

ANNUAL REPORT 2023



TABLE OF CONTENTS

01	MESSAGE FROM OUR CHAIRPERSON		04
02			05
03			06
	3.1.	Who we are	
	3.2.	How we help	
	3.3.	Awards and Recognition	
04	FOCUS ON 2023		11
	4.1.	Highlights and Achievements	12
	4.2.	Strategic Plan 2024 - 2027	14
	4.3.	MyMind on the move	15
	4.4.	Collaborations and Partnerships	16
05	STATISTICS		19
	5.1.	Statistics for 2023	20
	5.2.	Appointments Breakdown	21
	5.3.	Client Profile	22
	5.4.	Presenting Issues	23
	5.5.	Eligibility Status	23
	5.6.	Nationalities	24
	5.7.	Discovery of MyMind	24
06	CLIENT FEEDBACK		25
	6.1.	Client Feedback	26
07	CLIN	28	
	7.1.	Clinical Team	29
	7.2.	CPD for Mental Health Professionals	29
	7.3.	Peer Support	29
80	MYMIND TEAM		30
	8.1.	Mental Health Professionals	31
	8.2.	Letters from our Team	
	8.3.	MyMind Staff	32
	8.4.	Board of Directors	33
09	FINA	NCIAL STATEMENTS	34

MESSAGE FROM OUR CEO

01



Dear Friends and Supporters of MyMind, as we reflect on the challenges and accomplishments of 2023, it's evident that the year has tested us all in many ways. The landscape of Ireland was marked by rising living costs, a housing crisis, and social unrest. Combined with ongoing war and conflict abroad, these factors underscored the need for our vision: an Ireland where no one faces mental health challenges alone.

In the face of these challenges, MyMind encountered hurdles of its own. Retaining skilled professionals in our field and meeting the rising demand for in-person mental health services presented formidable obstacles. Yet, adversity breeds innovation. Within MyMind, it ignited a spirit of creativity and forward-thinking. Together, as a team, we engaged in discussions to chart a course toward a future where quality mental healthcare is accessible to all.

The outcome of these deliberations is our "Minding the Gap" strategy for 2024-2027. This strategy will bring MyMind into the heart of communities, ensuring that our resources are strategically allocated to meet people where they live and work. Through these new expansion efforts, our commitment to supporting Ukrainian communities living in Ireland remains firm and unwavering.

As we embark on this journey, I would like to extend my deepest gratitude to the dedication of our mental health professionals, who in 2023 supported 6,316 individuals experiencing mental health challenges. I would also like to extend appreciation to our management and operations team, many of whom are the first point of contact for those seeking help. Your support of our vision and alignment with our values of care and compassion are foundational to MyMind's success.

None of this would be possible without the extraordinary support of our partners: the HSE, Community Foundation, Sunflower Foundation, Ireland Funds, Social Entrepreneurs Ireland, Ashoka, and countless others. Your belief in MyMind's mission fuels our determination, and we eagerly anticipate a future marked by impactful collaboration and growth.

Sincerely,

Krystian Fikert CEO, MyMind

MESSAGE FROM OUR CHAIRPERSON

Dear MyMind team, mental health professionals, clients, partners, and supporters,

It is my pleasure to address you all as we reflect on the past year and look ahead to the future. Ever since stepping into this role in March 2022, I have been profoundly moved by your dedication and resilience.

Despite challenges, MyMind stayed true to its mission: positively impacting lives by offering professional, affordable, and accessible therapy to those facing mild to moderate mental health challenges. We reached more diverse individuals this year than ever before.

Reflecting on 2023, we recognise several significant milestones. Our ongoing support for the Ukrainian community in Ireland is particularly noteworthy, given the profound loss they have endured due to ongoing conflict. With the support of our funders, we take pride in providing invaluable assistance to this community. In addition, 2023 marked the development of our four-year strategic plan, a testament to the collaborative effort of our team and board. I am excited by this vision, which will guide us as we seek to scale our service sustainably to even more clients, while ensuring the quality of service for which MyMind is so well known.

As we continue expanding our services, the growing demand for professional, affordable therapy becomes increasingly evident. Despite the challenges of the past year, there has been a remarkable shift towards openness in discussing mental health, thanks in part to organisations like MyMind. We understand that mental health affects us all and strive to remove barriers to accessing support services.

I wish to express my deepest gratitude to our esteemed network of mental health professionals across Ireland. Their unwavering commitment enables us to provide counselling, psychotherapy, and psychological support services in 21 different languages, both online and in person.

To our CEO, Krystian Fikert, and the entire MyMind team: your dedication is commendable, and I am profoundly grateful for your tireless contributions. I also extend my sincere appreciation to my fellow board members for their selfless commitment to our cause.

To close, I extend my best wishes for a bright and healthy future to our clients, therapists, staff, and friends. Together, we will continue our journey toward an Ireland where no one faces mental health challenges alone.

Warm regards,

Brian Marrinan

Chairperson, MyMind





03 ABOUT US





3.1 WHO WE ARE

Established in 2006 as a not- for-profit social enterprise, MyMind exists to bridge the gap between the public and private mental health sectors. Our vision is an Ireland where no one faces mental health challenges alone. Our commitment lies in ensuring that everyone, regardless of their circumstances, has equal access to high-quality mental health support whenever they need it. Our work fulfills a major social need, reflective in our mission to positively change lives by providing professional, affordable, accessible therapy to anyone experiencing mild to moderate mental health challenges. MyMind firmly advocates for early intervention as the most effective way of preventing the escalation of mental health challenges such as depression, anxiety and stress. Beyond the lives of the individuals we support, our work supports their families and communities – we have a presence in Irish society as a whole.

Our model provides high-quality services that are easy to access and at affordable rates, bypassing the need for clinical referral, long waiting lists and high costs. Fees are on a sliding scale at the top end of the scale, our standard rate is applicable only to those in full-time employment, or for specialist appointments for children and adolescents. Revenue generated from these rates, along with grant funding and fundraising, is then used to subsidise discounted fees for those facing financial constraints, in full-time education or retirement. This creates a unique movement for a community-based mental health service that work towards giving every person in Ireland equal access to mental health support.

From the outset, MyMind was clear that accessing and providing mental health services should be as easy and seamless as possible for both clients and therapists to use. We have tailored our services according to the specific needs of our clients, and we are consistently striving to ensure that clients and therapists are supported and empowered on the recovery journey. We understand that taking that first step in getting mental health support can be a challenging one and there are a lot of things that might stand in the way of people getting the support they deserve. Therefore, our clients' wellbeing and security is central to everything we do. MyMind's bespoke online platform is accessible to anyone. It empowers clients on their mental health journey allowing them to register and book an appointment and select a mental health professional without any need to seek a GP or other referral pathway. The system provides each client with a unique account, through which they can manage appointments, review session notes, document their progress through our emotional diary, in conjunction with their therapist.

