leading the way in the provision of Therapeutic and Wellbeing Services right across the island of Ireland.

It is too easy to get caught up in the numbers and the reports and to not pay enough attention to why we exist. To this end our trustees take the opportunity to regularly visit our services to meet with service users and staff. These visits help to inspire us as trustees and ensure we always have those who use our services front and centre when we are making decisions around the Charity's future. To maintain our focus on the 'Why we are here', always helps to ensure our decisions are person-centered and in line with the values of Inspire. On these visits I have been so impressed by the ability, care and compassion shown by our staff

and volunteers. I would like to thank them for their continued commitment.

The relationship between the Board and the Executive is key in any organisation and we are very fortunate in Inspire that this relationship consistently fosters collaboration and engagement. Under the stewardship of our CEO, Kerry Anthony, the organisation continues to refresh and renew and work as a very committed team. It is important to acknowledge our funders who continue to have faith in us in the knowledge that we will do what we say we will do!

I would like to take this opportunity to thank my fellow Board Members, many of whom have served for a number of years. Our Nominations and Governance Oversight Committee are always seeking to ensure we have the right skills mix on our Board. We are delighted to see that the members we recruited in 2023 have settled into the Board, taken on key committee roles and have greatly enhanced the functioning of the Board. During the year ended 31 March 2024 we welcomed two new Trustees to the Board, Ms Patricia Goan and Mr Marcus Ruegg and following the year end Ms Ginny Hanrahan and Mr David Sterling have joined the board. The new Trustees bring an array of experience and skills to the Board which continue to enhance our capacity for good governance and strong leadership. We also said goodbye and grateful thanks to our long serving trustees Michael Hickey, Dr David Kenefick, Finola O'Kane, George O'Neill, Seamus Mannion and William Fitzpatrick. As this is my last year on the Board after nine very enjoyable years where I have seen the organisation move from strength to strength I look to the future with confidence that Inspire will continue to be Inclusive, Passionate, Determined, Kind, Honest and Innovative and be a committed advocate for all who need our service.

Aidan Browne
Chair

Message from Our CEO



Kerry Anthony
CEO

CEO's Introduction

As we started this new year, we gathered in the beautiful surroundings of Titanic building in Belfast to launch INSPIRE 20SIX, our new three-year strategy. The Inspire 20SIX plan was widely consulted on with staff, volunteers and the people who use our services. It's six themes focus on our culture, team, sustainability, voice, innovation and quality and will be our road map for the next three years guiding our work. Embedded in this new strategy is our ambition to focus on the development of our approach to strategic priorities around leadership, human rights, ESG (Environment, Social and Governance) and EDI (Equality, Diversity and Inclusion).

Like all organisations in our sector we continued to operate in a very challenging funding environment. We are in ongoing negotiations, both individually and with our sector partners, with our commissioners both in Northern Ireland and the Republic of Ireland to advocate for adequate funding to ensure the people we support continue to receive the safe and effective services they deserve and our staff, at all levels, are paid fairly for the work they do. These issues are interdependent, and I am grateful that our trustees recognise the valuable role that our staff teams play in providing excellent care and support to those who use Inspire services. They continue to endeavour, wherever possible, to review and drive improvements in the terms and conditions we offer staff.

Recognising the financial pressure, we are all facing, we continue to be committed to innovation and diversifying our income to be able to reach and support more people. To this end we have focused on two major change areas. Firstly, on examining our systems and processes to ensure we are even more effective and efficient as an organisation. Secondly, a refocusing of the work of our social

enterprise to ensure that we are supporting more people, generating more income for the charity and firmly delivering on our vision, mission and values. This year saw us enhance further the offer to our Therapeutic and Wellbeing customers with the launch of Wellbeing Hub 2.0, a refreshed hub that ensures access to the very best, clinically robust digital wellbeing services.

Our Service User Reference Forum continues to play a vital role in the life of Inspire and this year our engagement events and activities had a total attendance of 680. This included a personal highlight when over 150 of the people who use our services came together in Derry/Londonderry's historic Guildhall for our annual 'Take Over' Event where we enjoyed workshops and panel discussions.

As always, I want to thank our staff teams right across Inspire for the work they do to progress the mission of the organisation. When visiting services, engaging with teams in our offices, I am struck by the commitment to the values of Inspire and how I can see these in action every day.

We have invested time in ensuring Inspire's governance systems, structure and processes are as robust as they can be. The board and the Executive leadership team were delighted to receive an exemplary report from the Wolfe Group earlier in the year after completing an independent audit of our governance. I would like to thank all of our board members for their time and preparation, their clear commitment to the values of Inspire and their open debate and questioning to allow them to make the very best decisions now and for the future. I am very buoyed by the support and challenge I, and executive leadership team, receive from them.

Message from Our CEO

Continued

Next year will see us celebrate Inspire's 65th birthday. We are under no illusions that it will be another tough and challenging year. However, the clear roadmap provided by our strategy, the strength of our Board and leadership team, the talents of our staff and volunteers and the inspirational stories of the people we support, fill us with hope and determination.

As we plan events to mark Inspire 65 I am reminded that our founder Lady Wakehurst named our very first service Beacon because she wanted "a name suggesting light." Six and a half decades later, we are proud to continue her vision and shine a light of hope which changes the lives of thousands every year.

Kerry Anthony
CEO



Our Vision, Mission & Values

Our Vision

Wellbeing for All

Our Mission

To work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential.

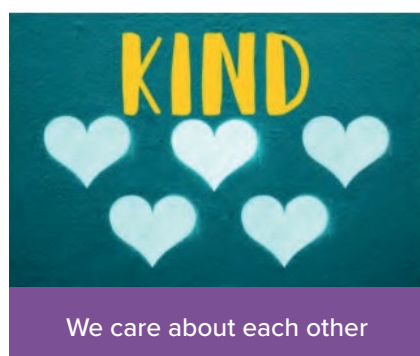
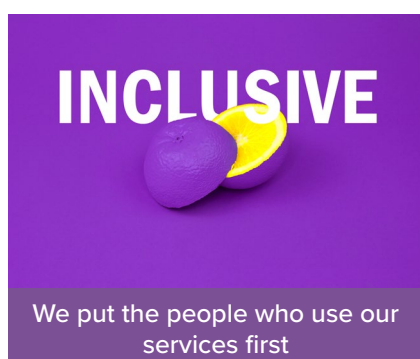
To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.



Our Values

Our values are the qualities that define the way we conduct our work. They describe our culture – the very essence of who we are.

Values are what help our staff, partners and all other stakeholders understand how we operate. We are a values-based organisation and our values are at the heart of all we do.



We are Team Inspire Rol

Inspire Wellbeing Company Limited by Guarantee works with people living with mental ill health, intellectual disability and autism to ensure they live with dignity and realise their full potential. We campaign to create a society free from stigma and discrimination, creating a culture of compassion that focuses on people and their abilities.