HOW WE HELP

FACE-TO-FACE

In-person interactions have traditionally been the most common format of counselling and psychotherapy, and where many clients and therapists feel most comfortable. Although the advent of new technologies has prompted a significant increase in the use of online therapy, at MyMind, the blended model of remote and face-to-face appointments is a critical element of our aim for accessible support. MyMind provides face-to-face services through its five centres in Cork, Dublin and Limerick. In 2023, we expanded our existing services beyond these existing urban centres and into local communities with MyMind local. The current MyMind local locations are Ballinrobe, Carlow and Wexford.

Clients can schedule appointments with our team of counsellors, psychotherapists and psychologists through the online booking system, or over the phone through one of our dedicated operations team, who are always available to support. Alongside individual sessions for adults, some of our multidisciplinary and multilingual network of mental health professionals are specially trained to provide support sessions to couples, or children and adolescents.





ONLINE

The blended model of face-to-face and online therapy has been a point of difference for MyMind since it was established back in 2006. Online sessions are delivered via our bespoke video conferencing platform, which integrates seamlessly with each client's unique account. Through online sessions, the client can access regular therapy sessions from the privacy and convenience of their own home, reducing the stress that can often be caused by having to travel to and from appointments. Furthermore, the provision of online sessions allows us to reach individuals and communities around the country, who may not be in a position to access faceto-face supports at any of our centres. In addition to online therapy, MyMind also offers live chat support via our website, which can play an important role in helping clients take those first steps towards finding the right therapy for them. Through our live chat tool, clients can have their questions and doubts addressed before considering whether a consultation is right for them.



MYMIND AT WORK

At MyMind, we recognise the importance of well-being in the workplace. We understand that when mental health is prioritised and maintained, employees experience heightened job satisfaction and productivity. Employers can elevate their team's emotional wellbeing with MyMind at Work, a comprehensive program designed to enhance mental health and productivity in the workplace. Recognising this profound impact that mental wellness has on employee satisfaction and retention, MyMind has developed a tailored Wellbeing Programme (EAP) that includes both one-on-one counselling and psychotherapy, available face-to-face or online, to meet the diverse needs of your staff.

Our program is rooted in evidence-based strategies and led by experienced mental health professionals. From engaging talks to interactive lectures and workshops, each session is carefully crafted under the guidance of MyMind's clinical team. For personalised support, our one-on-one counselling offers a confidential space for employees to explore personal challenges and growth opportunities, ensuring they receive the direct and individual attention needed for effective mental health care. Employers can choose from several impactful options:

- Minding your Mental Wellbeing Talk: An introductory session ideal for lunchtime learning, focusing on the importance of mental health at work, building resilience, and forming healthy habits.
- Interactive Lecture: This popular choice invites an open dialogue and practical engagement with topics like stress management and coping with anxiety and depression.
- Workshop: A deeper dive that fosters team connection and explores tailored well-being strategies through interactive exercises.

Each option not only promotes a healthier work environment but also equipping employees with the tools they need for ongoing emotional wellness. By engaging with MyMind at Work, employers can nurture a supportive, productive, and resilient workplace.

AWARDS AND RECOGNITION

2021 The Wheel's Social Enterprise of the Year 2020 1) Social Entrepreneurs Ireland Scale Partner 2) Dublin City Social Enterprise Awards Recipient 2019 All Ireland Community & Council Awards - Best Social Enterprise of the Year 2018 Social Innovation Fund Social Enterprise Development Fund 1) European Business Awards 2017 Social Enterprise Category 2) One for Ireland campaign Eir Elevation Awards Social Enterprise Category 2015/16 Ireland Funds Flagship Investment Awardee 2015 **GSK Ireland IMPACT Awards** 2013 Social Entrepreneurs Ireland -Impact Award 2012 Arthur Guinness Award 1) Ashoka Fellow 2011 2) Social Entrepreneurs Ireland -Elevator Programme Award 2010

Captain Cathal Ryan Scholarship



Stronger Charities. Stronger Communities.



























The **One** Foundation

04 FOCUS ON 2023



HIGHLIGHTS AND ACHIEVEMENTS

2023 IN FIGURES

In 2023, we provided over 40,000 appointments, supporting people with mild to moderate mental health challenges across Ireland. Among these appointments, 45% were at our standard rate, 40% were offered at our reduced rate, and 15% were provided free of charge as part of our commitment to making therapy more accessible to all.

In May 2023, we encountered a challenging decision: the necessity to adjust our prices for the first time since MyMind was founded in 2006. Unfortunately, this change resulted in a noticeable decrease in monthly appointments from May onwards, leading to a decline in our overall appointment numbers for the year. Despite this, March emerged as our busiest month, with close to 4,500 appointments delivered.

Throughout the year, we remained dedicated to our vision, supporting a total of 6,316 individuals, marking a slight increase from the previous year. Additionally, we expanded our network of mental health professionals to 207, offering professional and affordable therapy services in 21 languages, ensuring inclusivity and accessibility for all.

2023

FREE COUNSELLING

In 2023 through our funded projects, we provided free therapy to the following groups:

- Individuals affected by defective concrete blocks
- Ukrainians living in Ireland who have been displaced by conflict
- International protection applicants
- Vulnerable children and adolescents

Throughout 2023, we supported 394 Ukrainians living in Ireland through free online counselling delivered by Ukrainian therapists.



RECRUITMENT

In line with our mission, to positively change lives by providing professional, affordable, accessible therapy to anyone experiencing mild to moderate mental health challenges, 2023 witnessed an extensive recruitment campaign for high quality mental health professionals across Ireland and for the expansion of our services into local communities for MyMind local. Thanks to the efforts of our Clinical and Operations teams, we onboarded 76 mental health professionals between January and October of 2023. Among these are professionals specialising in personcentred therapy, cognitive behavioural therapy, humanistic and integrative psychotherapy, mindfulness, internal family systems, and more. We were also delighted to be able to extend the offering of service to 21 different languages, with the addition of Hungarian in 2023.

PARTNER ENGAGEMENT

In 2023, we expanded our network of partnerships with organisations and ambassadors throughout Ireland. Irish winter athlete, Brendan Doyle, continued his unwavering support for MyMind as a prominent advocate. We were thrilled to once again participate in the Joy in the Park festival held in Cork City. This collaborative event, in partnership with the Cork Mental Health Foundation, serves as a vibrant celebration of life, highlighting the importance of prioritising mental health and well-being. Additionally, 2023 marked a milestone as we had dedicated runners fundraising on our behalf in the Irish Life Dublin Marathon. Their efforts resulted in raising over €10,000, contributing to our mission of enhancing access to affordable and accessible mental health support.

SYSTEM DEVELOPMENT

Another year at MyMind wouldn't be complete without ongoing advancements and improvements to our system, all aimed at improving the experience for both our valued clients and dedicated therapists.

To improve the client journey, we've implemented a range of enhancements:

- Introduced a new booking and payment flow, alongside the addition of fresh packages and voucher codes.
- Redesigned the My Appointments and My Payments pages for enhanced usability and clarity.
- Updated the messaging/chat function to facilitate seamless communication between clients and therapists.
- Implemented a new low-cost flow scheme to streamline the process for clients eligible for reduced-rate appointments.
- Enhanced the newsfeed to ensure smoother information flow and timely updates.

Furthermore, we've dedicated efforts to improve the therapist experience, including:

- Updating the view for mental health professionals to review client progress through the emotional diary.
- Fine-tuning the booking and payment flow to simplify administrative tasks.
- Introducing a feature to conveniently open office doors directly from the system interface.

Our website underwent some updates, including the creation of new landing pages for our funded projects aimed at providing free counselling services to Ukrainians displaced by conflict in Ireland and those affected by defective concrete blocks. Additionally, we included location updates for the new MyMind Local locations.

Several further enhancements were made to the system, including:

Office-side:

- Introduction of background user message templates.
- Room separation for each location within the appointment day view
- Refund functionality managed by Office Administrators.

Technical updates included:

- Fee adjustments to align with evolving requirements.
- System upgrade to Premium v3 P1V3.
- Upgrade of the Redis Server.
- Migration of all system projects from ASP.NET Core 5.0 to ASP.
 NET Core 6.0.
- Creation of pre-payment logic and implementation of different user flows.
- Revision of the process for restricting clients with outstanding fees.

These developments underscore our ongoing commitment to enhancing both the accessibility and functionality of our services, ensuring we meet the evolving needs of end users.



STRATEGIC PLAN 2024 - 2027

In 2023, we dedicated significant efforts to crafting our strategic plan for 2024 to 2027, titled "Minding the Gap: Enhancing Access to Mental Health Support." Within the plan we updated our core vision, mission and values.

Our vision for change is an Ireland where no one faces mental health challenges alone. Our mission to achieve this vision is to positively change lives by providing professional, affordable, accessible therapy to anyone experiencing mild to moderate mental health challenges. The values guiding our work are:

COMPASSIONATE AND CARING

We are a person-centred organisation, ensuring everyone involved with MyMind - clients, mental health professionals, staff and other stakeholders are met with compassion, dignity and respect. We care deeply about our mission and therefore care deeply about the people and communities we serve.

TRUST AND TRANSPARENCY

We safeguard the privacy and confidentiality of everyone who seeks our services - creating a safe, secure and supportive environment for all. Our dedication to cultivating trust through transparency reflects our unwavering commitment to maintaining the highest standards of integrity.

EQUITY AND INCLUSIVITY

We are dedicated to equality and fairness, working towards making our services accessible to all. We actively strive to understand the cultural, linguistic and social access barriers to mental health support and to provide a work environment where everyone feels a sense of belonging and is empowered to reach their full potential.

EMPOWERMENT AND INNOVATION

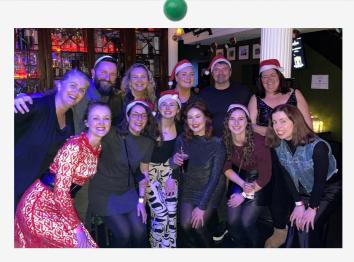
We empower individuals on their own mental health journey, by providing them with the necessary tools to manage their wellbeing. We recognise the importance of advancing our technology to enhance the client experience and seamlessly adapt to evolving needs.

This comprehensive roadmap also outlines our four strategic priorities for the next three years:

- 1. Provision of professional, high-quality therapeutic support
- 2. Expansion of access to our services
- 3. Ensuring organisational sustainability
- 4. Cultivating a high-performance organisation



4.3 MYMIND ON THE MOVE



Cork Christmas party



Joy in the Park



The wheel event



Mental health workshop for the Ukraine community

COLLABORATIONS AND PARTNERSHIPS















































WORKING TOGETHER FOR MENTAL HEALTH















































LGBT IRELAND

LGBT Ireland forged a partnership with MyMind in 2019, when we needed a fast-track to crisis counselling for LGBTQ+ people seeking international protection whose mental health crises were worsening as they languished on public mental health waiting lists. MyMind's openness to creating a partnership proved life-saving for some at risk people in our peer support service. In mutually sharing our areas of expertise, LGBT Ireland has been providing LGBTQI+ Awareness Training four times annually to My Mind therapists. This helps to remove the barrier of fear which exists for many LGBTQ+ people when they think about interacting with mental health professionals. LGBT Ireland values its partnership with MyMind as much today as it did when we started and look forward to growing it as we proceed.

COLLETTE O' REGAN (she/her)

Senior Training and Advocacy Manager

LIMERICK AND CLARE EDUCATION AND TRAINING BOARD

Learners across the Limerick and Clare Education and Training Board College of FET have engaged widely, and effectively, with MyMind for both online and face to face brief intervention counselling sessions on a self-referral basis.

Learners who availed of the service reflected that the process was relatively streamlined and while some of our adult FET learners needed support to engage with the online platform, once that support was in place, access was straightforward.

Under our College of FET Mental Health and Wellbeing Framework, MyMind have facilitated two very well received learner focused and one staff focused workshop on the theme of 'Building Resilience in Ourselves and Others'.

A sample survey of our adult learners (2023) who engaged with MyMind through Active Inclusion Support Service (AISS) reflected a positive experience overall.

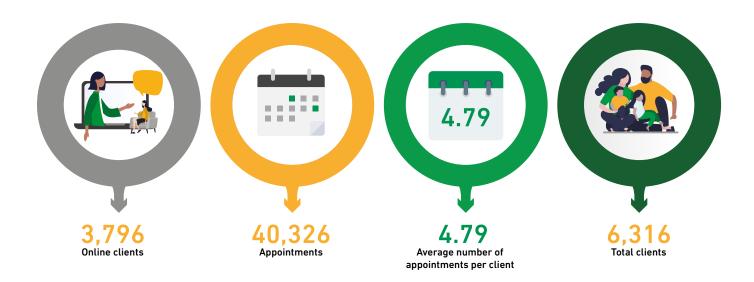
CIAN O'TIARNAIGH

Active Inclusion Support Service - Learning Hub Coordinator

05 STATISTICS



5.1 STATISTICS FOR 2023





Number of active Mental Health Professionals:

207



Number of active service languages:

21



The number of calls answered:

6,755



The number of emails answered:

22,117



The number of live chats answered:

3,252*

^{*}Figure inclusive of chats answered by AI (3,101)*, WhatsApp (170), Facebook (74) & Twitter (7)

^{*329} of 3,101 Initiated conversations resulted in handover to Ops team members to answer so Al answered 2,772 of this figure.