We are Team Inspire: Our Services

Our Services are across the following two areas:

- Intellectual Disability and Autism Care and Support Services
- Insight, Engagement and Innovation

Intellectual Disability and Autism Care and Support Services

Our Intellectual Disability and Autism Services empower people to live independently as part of the community. Our services include:

Residential Services

Providing person centred residential care and support for people with intellectual disabilities and / or autism. Supporting adults to be active members of their community; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

New Directions Day Services

Day services which support adults with intellectual disabilities and/or autism to be active, independent members of their community and society; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

Outreach Services

Providing outreach services to adults living in their own homes, achieving meaningful outcomes in areas such as daily, social, interpersonal and leisure skills, using an outcomes-based model which includes support and guidance for families.



We are Team Inspire: Our Services

Continued

Insight, Engagement and Innovation

Our Insight, Engagement and Innovation Team aims to amplify the voices of the people who use our services to inform and shape wider society through campaigning, research and the development of new services. Our insight, engagement and innovation services include: engagement with people who use our services and their families and carers, volunteering, fundraising and community development, campaigning and communication, research, service development and innovation.



Our Strategic Aims



Our Year in Numbers

68

people use our
services

(2022/2023:
69 people)

159

people work for
Team Inspire

(2022/2023:
140 people)

€12m

turnover this
Financial Year

(2022/2023:
€12m)

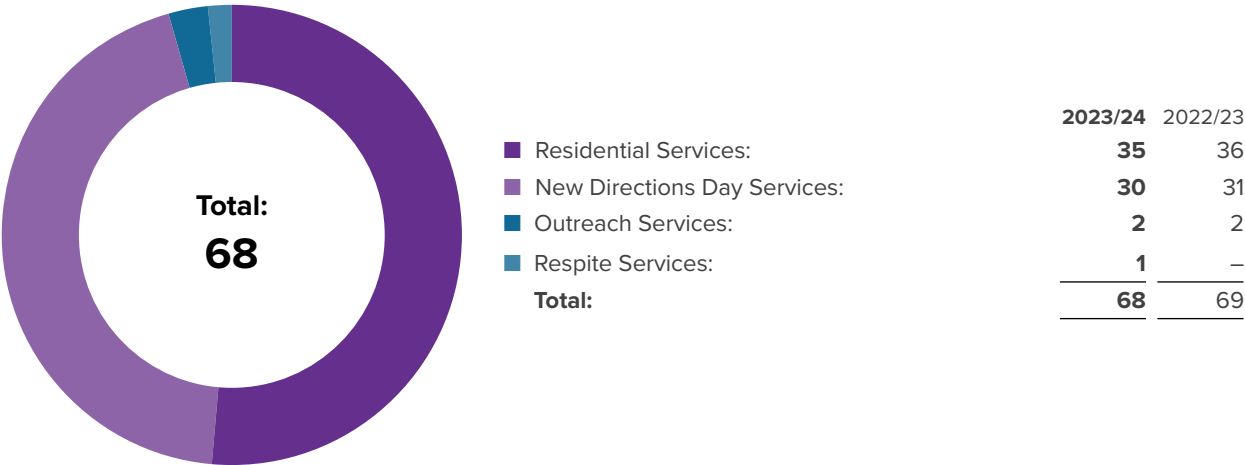
We provide our
services in
9 sites

(2022/2023:
9 sites)

Our Impact and Our Ambition

Intellectual Disability and Autism Care and Support Services

Numbers of People who use our Services:



Key Successes:

New Directions Day Services & Outreach Support

- Continued to develop our range of external activities and programmes across all our day services, including our gardening, the gym for workouts and swimming, Meals on Wheels volunteering, Social Farming, evening quizzes, Belfast Zoo, Crumlin Road Gaol, Dublin's new portal.
- A number of the people we support made good progress on their employment pathways, including joining Community Employment schemes and paid employment with a local employer.
- We continued to provide respite service to support a number of people that use our day services.
- Continued to promote choice and control in the lives of the people we support, facilitating them to achieve their own goals – including one person taking up a Barista course to help secure work in a coffee shop.
- Began the roll out of our new client record management system, Iplanit, which puts the service user at the centre of the record keeping procedures.

Residential Care

- We continued our community-based activities such as Social Farming, Meals on Wheels volunteering, and going on holidays.
- We carried out and completed a major refurbishment project in partnership with the HSE funder in two of the services in Kildare, improving the living environment for people we support.
- Another service successfully underwent the re-registration process with the regulator.
- Continued to promote choice and control in the lives of the people we support, facilitating them to achieve their own goals.
- Began the roll out of our new client record management system, Iplanit, which puts the service user at the centre of the record keeping procedures.

Our Impact and Our Ambition

Continued

Key Challenges:

- Managing the residual impacts of Covid-19 on workforce recruitment, retention and wellbeing.
- Managing changing needs for the people we support within the context of static funding

Key objectives and goals for 2024/25:

- Continue to focus on continuous improvement and regulatory compliance
- Progress the commencement of our rights restrictions oversight committee to oversee the use of restrictive practices, and ensure we are always committed to due process and best practice in reducing or eliminating the restrictions of people's rights
- Continue to seek new opportunities to develop services in line with the DoH Disability Capacity Review to 2032



Our Impact and Our Ambition

Continued

Supporting our staff



Safety of our staff is always our primary consideration. Our people experience is to strengthen the bonds between our employees and our volunteers. It's part of our core strategy, and also considers how it feels to work and volunteer at Inspire, why people join and why they stay. It's about creating a welcoming, inclusive environment where everyone's health and wellbeing comes first. It has framed our thinking and response through the pandemic. We have maintained a strong focus on communication and engagement with colleagues and how we need to respond and look after one another. Whilst supporting staff wellbeing we have also had to focus on business continuity, overseeing furlough arrangements, Covid-19 related safeguarding issues, re-engaging with volunteers, revising health and safety guidance

and crisis management communications. Our Covid-19 response has accelerated the delivery of some ambitions. We have seen considerable shifts in utilising technology to collaborate, an uptake of online learning and development opportunities, improving our business continuity processes and our understanding of the wellbeing needs of our people. The engagement, resilience and adaptability that our people have demonstrated over the last year has demonstrated the immense strength of our existing culture and People Experience. It has also shown that our People Experience plans have the flexibility to respond to change, whilst also keeping us true to our ultimate ambitions and the organisation which we wish Inspire to be.

Our Employees with Disability:

In keeping with our own ethos, and in full compliance with Equality Legislation, Inspire Wellbeing gives equal consideration to applications for employment from persons with a disability. Subsequent employment is contingent upon the capacity of the applicant to adequately fulfil the requirements of the post.

Where an employee acquires a disability, Inspire Wellbeing is committed to providing continued employment under the normal terms and conditions, where this is practicable. In addition, Inspire Wellbeing makes all reasonable adjustments to ensure that job applicants or employees with a disability are not disadvantaged by their workplace or working practices.