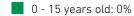
5.2 APPOINTMENTS BREAKDOWN

Location	Individual Session	Children & Adolescents	Couples	Total
Online	21258	1	86	21345
Dublin 8	2512	64	50	2626
Dublin 1	2978	2	3	2983
Dublin 6	3454	18	1	3473
Cork	6467	276	21	6764
Naas (Eircode: W91 PXR9)	141			141
Limerick	2376	74	27	2477
Carlow (Eircode: R93 DK06)	366			366
Cavan	128			128
Carlow Town – Local	20			20
Ballinrobe, Mayo – Local	3			3
Total	39703	435	188	40,326



5.3 CLIENT PROFILE

AVERAGE AGE: 38



16 - 24 years old: 19%

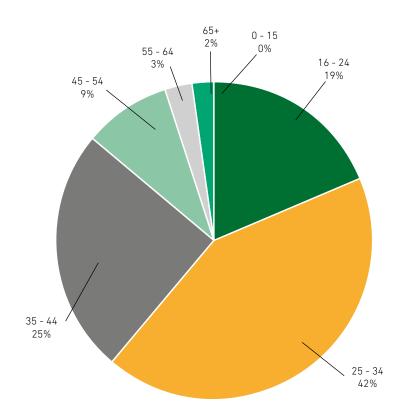
25 - 34 years old: 42%

35 - 44 years old: 25%

45 - 54 years old: 9%

55 - 64 years old: 3%

65+ years old: 2%



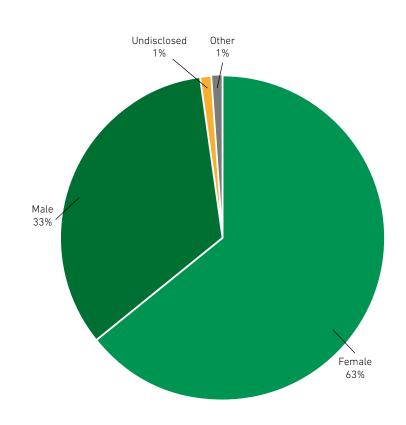
GENDER PROFILE

Female: 63%

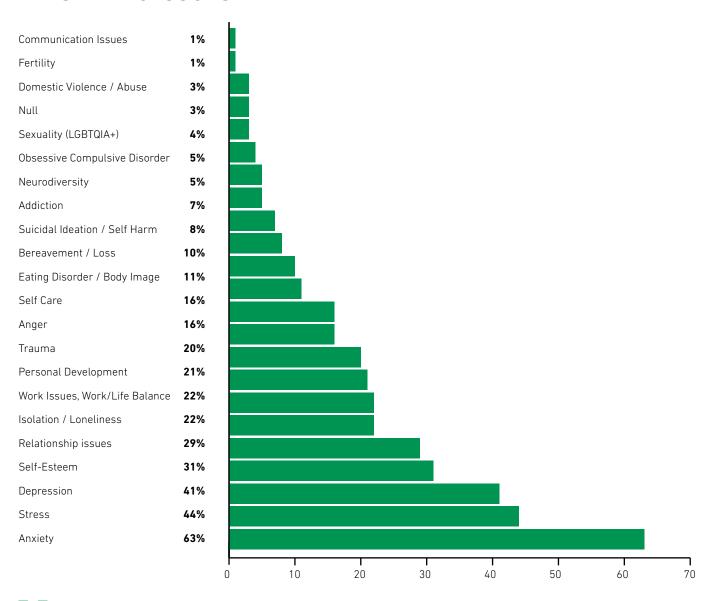
Male: 33%

Undisclosed: 1%

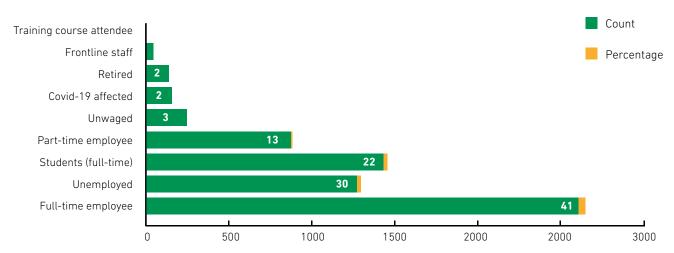
Other: 1%



5.4 PRESENTING ISSUES



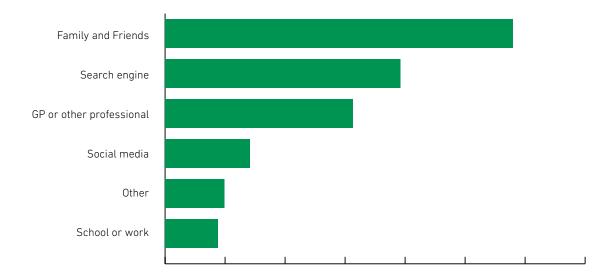
5.5 ELIGIBILITY STATUS



5.6 NATIONALITIES



5.7 DISCOVERY OF MYMIND





6.1 **CLIENT FEEDBACK**



My time of counselling was wonderful. I started counselling as someone who was lost and had no direction. The words and counsel I received have brought me to where I am now. I am so confident of facing my life now. I used to feel as though I was carrying the whole world on my shoulders, but now, I take my life a day at a time. I would like to say thank you for giving me my life back because I had lost it.







CLINICAL TEAM

MyMind's Clinical Team is responsible for managing all clinical aspects of the organisation, including the necessary policies, procedures and processes that allow for continuous growth and development. We put significant focus on enhancing the experience of our network of mental health professionals (MHPs), specifically through an extensive programme of Continuing Professional Development (CPD) and peer support.

Among the key activities and achievements of the clinical team in 2023 were:

- Clinical 1-1 support to MHPs
- Emergency/crisis management
- Clinical interviews
- · Clinical Onboarding

- Quarterly Clinical reviews analysis
- Professional development for MHPs
- Peer Support for MHPs
- Clinical lead/support for trainee psychotherapists
- Review and update of policy and procedures
- Review and update of clinical governance
- Engagement in Mental Health Reform policy and advocacy members working group
- Involvement in projects IPA, Ukrainian

7.2

CPD FOR MENTAL HEALTH PROFESSIONALS

At MyMind, we prioritise the support and growth of our team members. That's why we organise regular Continuing Professional Development (CPD) programmes and events focusing on a range of topics, in collaboration with external providers.

CPD offered in 2023

- Introduction to art therapy
- Counselling for sight loss
- Systemic ideas
- Introduction to DBT
- Advance DBT
- LGBT Awareness training
- Working with Suicide ideations
- Victor therapy

- Autism informed therapy
- Motivational interviewing
- Working therapeutically with eating disorders
- Bereavement workshop
- Introduction to trauma informed practice
- Neurodiversity and mental health

7.3

PEER SUPPORT

Since 2019, the clinical team has been running monthly peer support groups for MHPs around the country. In 2023, there were a total of 36 peer support sessions, providing MHPs with invaluable opportunities to interact, share experiences, seek guidance, and cultivate a supportive community.