Training and career development is also provided when appropriate and feasible. Staff members with a disability have full access to the facilities and provisions required to enable them to carry out the duties of their position, as far as this is possible, and to opportunities for career progression.

Our Impact and Our Ambition

Continued

Our Volunteers:

Across the last year we welcomed approximately 150+ volunteers to our services across the island of Ireland, providing their skills and knowledge to a wide range of opportunities that have made a significant impact to the people who access our services. From facilitating walking groups, arts and crafts workshops, to supporting Inspire events such as our flagship Colour Run and rejuvenating our green spaces, there has been an opportunity for everyone to get involved.

As an Investing in Volunteers recipient for our work with volunteers across the island of Ireland, our volunteering is underpinned by Inspire's commitment to continue investing in volunteers by delivering a volunteering framework for all.

Thank you to our volunteers

In particular, we want to say an enormous **thank you** to those that have given their time to volunteering with Inspire throughout the last year. Volunteers are the lynchpin to our local communities across the island of Ireland and whether it is fundraising for a local event or turning up on a cold winters day to facilitate a gardening group, they provide immeasurable value to the work of Inspire. We are promoting Inspire as a great place for work experience and to develop skills and qualifications to enhance your CV while volunteering with us.



I'm so excited to be a small part of such a large range of experienced volunteers. I feel privileged to be giving back in any way I can.

I love volunteering for inspire and proud to be part of such a wonderful organisation

Structure, Governance and Management

Inspire Wellbeing Company Limited by Guarantee was incorporated by guarantee on 22 June 2016. It has no share capital and is recognised as a Charity by the Charities Regulator and Revenue Commissioners. The Charity tax Exemption Number is CHY22117. The guarantee of each member is limited to €1. The governing document is the Constitution. The Charity is a wholly owned subsidiary of Inspire Wellbeing, a Charity registered in Northern Ireland, NI025428. Inspire Wellbeing is the immediate parent undertaking and ultimate controlling party. Inspire Wellbeing principal activities are providing community access to mental health and wellbeing services and support.

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation with the CEO, in conjunction with the Executive Leadership Team, responsible for ensuring smooth running of day to day operations. The Board of Trustees also works alongside its Parent Company's Board to approve any key decisions and strategies.

The Trustees and the Company Secretary did not have any direct or beneficial interest in Inspire Wellbeing Company Limited by Guarantee or any other group companies at the beginning of the financial year, at the date of appointments to the Board if later, or the end of the financial year.

The Board of Trustees is supported by sub-committees, in the areas of

- Remuneration Committee
- Nominations and Governance Oversight Committee
- Service, Quality and Development Committee
- Finance, Risk and Corporate Services Committee

Trustee Attendance at Board Meetings during the year to 31 March 2024:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	5	7
Jill Harrower-Steele	5	7
William Fitzpatrick	2	5
Finola O'Kane	1	5
George O'Neill	3	5
Michael Hickey	3	4
Colm Conway	5	7
Seamus Mannion	4	5
David Kenefick	3	5
Benjamin Banerji	5	7
Peter Brown	6	7
Emma Pollock	4	7
Seamus Cowman	4	7
Marcus Ruegg	7	7
Patricia Goan	2	3

A quorum is comprised of any two members of the Board from time to time to perform administrative and other routine functions on behalf of the Board.

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

The Remuneration Committee meets up to twice a year and makes all key decisions on the setting of pay and remuneration for key management personnel. The Committee is guided by a Term of Reference and has a quorum of Trustee representatives.

Recruitment and Appointment of Trustees

The recruitment and appointment of Trustees is managed through recommendations from the Nominations and Governance Oversight Committee to the Board. The Trustees agree the process for the recruitment and appointments of Trustees. The Nominations and Governance Oversight Committee manage the skills required for new Trustees and the rotation of existing Trustees.

Structure, Governance and Management

Continued

Induction and Training of Trustees

The Trustees receive an induction upon appointment to the Board and will be provided with access to regular training and development to ensure that they are adequately informed in order to ensure that they can exercise effective governance.

Regulatory Environment

Inspire Wellbeing operates in a regulatory environment, governed by the Health Information and Quality Authority as well as the Charities Regulator in the Republic of Ireland.

Public Benefit Statement

The public benefit requirement is defined in the Charities Act 2009 and states that purposes must be for the public benefit to be charitable. The Trustees confirm that they have complied with the duty to have regard to the guidance issued by the Charities Regulatory Authority in ROI. The Trustees, under Section 3 of the Charities Act, are confident that the activities have helped to achieve the Charity's purposes and provide a benefit to the beneficiaries.

Main activities undertaken to further the Charity's purposes for public benefit objective and activities

The Charity's primary objective is to promote wellbeing for all. More specifically:

- To promote, support and explore flourishing mental wellbeing throughout society to achieve mental health and wellbeing for all;
- To work for and promote the preservation and development of mental health for all those with mental health and learning disability needs;
- To provide care and support including floating support, and to promote and take steps to enable full and independent living for older people and/or persons with mental health and/or learning disability needs;

- To assist those in need by the provision of domiciliary care for those with or without mental health issues; and/or learning disabilities
- To work for and promote the study of and research into mental health and learning disability and to obtain and make records of and disseminate information concerning the same for the public benefit;
- To promote and advance the needs and provide for the relief and support of people affected by mental illness and to promote good mental health;
- To advance the education of the public to promote good mental health and wellbeing;
- To raise awareness and promote the prevention, diagnosis, relief, understanding, and treatment of addiction and substance abuse and aiding by all means practical those suffering from or who may whether directly or indirectly in any way be affected by same and further to promote such activities as may lead to a widespread understanding of the nature, causes and effects and incidence of addiction and substance abuse; and
- To provide general wellbeing services including recreation and educational courses and materials and day support services to promote the general wellbeing of the public.

Political Donations

The Charity did not make any political donations in the current year.

Financial Review

The net movement in funds for the financial year is set out in the financial statements and related notes.

Summary Statement of Financial Activities

	Total Funds 2023/24 €'000	Total Funds 2022/23 €'000
Income from Charitable Activities	11,571	11,514
Total incoming resources/income	11,571	11,514
Cost of Charitable Activities	(11,991)	(10,896)
Total Resources expended/expenditure	(11,991)	(10,896)
Net Movement in Funds	(420)	618

At 31 March 2024, the Charity had a deficit for the financial year of €420,000 (2023: €618,000 surplus). The total funds of the Charity were €2,469,000 (2023: €2,889,000). The Charity had €209,000 (2023: €353,000) of funds held for restricted purposes.

The detailed financial results for the year ended 31 March 2024 are set out in the Financial Statements that accompany this Report which have been prepared in accordance with the Companies Act 2014 and the Charities SORP (FRS 102). During the year to 31 March 2024, 100% of income came from Charitable Activities. Income in the financial year was €11,571,000 (2022/23: €11,514,000).