A word from one of our peer support coordinators

"Conducting the peer to peer support meetings was an incredible experience. It was a safe space where everyone listened without judgment and offered genuine support and understanding. We all learn from each other and it's good to have that supportive space when we can share our thoughts"

Martyna Majewska, Psychologist



MENTAL HEALTH PROFESSIONALS

At the end of 2023, MyMind had a team of 207 contracted mental health professionals providing access to professional, affordable mental health services in 21 languages, including Polish, Spanish, Portuguese, Ukrainian, Irish, Italian, French, and German. MyMind has a strict code of practice in place to ensure that our professionals are able to consistently deliver a high quality of service while at the same time ensuring that they maintain their own high standards of professionalism, and personal wellbeing.

All mental health professionals avail of the following:

- A strict professional governance code
- Quarterly team meetings
- Regular clinical reviews
- Continuous Professional Development (CPD) opportunities
- Peer support

8.2

LETTERS FROM OUR TEAM

CIARAN EVERITT

Psychotherapist

I have been with MyMind for 2 and a half years. It has been a pleasure working for the organisation. We provide a much needed and affordable place for clients to explore their issues with qualified therapists.

During my time at MyMind as a psychotherapist, I have had the privilege of working with a diverse range of clients, each with their own unique struggles and triumphs. Through individual therapy sessions, I have witnessed the incredible resilience of individuals facing various mental health challenges. It has been immensely rewarding to support my clients on their journey towards healing and personal growth.

The atmosphere at MyMind is one of compassion, empathy, and support. From the moment you walk through the doors, you can feel the dedication of the staff to create a safe and welcoming environment for clients. There is a sense of camaraderie among colleagues, with everyone working together as a team to provide the best possible care. It's a place where clients feel heard, understood, and valued, and where staff are committed to making a positive difference in the lives of others.

GOSIA FREESE

Psychotherapist

I had heard a lot of positives before I joined MyMind and it was an important factor for me when I applied.

To begin with, the recruitment process was very thorough and friendly at the same time and it really set the tone for the whole organisation. First of all, I appreciate the IT support, well-developed platform, equipment and facilities. Interestingly, these components are crucial for a modern-age psychotherapist, with clients commuting or connecting from different parts of the country. What is more, behind the office workers and their support, I feel guided and accompanied by a competent, compassionate and communicative clinical manager who never shies away from jumping on a call. Overall, the combination of the clinical and technical is what I enjoy the most about working here.

On the other hand, I really appreciate the effort and the mission statement of MyMind to reach out to and empower people and all communities. I take most pleasure in participating in one of the special programmes where I can collaborate with other practitioners and provide a meaningful service.

MYMIND STAFF

Through 2023, the MyMind team comprised:

CEO

KRYSTIAN FIKERT

FINANCE:

SHARON KEATING, Financial Controller FIONA WALSH, Finance Manager

CLINICAL:

SARA LAVECCHIA, Clinical Manager MARTA JAWORSKA, Clinical Manager

OPERATIONS:

ANDREW DOYLE, Customer Service and Operations Manager
ANDREW RALEIGH, Customer Success and Operations Manager
EMILY MILLER, Operations Manager
ELLEN O'SHEA, Operations Specialist
FARAH PIRBAZARI, Operations Specialist
SIMONA JAKSTAITE, Operations Specialist
AMBER O'DOHERTY, Operations Specialist
EMMETT MCNAMARA, Operations Specialist

SARAH GUINA, Operations Specialist
CALLUM MCGUIRE, Operations Specialist
DEBORAH FERNADES, Operations Specialist
DAVID BOUCHER, Operations Specialist
FRANCESCA IITCHENCO, Operations Specialist
SHAUNNA LEE LYNCH, Operations Specialist

TECH:

ALINE RESENDE, UX/UI Designer FABIO FARIA, Senior Developer

BUSINESS DEVELOPMENT INCLUDING MARKETING AND PROJECTS:

JOAN CONNOLLY, Head of Strategy and Business Development YULIIA ANANIEVA, Project Coordinator TOM HANRATTY, Communications Manager AOIFE O'DRISCOLL, Project Manager DEIRDRE KELLY, Digital Communications and Fundraising Manager





BOARD OF DIRECTORS

BRIAN MARRINAN

(joined and appointed Chairman in February 2022)

Passionate about innovation, Brian created one of the world's first fintech incubators in the US 20 years ago. He went on to establish the first start-up accelerator in Ireland 13 years ago and has since been recognised as one of the top accelerators in Europe. Brian holds an MBA from UCD's Smurfit Business School and a BSc in Business Information Systems.

LORNA JENNINGS

(joined in June 2020)

Lorna is Managing Director of Hanover's Dublin office and provides strategic communications and political advocacy for domestic and international clients in health, technology, financial services, transport and other sectors. Lorna is also a member of the Board of Directors of the Public Relations Consultants Association (Ireland), the representative body of the top PR consultancies in Ireland.

DARREN DALY

(Joined in March 2023)

Darren is an experienced corporate and technology lawyer and spent over 25 years as a lawyer in private practice in Dublin and was Head of Technolgy Law and IP in one of Ireland's largest law firms. He is the principal of Alpha Legal Consultants and provides legal consulting services to technology firms and law practices in Ireland. Darren is a member of the Law Society of Ireland and the Law Society of England and Wales.

TERRI MORRISSEY

(Joined in November 2023)

Terri is a Business and Organisational Development Psychologist and co-founder of This is...an organisational development practice. She has worked with a wide range of organisations on culture and behaviour change, large systems change and also as a coach and mentor. She is also a former CEO of the Psychological Society of Ireland.

PAUL KIVLEHAN

(Joined in November 2023)

Paul has 20+ years of experience in the banking and finance industry, operating in various roles across a number of different countries. Paul currently works as a Risk Manager for one of the world's largest market-making organisations, having previously served as the Chief Controls Officer for the European business of a large multinational corporation.



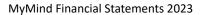
Registered Company in Ireland Company registration number: 434008 Charitable Status: CHY 17600 CRA: 20065812

MyMind

(A Company Limited by Guarantee)

Directors' report and financial statements

for the financial year ended 31 December 2023





Contents

	Page
Directors and other information	1
Director's report	2-3
Directors' responsibilities statement	4
Independent auditor's report to the members	5-7
Income and expenditure account	8
Balance sheet	9
Reconciliation of members' funds	10
Statement of Cash Flows	
Notes to the financial statements	12- 20

MyMind Financial Statements 2023



for the financial year ended 31 December 2023

Directors and other information

Directors Lorna Jennings

Brian Marrinan

Orla Nugent (Retired 31st July 2023)

Darren Daly

Paul Kivlehan (Appointed 2nd November 2023)

Therese Morrissey (Appointed 2nd November 2023)

Secretary Krystian Fikert (Retired 1st February 2024)

Sharon Keating (Appointed 1st February 2024)

Company number 434008

Registered Office 137 Rathmines Road Lower

Dublin 6 D06 V3Y8

Auditor Crowe Ireland

Chartered Accountants and Statutory Audit Firm.

40 Mespil Road

Dublin D04 C2N4

Bank AIB

1 Baggot Street

Dublin 2

Solicitors A&L Goodbody Solicitors

IFSC

North Wall Quay

Dublin 1



Director's report for the financial year ended 31 December 2023

The directors present their annual report and audited financial statements of the company for the financial year ended 31 December 2023.

Principal activities

The principal activity of the company continued to be that of a mental health charity, which provides education, assistance and consulting services to the public in relation to mental health and wellbeing. The company is a registered charity with Irish Revenue (CHY 17600) and the Charities Regulatory Authority (20065812).

The company is limited by guarantee not having a share capital, incorporated in Ireland on 1 February 2007 under the Companies Acts, registered number 434008. The liability of the members is limited.

Results

The surplus for the year amounted to €37,018 (2022: deficit €288).

Events after the end of the reporting period

There are no other events since the balance sheet date which impact the financial statements.

Directors and secretary and their interests

The directors and secretary who held office during the financial year are listed below:

- Lorna Jennings
- Brian Marrinan
- Orla Nugent (Retired 31st July 2023)
- Darren Daly
- Paul Kivlehan (Appointed 2nd November 2023)
- Therese Morrissey (Appointed 2nd November 2023)
- Krystian Fikert (Secretary) (Retired 1st February 2024)
- Sharon Keating (Secretary) (Appointed 1st February 2024)

The company is a company limited by guarantee not having share capital, therefore, the directors or secretary cannot have any interest in the capital of company.

Accounting records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at 137 Rathmines Road Lower, Dublin 6, D06V3Y8.



(A Company Limited by Guarantee)

Director's report (continued) for the financial year ended 31 December 2023

Relevant audit information

In the case of each of the persons who are directors at the time this report is approved in accordance with section 332 of Companies Act 2014:

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

Auditors

The auditors, Crowe Ireland, being eligible, have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Small companies' exemption

The company has availed of the small companies' exemption contained in the Companies Act 2014 with regard to the requirements for exclusion of certain information in the directors report.

This report was approved by the board of directors on 28th March 2024 and signed on behalf of the board by

Brian Marrinan

Brian Marrinan

Brian Marrinan

Director

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Lorna Jennings

Director

MyMind Financial Statements 2023



MYMIND ANNUAL REPORT 2023

(A Company Limited by Guarantee)

Director's responsibilities statement for the financial year ended 31 December 2023

The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, which is issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

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

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

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors report comply with the Companies Act 2014 and enable the financial statements to be audited. They 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.

This report was approved by the board of directors on 28th March 2024 and signed on behalf of the board by

DocuSigned by:

Brian Marrinan —7D5FA2AC953C42B...

Brian Marrinan

Director

- DocuSigned by:

Lorna Jennings

Director

MyMind Financial Statements 2023

Marie for Mental Wellbeing



Independent auditor's report to the members of MyMind for the financial year ended 31 December 2023

Report on the audit of the financial statements

Opinion

We have audited the financial statements of MyMind ('the company') for the year ended 31 December 2023 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies, set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', applying Section 1A of that Standard, issued in the United Kingdom by the Financial Reporting Council.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 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 further described in the Auditors' 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 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 directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.





Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

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

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has 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.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: http://www.iaasa.ie/getmedia/b23890131cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.





The purpose of our audit work and to whom we owe our responsibilities

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 Auditors' 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.



For and on behalf of

Crowe Ireland Chartered Accountants and Statutory Audit Firm 40 Mespil Road Dublin 4 D04 C2N4

Date: 9 April 2024



MyMind (A Company Limited by Guarantee) Income & Expenditure Account for the financial year ended 31 December 2023

	Note	2023	2022
Income	3	€ 2,571,094	€ 2,408,680
Direct costs		(1,333,040)	(1,343,487)
Gross surplus		1,238,054	1,065,193
Administrative expenses		(1,201,036)	(1,065,481)
Net Surplus/(Deficit)	4	<u>37,018</u>	<u>(288)</u>
Retained income at the beginning of Surplus/(Deficit) for the financial year		716,349 <u>37,018</u>	716,637 (288)
Retained income at the end of the f	inancial year	<u>753,367</u>	<u>716,349</u>

All activities of the company are from continuing operations.

The company has no other recognised items of income and expenses other than the results for the financial year as set out above.

The notes on pages 12 to 20 form part of these financial statements.



MyMind (A Company Limited by Guarantee) Balance Sheet As at 31st December 2023

	Note	2023 €	2022 €
Fixed Assets			
Tangible Assets	7	123,717	<u>77,114</u>
Current Assets			
Debtors:			
Amounts due after more than one year	8	9,000	10,000
Amounts due within one year	8	24,814	17,672
Cash at bank and in hand	9	<u>1,121,952</u>	1,286,047
		1,155,766	1,313,719
Creditors: amounts falling due within one year	10	<u>(455,841)</u>	(674,484)
Net current assets		<u>699,952</u>	639,234
Creditors: amounts falling due after more than one year	10	(70,275)	<u>- </u>
Total assets less liabilities		753,367	<u>716,349</u>
Reserves			
Restricted Cash Reserves			
Deferred Cash Grants	3	262,513	465,520
Impact Fund		8,890	
		271,403	465,520
Restricted Non-Cash Reserves			
Motor Vehicle -Mobile Unit	3	82,676	
		82,676	-
Total Restricted Reserves		<u>354,079</u>	465,520
Unrestricted Reserves			
Unrestricted Funds		<u>399,288</u>	250,829
		399,288	250,829
Income and expenditure account	12	<u>753,367</u>	<u>716,349</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Ireland", applying Section 1A of that Standard.

These financial statements were approved by the board of directors on 28th March 2024 and signed on behalf of the board by

Brian Marrinan

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Brian Marrinan

Director

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Director

The notes on pages 12 to 20 form part of these financial statements.

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Reconciliation of members' funds for the financial year ended 31 December 2023

	Income and Expenditure Account	Total
	ϵ	ϵ
At 1 Jan 2022 Deficit for the financial year Total comprehensive income for the financial year	716,637 (288) 716,349	716,637 (288) 716,349
At 31 December 2022 and 1 Jan 2023 Surplus for the financial year Total comprehensive income for the financial year	716,349 37,018 753,367	716,349 37,018 753,367
At 31 December 2023	<u>753,367</u>	<u>753,367</u>

The notes on pages 12 to 20 form part of these financial statements.