During the year to 31 March 2024, 100% of expenditure related to charitable activities. Expenditure in the financial year was €11,991,000 (2022/23: €10,896,000).

Summary Statement of Financial Position

	2024 €'000	2023 €'000
Fixed Assets	184	254
Current Assets	4,268	4,905
Current Liabilities	(1,983)	(2,270)
Net Assets	2,469	2,889
Restricted Funds	209	353
Unrestricted Funds	2,260	2,536
Total Funds	2,469	2,889

Reserves Policy

The Charitable Group Reserves Policy has been set by the Trustees with a target range of 3 to 6 months of unrestricted reserves to be achieved, recognising the current risk profile of the organisation. Our reserves policy is in place to ensure our services are protected from the risk of disruption at short notice due to a lack of funds. The policy is reviewed on a regular basis to ensure that the target range remains appropriate, given any significant changes impacting the organisation.

At the year end, the Charity had free reserves of €2,076K (31 March 2023: €2,281K) which represents 2.18 months (31 March 2023: 2.53 months) of unrestricted reserves.

Financial Review

Continued

Accounting Records

In compliance with the requirements of Section 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, the Trustees have employed appropriately qualified accounting personnel and have ensured the maintenance of computerised accounting systems. The Company's Accounting Records are maintained at the Registered Office, Inspire Wellbeing Company Limited, by Guarantee for the financial year ended 31 March 2024.

Going Concern

The use of the going concern basis of accounting was considered appropriate. The Trustees' came to this conclusion after reviewing updated forecasts and considering the key risks that could impact the Charity. After this review the Trustees of Inspire Wellbeing Company Limited by Guarantee are satisfied that the Charity has the ability to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Therefore, there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Future Developments

The Charity plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.

Regulatory Environment

Inspire Wellbeing operates in a regulatory environment, governed by the Health Information and Quality Authority as well as the Charities Regulator in Republic of Ireland.

Funding Sources

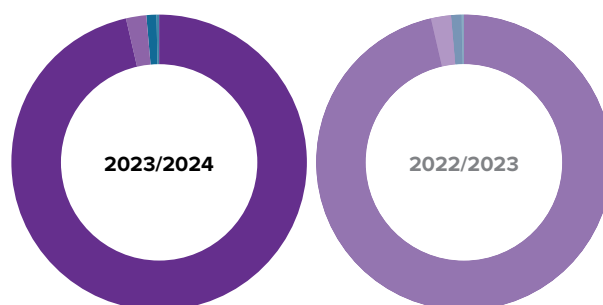
The Charity has in the past and continues to fund the charitable activities through obtaining funding from a number of providers, including the Health Service Executive in the Republic of Ireland, Sunderland City Council, client contributions and other agencies. The Charity continues to work tirelessly to secure income to finance its ongoing activities.

Income and Expenditure Highlights

	2023/24 €M	2022/23 €M
Total Income	11.6	11.5
Total Expenditure	12.0	10.9

Charitable Income Mix

	2023/2024 %	2022/2023 %
■ Health Service Executive	96.6	96.4
■ Sunderland City Council	2.1	2.3
■ Client Contributions and Transport Income	1.2	1.2
■ Various	0.1	0.1





inspire

wellbeing, ability, recovery

INSPIRATION POINT



Scan for wellbeing
information,
resources and
signposting straight
to your phone



[community wellbeing.info](https://communitywellbeing.info)

Risk Management

Risk Management Strategy

To identify both strategic and corporate risks that threaten the achievement of Inspire Wellbeing's core strategic objectives, the Charity applies the principles of Corporate Risk Management through a comprehensive Corporate Risk Register. The core areas of the Register are developed from an assessment of Inspire Wellbeing's Strategic Corporate Plan and measured against performance. The process of effective risk management within Inspire includes a number of measures including:

- Risk Identification
- Risk Assessment
- Risk Treatment and Management
- Risk Monitoring and Review
- Risk Reporting

All key risks are reviewed on a regular basis by the Executive Leadership Team and appropriate actions are taken to ensure mitigation. The Register is a live document and is updated as risks reduce or increase. The Board of Trustees is responsible for seeking assurances that the organisation effectively operates systems and processes to manage risks, by receiving and reviewing reports and information from the Finance, Risk & Corporate Services Committee.

Principal Risks and Uncertainties

Financial Risk:

Lack of financial resource to meet increasing/ changing demands and growth

Financial resource management and building reserves remains a key focus across the organisation, with a collaborative approach in setting budgets/ targets and a forecasting process that identifies financial risks and opportunities. These processes ensure we have appropriate action plans in place to improve the financial performance of the organisation.

Resource Risk:

Challenges in attracting and retaining social care staff

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking across the sector.

Where necessary, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns is to advertise the non-monetary benefits and to positively profile the organisation externally. We advertise widely, and through this past year, have looked at creative ways of advertising, through virtual job fayres and links to schools, colleges and universities. As part of the selection process we have changed the way in which we recruit and have moved away from a competency-based interview approach to values led recruitment

Security Risk:

Data management and cyber security

Cyber security is an ever evolving issue, this risk can take the form of ransomware, phishing, malware, data leakage, hacking, etc. These types of risks continue to grow in complexity and understanding them is the best way to defend our organisation. We have invested, and will continue to invest, in skills, hardware and software to help us face this challenge. We work to continually monitor and update our infrastructure and are actively looking at ways of improving our security.

Reputational Risk:

Failure to meet HIQA Regulations and standards

It is essential to our organisation that we ensure our Residential Services are regulatory compliant. Inspection Reports are public documents which help statutory authorities determine Service Providers' competency to deliver quality services, so we consider regulations and standards relating to Designated Centres as a minimum threshold. We have robust procedures in place and promote a culture, which exceeds regulatory standards, that protects the rights and dignity of residents through person-centred care and support.

Funds held as Custodian Trustees on behalf of others

The Charity holds no funds as custodian Trustees on behalf of others.

Statement of Trustees' Responsibilities In Respect of the Financial Statements

The Trustees (who are also the Directors of Inspire Wellbeing Company Limited by Guarantee for the purposes of company law) are responsible for preparing the Trustees' report and the Financial Statements in accordance with Irish law.

Irish law requires the Trustees to prepare Financial Statements for each financial year that give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and of the profit or loss of the company for the financial year. Under that law the Trustees have prepared the Financial Statements in accordance with Generally Accepted Accounting Practice) in Ireland (accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland, comprising Financial Reporting Standard 102 (FRS102) *"The Financial Reporting Standard Applicable in the UK and Republic of Ireland"* (FRS 102) and Irish law).

Under Irish law, the Trustees 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 as at the end of the financial year and the profit or loss of the company for the financial year.

In preparing these Financial Statements, the Trustees 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 FRS 102 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 the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees 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 profit or loss of the company to be determined with reasonable accuracy; and
- enable the Trustees to ensure that the Financial Statements comply with the Companies Act 2014 and enable those Financial Statements to be audited.

The Trustees 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.

Events since the Balance Sheet Date

From the end of the financial year end 31 March 2024 until the date of signing the audit report, there have been no events that have affected the Financial Statements at year end.

Statement on Relevant Audit Information

Each of the persons, who are Trustees at the time when this Trustees' Report is approved, has confirmed that:

- so far as the Trustee is aware, there is no relevant audit information of which the Company's Auditors are unaware; and
- the Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Approved by the Trustees and signed on their behalf by:



Aidan Browne
(Chair)



Jill Harrower-Steele
(Vice Chair)

28 October 2024

Independent Auditor's Report

to the members of Inspire Wellbeing Company Limited by Guarantee

Opinion

We have audited the financial statements of Inspire Wellbeing Company Limited By Guarantee (the company') for the year ended 31 March 2024 which comprise the statement of financial position, the statement of financial activities (incorporating the income and expenditure account), the cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102, *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2024 and of the incoming resources and application of resources, including the company's income and expenditure, for the year then ended;
- have been properly prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Auditor's Report

to the members of Inspire Wellbeing Company Limited by Guarantee
(continued)

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

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

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the company. We have nothing to report in this regard.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees', who are also directors of the Charity for purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees 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 Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the company's financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's report.

Independent Auditor's Report

to the members of Inspire Wellbeing Company Limited by Guarantee
(continued)

Use of our report

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

Dr R I Peters Gallagher OBE FCA (Senior Statutory Auditor)

For and on behalf of Moore (N.I.) LLP

Chartered Accountants

Statutory Auditors

28 October 2024

7 Donegall Square North
4th Floor Donegall House
Belfast
BT1 5GB

Statement of Financial Activities (including the Income and Expenditure account)

For the Financial Year Ended 31 March 2024

		Unrestricted Funds 2023/24 €'000	Restricted Funds 2023/24 €'000	Total Funds 2023/24 €'000	Unrestricted Funds 2022/23 €'000	Restricted Funds 2022/23 €'000	Total Funds 2022/23 €'000
	Note						
Incoming Resources :							
Income from Charitable Activities	5	10,986	585	11,571	11,423	91	11,514
Total incoming resources/income		10,986	585	11,571	11,423	91	11,514
Resources Expended :							
Cost of Charitable Activity	6	(11,416)	(575)	(11,991)	(10,805)	(91)	(10,896)
Total resources expended/expenditure		(11,416)	(575)	(11,991)	(10,805)	(91)	(10,896)
Net incoming resources before transfers		(430)	10	(420)	618	–	618
Transfer between Funds		154	(154)	–	(344)	344	–
Net movement in Funds		(276)	(144)	(420)	274	344	618
Total Funds brought forward 1 April		2,536	353	2,889	2,262	9	2,271
Total Funds carried forward 31 March		2,260	209	2,469	2,536	353	2,889

The notes on pages 27 to 37 form part of these financial statements.

Statement of Financial Position

As at 31 March 2024

	Note	2024 €'000	2023 €'000
Fixed Assets			
Tangible Assets	10	184	254
		184	254
Current Assets			
Debtors	11	678	1,280
Cash at bank and in hand		3,590	3,625
		4,268	4,905
Creditors : amount falling due within one year	12	(1,983)	(2,270)
Net current assets		2,285	2,635
Net Assets		2,469	2,889
Charitable Fund			
Restricted Funds	14	209	353
Unrestricted Funds	14	2,260	2,536
Total Charity Funds		2,469	2,889

The financial statements on pages 24 to 26 were approved by the Trustees' on the 28 October 2024 and were signed on its behalf by:



Aidan Browne
Trustee



Jill Harrower-Steele
Trustee

Inspire Wellbeing Company Limited by Guarantee
Registered number: 584809

The notes on pages 27 to 37 form part of these financial statements.

Cash Flow Statement

For the financial Year Ended 31 March 2024

	Notes	2023/24 €'000	2022/23 €'000
Cash flows from operating activities			
Cash generated from/(used in) operating activities	15	(23)	676
Net cash generated from/(used in) operating activities		(23)	676
Cash flows from investing activities			
Purchase of tangible assets		(12)	(108)
Proceeds From Disposal of Assets		–	10
Net cash used in investing activities		(12)	(98)
Net increase/(decrease) in cash and cash equivalents		(35)	578
Cash and cash equivalents at beginning of the financial year		3,625	3,047
Cash and cash equivalents at end of the financial year		3,590	3,625
Cash and cash equivalents at end of the financial year:			
Cash at bank and in hand		3,590	3,625
Cash and cash equivalents		3,590	3,625

The notes on pages 27 to 37 form part of these financial statements.

Notes to the Financial Statements

For the financial year ended 31 March 2024

1) General Information

Inspire Wellbeing Company Limited by Guarantee (the "Charity") is a charitable company that provides Intellectual Disability and Autism Services. The company is limited by guarantee and incorporated in the Republic of Ireland. The company's registered number is 584809 and the address of its registered office is Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Co. Louth.

2) Statement of Compliance

The individual financial statements of the Inspire Wellbeing Company Limited by Guarantee have been prepared in compliance with Irish GAAP, including Financial Reporting Standards 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS102"), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2016 (Charities SORP (FRS 102), the Charities Act 2009 and the Companies Act 2014.

3) Accounting Policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all periods presented, unless otherwise stated.

Basis of Preparation

These financial statements are prepared on the going concern basis under the historical cost convention.

The Trustees' have prepared the financial statements on the going concern basis, giving careful consideration to the results during the financial year. Taking account of the risk review undertaken by the Trustees' they do not consider there to be a risk to the going concern status of the Charity.

Inspire Wellbeing Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost and transaction value unless otherwise stated in the relevant accounting policy note(s).

Going Concern

The use of the going concern basis of accounting was considered appropriate. The Trustees' came to this conclusion after reviewing updated forecasts and considering the key risks that could impact the Charity. After this review the Trustees of Inspire Wellbeing Company Limited by Guarantee are satisfied that the Charity has the ability to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Therefore, there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Incoming Resources

All incoming resources are recognised in the statement of financial activities in the period in which they are receivable. Grants received for capital expenditure are treated as restricted income and are released to the general fund over the expected useful lives of the assets to which they relate. When the restriction ceases to exist, the full remaining book value is transferred to unrestricted funds.

Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Staff costs and overhead expenses are allocated to activities on the basis of time spent on those activities.

Notes to the Financial Statements

Continued

3) Accounting Policies (continued)

Charitable Activities

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them. Support costs are allocated to their relevant activity based on the income received.

Governance Costs

Governance costs include those costs incurred in the governance of its assets which are associated with constitutional and statutory requirements.