Statement of Cash Flows for the financial year ended 31 December 2023

	Note	2023 €	2022 €
Cash flows from operating activities Surplus/(Deficit) for the financial year		37,018	(288)
Adjustments for: Depreciation of tangible assets		39,813	41,696
Changes in: Trade and other debtors Trade and other creditors		(6,142) (148,368)	940 (663,341)
Cash used in operations Net cash used in operations		(77,679) (77,679)	(620,994) (620,994)
Cash flows from investing activities Purchase of Mobile Unit Purchase of tangible assets Net Cash used in investing activities		(82,676) (3,740) (86,416)	- (3,514) (3,514)
Net (decrease) in cash and cash equivalents		(164,095)	(624,507)
Cash and cash equivalents at beginning of financial year	9	1,286,047	<u>1,910,554</u>
Cash and cash equivalents at the end of the financial year	9	1,121,952	1,286,047

The notes on pages 12 to 20 form part of these financial statements.



Notes to the financial statements for the financial year ended 31 December 2023

1. General information

The financial statements comprising the Income and Expenditure account, the Balance Sheet, the Reconciliation of Members' Funds, the Statement of Cash Flows and the related notes constitute the individual financial statements of MyMind for the financial year end 31 December 2023.

MyMind is a company limited by guarantee, registered in the Republic of Ireland. The address of the registered office is 137 Rathmines Road Lower, Dublin 6. The nature of the company's operations and its principal activities are set out in the Directors' Report.

Statement of Compliance

The financial statements have been prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS102), applying section 1A of that Standard.

2. Accounting policies and measurement bases

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

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention modified to include certain items at fair value. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 (the Act) and FRS 102. The Financial Reporting Standard applicable in UK and Republic of Ireland. The company qualifies as a small company for the period, as defined by section 280A of the Act, in respect of the financial year, and has applied the rules of the 'Small Companies Regme' in accordance with section 280C of the Act and Section 1A of FRS 102.

The financial statements are prepared in Euro, which is the functional currency of the entity.

Going concern

The company has prepared financial projections which indicate that, provided the company trades in line with expectations, the company will have sufficient funds to meet its liabilities as they fall due. The directors have considered the trading position up to the date of approval of the financial statements, the projected income and expenditure account and cash flow requirements and the basis for the underlying assumptions in the projections and are satisfied that they are appropriate.

Accordingly, the Directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future and it is on this basis that the Directors deem it appropriate to prepare the financial statements on a going concern basis.



Notes to the financial statements (continued) for the financial year ended 31 December 2023

Income

Service Fee income is credited to the income and expenditure account at the fair value of consideration received or receivable for services rendered.

Grant income is recognised using the accrual model and is credited to the income when the related costs for which the grant is intended to compensate have been incurred. Grants income received in advance of the related costs are deferred until the related costs are incurred.

Donations are credited to the income and expenditure account in the financial year in which they are received by the company.

Taxation

The company has been granted charitable tax exemption by the Revenue Commissioners and is recognised as a charity under Section 207 of the Tax Consolidation Act 1997. Registered number CHY 17600.

Tangible assets

All tangible fixed assets are initially recorded at historical cost. This include legal fees, stamp duty and other non-refundable purchase taxes, and also any cost directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, which can include the costs of site preparation, initial delivery and handling, installation and assembly, and testing of functionality.

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses.

Depreciation

Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, on a straight line or reducing balance bases, as follows:

Fixtures and fittings - 15% straight line
Computing equipment - 33% straight line
Motor vehicles - 20% straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Income and Expenditure Account.

Defined contribution plans

The company operates a defined contribution plan for certain employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised as an expense in the Income and expenditure account when they fall due. Amounts not paid are shown in accruals as a liability in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.



Notes to the financial statements (continued) for the financial year ended 31 December 2023

Cash and cash equivalents

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short term highly liquid investments that are readily convertible to known amounts of cash that are subject to an insignificant risk of change in value.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimated are recognised in the period in which the estimate is revised. If the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. Estimates or assumptions that have significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are set out below:

Useful lives of tangible fixed assets

Long lived assets comprise fixtures and fittings, computer equipment and motor vehicles. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these assets' useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation charges for the period. Detail of the useful economic lives is included in the accounting policies. The net book value of tangible fixed assets at the year ended 2023 was ϵ 123,717 (2022: ϵ 77,114).

Trade receivables

Trade receivables are recognised initially at transaction price (including transaction costs) unless a financing arrangement exists in which case they are measured at the present value of future receipts discounted at a market rate. Subsequently these are measured at amortised cost less any provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. All movements in the level of provision required are recognised in the income and expenditure account. The value of the trade debtors at the year ended 31 December 2023 was &11,484 (2022: &6,239).



Notes to the financial statements (continued) for the financial year ended 31 December 2023

3. Income

The whole of the turnover is attributable to the principal activity of the company which is wholly undertaken in the Republic of Ireland.

	2023	2022
	€	ϵ
Client Fees	1,514,163	1,107,304
Grant income	1,038,391	1,271,736
Fundraising and Donations	18,392	629,640
Other Income	<u>148</u>	<u>-</u>
Total Income	2,571,094	<u>2,408,680</u>

All grants were provided in support of the charitable aims of the company. The grant term for all grants falls within the financial year to 31st December 2023.

(A Company Limited by Guarantee)
Notes to the financial statements (continued)
for the financial year ended 31 December 2023
In line with the requirements set out in the DPER Circular 13/2014 - Management of and Accountability for Grants from Exchequer Funds, the below statement of grants has

Grantor	Total Grant Amount	Name of Grant	Opening Balance 01/01/2023	Cash Receivable 2023	Income Recognised 2023	Closing Balance 31/12/2023
		Deferred Income Cash Grants				,
The Department of Health	€1,000,000	Sharing the Vision and Connecting for Life	€ 214,240	€ 0	€ 214,240	€ 0
HSE Eastern Region	€73,000	HSE - National Office, Mental Health Directorate- Section 39 Grant	€ 73,000	€ 0	€ 9,799	€ 63,201
	€497,168	HSE - National Office, Mental Health Directorate and Digital Mental Health- Section 39 Grant	€ 0	€ 497,168	€ 497,168	€ 0
	€128,000	HSE - National Office, Mental Health Directorate- Section 39 Grant- Ukrainian relief	€ 0	€ 128,000	€ 104,571	€ 23,430
	€85,000	HSE - National Office, Mental Health Directorate- Section 39 Grant- MICA relief	€ 0	€ 85,000	€ 1,330	€ 83,670
Anonymous Foundation	€250,000	N/A	€ 96,417	€ 0	€ 96,417	€ 0
HSE South Region	€31,050	HSE -Cork Kerry Community Healthcare (CH04) Section 39 Grant	€ 0	€ 31,050	€ 31,050	€ 0
Dept CEDIY	€20,000	Dept CEDIY	€ 0	€ 20,000	€ 420	€ 19,580
Irish Youth Foundation	€19,500	Generation Pandemic Recovery Fund, ref FF-2020-00135	€ 1,900	€ 0	€ 550	€ 1,350
The Community Foundation for Ireland	€30,000	Ireland for Ukraine Domestic: Ireland for Ukraine: Specialised Response	€ 27,300	€ 0	€ 27,300	€ 0
The Community Foundation for Ireland	€70,000	Sunflower Charitable Foundation: Sunflower 2022	€ 35,000	€ 35,000	€ 30,628	€ 39,372
National Lottery Funding	€10,468	National Lottery Funding	€ 0	€ 10,468	€ 10,468	€ 0
The Ireland Funds	€20,000	The Ireland Funds America G#-034048	€ 17,663	€ 0	€ 10,753	€ 6,910
	€3,698	The Ireland Funds Australia G#-036308	€ 0	€ 3,698	€ 3,698	€ 0
	€25,000	Heart of the Community Fund G#-035864	€ 0	€ 25,000	€ 0	€ 25,000
Total Deferred Income Cash Grants			€ 465,520	€835,384	€ 1,038,391	€262,513
		Deferred Income Non-Cash Grants	1	1	- I	1
Pobal	€82,676	Dormant Accounts Fund Scaling Fund for Social Enterprises Strand 1	€ 0	€ 82,676	€0	€82,676
Total Deferred Income Cash Grants		•	€0	€82,676	€0	€82,676
Total Deferred Grants			€ 465,520	€ 918,060	€ 1,038,391	€ 345,190