Fund Accounting

The Charity has various types of funds for which it is responsible and which require specific disclosure. A definition of the different types is as follows:

Unrestricted Funds

Funds which are expendable at the discretion of the Charity in furtherance of the purpose of the Charity. In addition to expenditure on activities, such funds may be held in order to finance capital investment and working capital.

Restricted Funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of overheads and support costs.

Designated Funds

Designated funds are amounts set aside from unrestricted funds which have been 'earmarked' for particular projects.

Tangible Fixed Assets

Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs and borrowing costs capitalised.

Depreciation and Residual Values

Depreciation is calculated to allocate the cost to the residual values over their estimated useful lives. The principal annual rates and bases used are as follows:

Motor vehicles	– 20% straight line
Office equipment	– 10% straight line
Non-office equipment	– 10% straight line
Computer equipment	– 33.3% straight line

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Subsequent Additions and Major Components

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the Charity and the cost can be measured reliably.

Notes to the Financial Statements

Continued

3) Accounting Policies (continued)

Derecognition

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the new disposal proceeds and the carrying amount is recognised in the Statement of financial activities and included in 'other operating (losses)/gains'.

Cash and Cash Equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

Foreign Currency

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses, resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of financial activities. Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of financial activities.

Impairment of Non-Financial Assets

At each balance sheet date non-financial assets not carried at fair value, are assessed to determine whether there is an indication that the asset (or asset's cash generating unit) may be impaired. If there is such an indication the recoverable amount of the asset (or asset's cash generating unit) is compared to the carrying amount of the asset (or asset's cash generating unit). The recoverable amount of the asset (or asset's cash generating unit) is the higher of the fair value less costs to sell and value in use.

Value in use is defined as the present value of the future cash flows before interest and tax obtainable as a result of the asset's (or asset's cash generating unit) continued use. These cash flows are discounted using a pre-tax discount rate that represents the current market risk-free rate and the risks inherent in the asset.

If the recoverable amount of the asset (or asset's cash generating unit) is estimated to be lower than the carrying amount, the carrying amount is reduced to its recoverable amount. An impairment loss is recognised in the Statement of financial activities. If an impairment loss is subsequently reversed, the carrying amount of the asset (or asset's cash generating unit) is increased to the revised estimate of its recoverable amount, but only to the extent that the revised carrying amount does not exceed the carrying amount that would have been determined (net of depreciation or amortisation) had no impairment loss been recognised in prior periods. A reversal of an impairment loss is recognised in the Statement of financial activities.

Financial Instruments

The Charity has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

Notes to the Financial Statements

Continued

3) Accounting Policies (continued)

Financial Assets

Basic financial assets, including trade and other debtors and cash and bank balances, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period, financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of financial activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the Statement of financial activities.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures are initially measured at fair value. The quoted market value is used to determine fair value.

Such assets are subsequently carried at fair value and the changes in fair value are recognised in profit or loss, except that investments in equity instruments that are not publically traded and whose fair values cannot be measured reliably are measured at cost less impairment.

Financial assets are derecognised when (i) the contractual rights to the cash flows from the asset expire or are settled, or (ii) substantially all the risks and rewards of the ownership of the asset are transferred to another party, or (iii) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial Liabilities

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

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 current liabilities if payment is due within one period or less. If not, they are presented as non-current liabilities. 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.

Employee Benefits

The Charity provides a range of benefits to employees, including paid holiday arrangements and a defined contribution pension plan.

Notes to the Financial Statements

Continued

3) Accounting Policies (continued)

Short Term Benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

Defined Contribution Pension Plans

The Charity operates a number of country-specific defined contribution plans for its employees. A defined contribution plan is a pension plan under which the Group pays fixed contributions into a separate entity. Once the contributions have been paid the Group has no further payment obligations. The contributions are recognized as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the Group in independently administered funds.

4) Critical Accounting Judgements and Estimation Uncertainty

Estimates and judgements 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.

Critical judgements in applying the entity's accounting policies

There are no critical judgements in applying the Charity's accounting policies.

Critical accounting estimates and assumptions

There are no critical accounting estimates and assumptions.

5) Incoming Resources

Grantor	Unrestricted Funds 2023/24 €'000	Restricted Funds 2023/24 €'000	Total Funds 2023/24 €'000	Unrestricted Funds 2022/23 €'000	Restricted Funds 2022/23 €'000	Total 2022/23 €'000
Health Service Executive	10,601	575	11,176	11,009	91	11,100
Sundry Income	3	10	13	12	–	12
Client and Transport Income	135	–	135	137	–	137
Sunderland City Council	247	–	247	265	–	265
Total	10,986	585	11,571	11,423	91	11,514

The purpose of the HSE grant is to maintain the services provided by Inspire Wellbeing Company Limited by Guarantee. The income is accounted for in the Statement of Financial Activities in the period in which it is earned.

6) Cost of Charitable Activities

	Unrestricted Funds 2023/24 €'000	Restricted Funds 2023/24 €'000	Total Funds 2023/24 €'000	Unrestricted Funds 2022/23 €'000	Restricted Funds 2022/23 €'000	Total 2022/23 €'000
Disability Services	10,288	575	10,863	9,613	91	9,704
Support Costs (note 7)	1,128	–	1,128	1,192	–	1,192
Total	11,416	575	11,991	10,805	91	10,896

Notes to the Financial Statements

Continued

7) Support Costs

	Unrestricted Funds 2023/24 €'000	Restricted Funds 2023/24 €'000	Total Funds 2023/24 €'000	Unrestricted Funds 2022/23 €'000	Restricted Funds 2022/23 €'000	Total 2022/23 €'000
Chief Executive's Office	72	–	72	74	–	74
Finance, IT and Human Resources	604	–	604	687	–	687
Central office support	124	–	124	136	–	136
Quality, Policy and Communications	186	–	186	168	–	168
Training	142	–	142	127	–	127
	1,128	–	1,128	1,192	–	1,192

8) Net Incoming Resources for the Financial Year

	2023/24 €'000	2022/23 €'000
The figure is stated after charging:		
Staff costs (note 9)	6,590	6,285
Depreciation of tangible fixed assets	82	84
Fees payable to the company's auditor for the audit of the financial statements	6	10

9) Analysis of Staff Costs and Trustees' Remuneration and Expenses

The average weekly number of persons employed by the Charity in the financial year for the charitable activities was 159 (2022/23: 140).

	2023/24 €'000	2022/23 €'000
Wages and Salaries	5,950	5,660
Social security costs	604	595
Pension costs	36	30
	6,590	6,285

The number of employees whose emoluments fell within the following bands:

	2023/24 €'000	2022/23 €'000
€60,000 and €69,999	13	10
€70,000 and €79,999	9	2
€80,000 and above	5	2

Trustees

Trustees received no emoluments or reimbursement of expenses during the financial year (2022/23: €nil).

Key Management Compensation

Key management compensation paid by the Charity during the year amounted to €nil (2022/23: €nil). Key management services are also provided by the Inspire Group which are borne by the parent undertaking, Inspire Wellbeing.

Notes to the Financial Statements

Continued

10) Tangible assets

	Motor Vehicles €'000	Office Furniture and Equipment €'000	Non-Office Furniture and Equipment €'000	Computer Equipment €'000	Total €'000
Cost 1 April 2023	388	9	117	44	558
Additions	–	–	9	3	12
Cost 31 March 2024	388	9	126	47	570
Accumulated Depreciation 1 April 2023	219	4	43	38	304
Charge for the year	66	1	13	2	82
Accumulated Depreciation 31 March 2024	285	5	56	40	386
Net Book Amount 31 March 2024	103	4	70	7	184
Net Book Amount 31 March 2023	169	5	74	6	254

11) Debtors

	2023/24 €'000	2022/23 €'000
Trade debtors	591	1,124
Amounts owed by group undertakings	1	–
Other debtors	67	130
Prepayments and accrued income	19	26
	678	1,280

Trade debtors are stated after a provision of impairment €20,000 (2022/23: €7,000).

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

12) Creditors: amounts falling due within one financial year

	2024 €'000	2023 €'000
Trade Creditors	191	223
Amounts Owed to Group Undertaking	84	117
Other Creditors	66	31
Other Tax and Social Security	175	128
Accruals	498	596
Deferred Income	969	1,175
	1,983	2,270

Amounts due to group undertakings are unsecured, interest free and have no fixed date of repayment. Included within other tax and social security are PAYE €88,000 (2023: €57,000) and PRSI €87,000 (2023: €71,000).

Notes to the Financial Statements

Continued

13) Analysis of Net Assets between Funds

	Restricted Funds 2024 €'000	Unrestricted Funds 2024 €'000	Total Funds 2024 €'000	Restricted Funds 2023 €'000	Unrestricted Funds 2023 €'000	Total Funds 2023 €'000
Tangible Fixed Assets	–	183	183	–	254	254
Other Current Assets	209	4,059	4,268	353	4,552	4,905
Current Liabilities	–	(1,983)	(1,983)	–	(2,270)	(2,270)
Total funds 31 March	209	2,260	2,469	353	2,536	2,889

14) Analysis of Charitable Funds

	As at 1 April 2023 €'000	Incoming resources €'000	Resources expended €'000	Transfers €'000	As at 31 March 2024 €'000
Restricted funds					
Tusla	9	–	–	–	9
Health Service Executive	344	575	(575)	(172)	172
Scheme Funds	–	10	–	18	28
Total restricted funds	353	585	(575)	(154)	209
Unrestricted funds					
General fund	2,536	10,986	(11,416)	154	2,260
Total unrestricted funds	2,536	10,986	(11,416)	154	2,260
Total funds	2,889	11,571	(11,991)	–	2,469

	As at 1 April 2022 €'000	Incoming resources €'000	Resources expended €'000	Transfers €'000	As at 31 March 2023 €'000
Restricted funds					
Tusla	9	–	–	–	9
Health Service Executive	–	91	(91)	344	344
Total restricted funds	9	91	(91)	344	353
Unrestricted funds					
General fund	2,262	11,423	(10,805)	(344)	2,536
Total unrestricted funds	2,262	11,423	(10,805)	(344)	2,536
Total funds	2,271	11,514	(10,896)	–	2,889

Purposes of Restricted Funds

Tusla

Tusla provided funding to support services in our Cavan Outreach Scheme, the carried forward balance relates to a small under spend in the prior years.

Notes to the Financial Statements

Continued

15) Notes to the Cash Flow Statement

Cash generated from/(used in) operating activities

	2023/24 €'000	2022/23 €'000
Net Incoming Resources	(420)	618
Adjustments for :		
Depreciation of Tangible Assets	82	84
(Profit)/Loss on Disposal Tangible Assets	–	(3)
Movement in Debtors	602	114
Movement in Creditors	(287)	(137)
Cash generated from/(used in) operating activities	(23)	676

Analysis of net funds

	At 1 April 2023 €'000	Cashflows €'000	At 31 March 2024 €'000
Cash in hand and at bank	3,625	(35)	3,590

16) Pension Scheme

The Company operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Company in an independently administered fund. The total contributions paid into the scheme in the year by the company was €36,000 (2022/23: €30,000). There were no contributions outstanding at the year end (2022/23: €nil).

17) Operating Lease Commitments

The Charity had the following future minimum lease payments under non-cancellable operating lease

	Land & Buildings 2023/24 €'000	Other 2023/24 €'000	Land & Buildings 2022/23 €'000	Other 2022/23 €'000
Within one year	95	1	95	1
Between two and five years	318	–	357	1
After five years	152	–	208	–
	565	1	660	2

18) Financial Instruments

	2023/24 €'000	2022/23 €'000
Trade debtors	591	1,124
Other debtors	67	130
Financial assets that are debt instruments amortised at cost	658	1,254

Notes to the Financial Statements

Continued

18) Financial Instruments (continued)

	2023/24 €'000	2022/23 €'000
Trade creditors	191	223
Amounts owed to group undertakings	84	117
Other creditors	66	31
Accruals	498	596
Financial liabilities that are debt instruments amortised at cost	839	967

19) Related Party Transactions

The following amounts were owed from/(to) related parties by the charitable company at the end of the financial reporting period:

	2023/24 €'000	2022/23 €'000
Carecall (NI) Limited	–	(51)
EAP Consultants Limited	1	(32)
Inspire Wellbeing	(84)	(34)
	(83)	(117)

The following transactions were incurred between the related parties during the financial year:

	Inspire Wellbeing 2023/24 €'000	Carecall (NI) Limited 2023/24 €'000	EAP Consultants Limited 2023/24 €'000	Total 2023/24 €'000
As at 1 April 2023	(34)	(51)	(32)	(117)
Receipts by group companies	247	–	–	248
Receipts for group companies	1	–	–	1
Settlements of intercompany balances	906	51	31	988
Supplier payments by group companies	(535)	–	(64)	(599)
Supplier payments for group companies	426	–	67	493
Payroll payments by group companies	(128)	–	(1)	(129)
Payroll payments for group companies	188	–	–	188
Support services charge by group	(1,128)	–	–	(1,129)
Foreign exchange adjustments	(27)	–	–	(27)
As at 31 March 2024	(84)	–	1	(83)

20) Ultimate Parent Undertaking and Controlling Party

The ultimate controlling party and immediate parent undertaking is Inspire Wellbeing, a charitable company, incorporated in Northern Ireland. This is the only entity that consolidates Inspire Wellbeing Company Limited by Guarantee.

Copies of the consolidated financial statements of Inspire Wellbeing can be obtained from their registered office, Lombard House, 10-20 Lombard Street, Belfast, Co. Antrim, BT1 1RD.