MyMind Financial Statements 2023



16

(A Company Limited by Guarantee)

Notes to the financial statements (continued) for the financial year ended 31 December 2023

4 Operating surplus/(deficit):

The operating surplus/(deficit) is stated after charging:

	2023	2022
	€	€
Depreciation of tangible assets	39,813	41,673
Operating leases-rent	107,375	99,433
Defined Contribution pension cost	<u>9,000</u>	9,000

5 Staff cost

The average number of persons employed by the company during the financial year, excluding the directors were 9 (2022: 10).

	2023	2022
Management Communications and Marketing Clinical and Programmes Operations and Finance	1 2 1 5 9	10
	2022	2022
Salary range	2023	2022
Salary banding for all employees earning:	2023	2022
• 8	2023	2022 1
Salary banding for all employees earning:	2023 1	2022 1 -
Salary banding for all employees earning: €60,000-€70,000	2023 1 -	2022 1 -
Salary banding for all employees earning: ϵ 60,000- ϵ 70,000 ϵ 70,000 ϵ 80,000	2023 1 - -	2022 1 - - 1

Remuneration includes salaries and benefits in kind but excludes employer pension scheme contributions. The remuneration of Senior Management (including the CEO) is reviewed annually by the HR and Remuneration Committee.

The total employee benefits (including employer pension contributions) of the Chief Executive Officer in 2023 was €111,917 (2022: €103,585).

6 Directors compensation

During the year, no directors received any remuneration (2022: €Nil). During the year, no directors received any benefits in kind (2022: €Nil). During the year, no directors received any reimbursement of expenses (2022: €Nil).



Notes to the financial statements (continued) for the financial year ended 31 December 2023

7 Tangible Assets

	Fixtures and fitting €	Computer equipment €	Motor Vehicles €	Total €
Cost or valuation				
At 1 January 2023	268,776	34,800	-	303,576
Additions		3,740	82,676	86,416
At 31 December 2023	<u>268,776</u>	<u>38,540</u>	<u>82,676</u>	<u>389,992</u>
Depreciation				
At 1 January 2023	195,116	31,346	-	226,462
Charge for Financial Year	36,358	3,455	<u>-</u>	39,813
At 31 December 2023	<u>231,474</u>	34,801	<u></u>	<u>226,275</u>
Carrying amount at 31 December 2023	37,302	3,739	<u>82,676</u>	123,717
01 2000m201 20 20	<u> </u>	~ ; · ~ /	<u>,-70</u>	1-03/11/
At 31 December 2022	73,660	3,454	<u>-</u>	77,114

Note: At the year end, motor vehicle acquired were not yet in use.

8 Debtors

	Debtors falling due within one year are as follows: Trade debtors Grants Receivable Prepayments	2023 € 11,484 4,627 <u>8,703</u> 24,814	2022 € 6,239 - 11,433 17,672
	Debtors falling due after one year are as follows: Security deposits	2023 € 9,000	2022 € 10,000
9	Cash and cash equivalent Cash at bank	2023 € 1,121,952	2022 € 1,286,047

Included in the above is restricted cash of €271,403 (2022: €465,520) in respect of deferred grant and fundraised cash.



(A Company Limited by Guarantee)

Notes to the financial statements (continued) for the financial year ended 31 December 2023

10 Creditors

Amounts falling due within one year:	2023	2022
	€	€
Trade creditors	86,466	105,723
Other creditors	12,061	6,297
PAYE and social welfare	21,862	45,539
Accruals	37,975	42,227
Prepaid sessions	10,110	4,220
Prepaid packages	12,453	4,959
Deferred income cash grants (see note 3)	262,513	465,520
Deferred income non-cash grant (see note 3)	12,401_	<u>=</u>
	455,841	674,484
Amounts falling due after more than one:		
Deferred income non-cash grant (see note 3)	<u>70,275</u>	<u>-</u>

Note: The deferred income non-cash grants relates to a motor vehicle (a mobile therapy unit). This was funded through Pobal and procured in 2023. At the year end, the motor vehicle was not yet in use, it will come into use in Q2 2024. The grant income related to this unit has been fully deferred and will be recognised in line with deprecation of the motor vehicle.

11 Share Capital

The company is limited by gaurantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding €1.27 towards the assets of the company in the event of liquidation.

12 Reserves

The income and expenditure account represents cumulative gains and losses recognised in the income and expenditure account. At the year end, this consists of restricted cash, restricted assets and unrestricted cash.

13 Capital commitments

The company had no capital commitments authorised or contracted for at the year end.

14 Operating leases

The company as lessee at 31 December 2023, had annual commitments under non-cancellable operating leases as follows:

	2023	2022
	€	€
Not later than 1 year	98,000	98,000
Later than 1 year and not later than 5 years	352,017	427,417
Later than 5 years	<u>1,883</u>	24,483
	451,900	549,900



Notes to the financial statements (continued) for the financial year ended 31 December 2023

15 Events after the end of the reporting period

There were no events since the balance sheet date which impact the financial statements.

16 Related party transactions

During the year, there were no related party transactions that required disclosure in these financial statements.

17 Key management personnel

The directors and the CEO are the key management of the company. The compensation paid or payable to the CEO is disclosed in note 5. The compensation paid or payable to the directors is disclosed in note 6.

18 Controlling party

The company is ultimately controlled by its members.

19 Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to ϵ 9,000 (2022: ϵ 9,000).

20 Approval of Financial statements

The board of directors approved these financial statements for issue on 28th March 2024.

Maria Wellbeing

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