Reference and Administrative Information

Company registration number

584809

Registered Charity number

20106690

Trustees

Mr Aidan Browne (*Chair*)
 Ms Jill Harrower-Steele
 Mr Colm Conway
 Mr Benjamin Banerji
 Mr Peter Brown
 Ms Emma Pollock
 Mr Seamus Cowman
 Mr Marcus Ruegg
 Ms Patricia Goan (*appointed 11 December 2023*)
 Ms Virginia Hanrahan (*appointed 11 June 2024*)
 Sir David Sterling (*appointed 16 September 2024*)
 Mr Michael Hickey (*resigned 27 November 2023*)
 Mr William Fitzpatrick (*resigned 11 December 2023*)
 Mrs Finola O'Kane (*resigned 11 December 2023*)
 Dr George O'Neill (*resigned 11 December 2023*)
 Mr David Kenefick (*resigned 11 December 2023*)
 Mr Seamus Mannion (*resigned 11 December 2023*)

Secretary

Ms Kerry Anthony

Executive Leadership Team

Ms Kerry Anthony, CEO
 Ms Dunia Hutchinson, Director, Care and Support Services
 Mr Jude O'Neill, Director, Care and Support Services
 Mr Alex Bunting, Director, Therapeutic and Wellbeing Services
 Mrs Tara Toland, Director, Finance
 Ms Lisa McElherron, Director, Insight, Engagement and Innovation
 Mrs Sinéad McNicholl, Director, People, Development and Compliance

Registered office

Creative Spark
 Clontygora Drive
 Muirhevnamor
 Dundalk
 Co. Louth

Solicitors

Byrne Wallace
 88 Harcourt Street
 Dublin 2
 Co. Dublin

Bankers

AIB
 96 Clanbrassil St
 Townparks
 Dundalk
 Co. Louth

Independent auditors

Moore (N.I.) LLP (*appointed 28 February 2024*)
 Donegall House
 7 Donegall Square N
 Belfast
 Northern Ireland
 BT1 5GB

PricewaterhouseCoopers (*effective until 27 February 2024*)
 Chartered Accountants and Statutory Audit Firm
 One Spencer Dock
 North Wall Quay
 Dublin 1

Get Involved

Thank You!

We would like to thank every individual and organisation who supported our work during the year. You once again showed huge compassion and kindness. We particularly want to thank everyone who supports us regularly, giving us the confidence to plan ahead. We gratefully remember each and every one of our supporters who thoughtfully left us a gift in their will. We would also like to say thank you to all our volunteers for their hard work and commitment, which we could not do without.

Get Involved!

Are you part of the growing movement of kindness? Get connected to people who need your skill, care and support.

Volunteering

However much time you have and whatever your experience, there are volunteering opportunities at the Inspire. Meet new people, learn new skills and help people get the support they need. Find out more at <https://www.inspirewellbeing.org/get-involved/volunteering/>

Fundraising

With your support we can continue our work to develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities. There are many ways for you to get involved and support Inspire. Now more than ever, we need you to get involved and help support Inspire and the work we do.

Your support will directly help us to continue this vital work in the community. Whether you want to take part in an event, organise your own event, make a donation or volunteer your time, there are lots of ways that you can get involved and help fundraise for Inspire. These include fundraising in your in your local community, your school, club or society and through your work by becoming our Charity Partner. Every step you take and every pound you raise will help someone in need.

Find out more at <https://www.inspirewellbeing.org/get-involved/fundraising/> or call +44 (0) 28 90238474.

Donate

It's the generosity of our supporters that enables our work to happen quickly and efficiently. We rely on your support to keep us going. A donation or a regular gift means we can be there for our service users and their families throughout the most difficult times in their lives. Please donate what you can today to help us continue to support your communities' wellbeing. If you would like to find out more about supporting Inspire by making a donation please go to <https://www.inspirewellbeing.org/donate/> or call +44 (0) 28 90238474.

Legacies

A gift in your will, no matter how big or small, will help us to make sure we can be there for every individual and family that needs us now and in the future. If you would like to find out more about supporting Inspire by leaving a gift in your will then please go to <https://www.inspirewellbeing.org/leave-a-gift-in-your-will/> or call +44 (0) 28 90238474.

Connect to our online community

facebook.com/InspireWBGroup

instagram.com/inspire_wellbeing

Inspire's Digital Hubs



I-Connect is a closed site for people who use our services and strategic partners providing instant access to a range of tailored information, guidance, self-help tools, screening & intervention tools.

www.inspireconnect.info



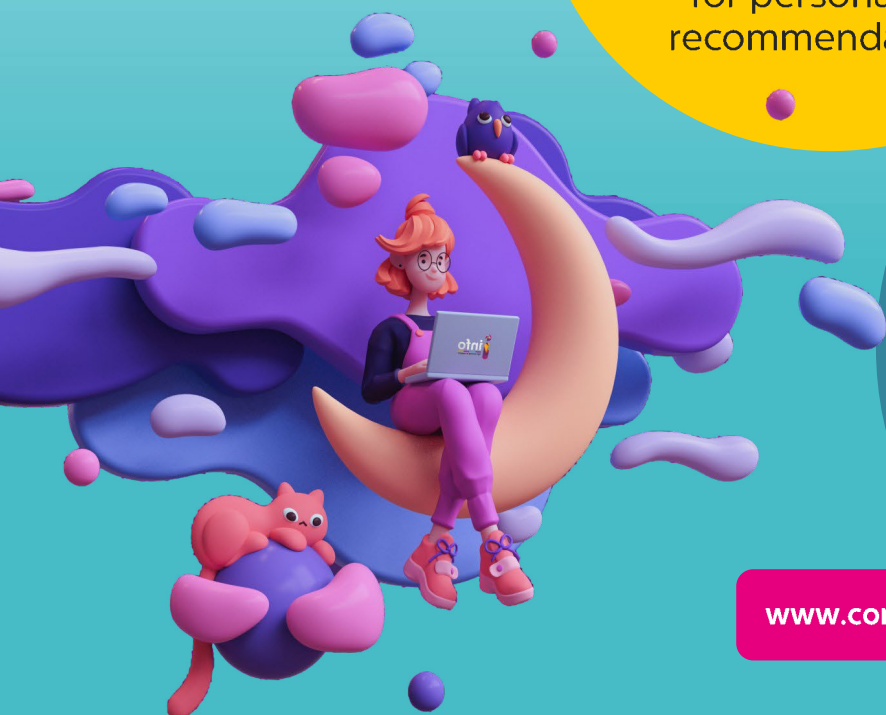
Workplace & Student Hubs are bespoke wellbeing hubs providing our clients with mental health and wellbeing resources and guided self-assessments for personalised recommendations.

www.inspiresupporthub.org



Community Wellbeing provides the public access to mental health information on a full range of topics, self-help guides to help people take steps to look after their mental health and find support.

www.communitywellbeing.info





www.inspirewellbeing.org