


ANNUAL REPORT

MyMind is putting Ireland
at the forefront of mental
health innovation.

mymind.org

2024



MyMind is the first and largest blended model of mental health care in Ireland,

and is putting Ireland at the forefront of mental health innovation. MyMind has created a unique movement for community-based mental health services that work towards giving every person in Ireland equal access to mental health support early, affordably, directly, without stigma or delay.

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01 Message from our CEO



Dear Friends and Supporters of MyMind,

As we review the accomplishments and challenges of 2024, I am pleased to report that this has been a transformative year for mental healthcare accessibility in Ireland. Despite the ongoing socioeconomic pressures and global uncertainties that continue to affect our communities, MyMind has made significant strides in expanding our reach and enhancing our service delivery.

The mental health landscape in Ireland remains complex, with demand for quality care continuing to outpace available resources. In response, we have redoubled our efforts to bridge this gap through strategic expansion and technological innovation. I am proud to share that in 2024, our dedicated team of mental health professionals delivered 32,570 appointments, a testament to our commitment to ensuring no one faces mental health challenges alone.

A highlight of our expansion this year was the opening of our new location in Galway, bringing MyMind's services to the west of Ireland and significantly improving access for communities previously underserved. This milestone represents a crucial step in our "Minding the Gap" strategy, allowing us to meet people where they live and work.

Recognizing the need to strengthen our professional capacity, we launched a redesigned recruitment process for mental health professionals this year. This innovative approach has made the hiring process faster, more transparent, and better aligned with our quality standards, enabling us to attract and retain talented professionals despite industry-wide challenges. Looking toward the future, we have invested considerably in the development of AI support systems for our staff. These tools are enhancing operational efficiency and allowing our team to focus more on what matters most—providing compassionate care. As this technology matures, we envision extending AI support to mental health professionals and ultimately to clients, creating new pathways for accessible care.

Throughout 2024, we have remained steadfast in our commitment to vulnerable communities. We continued to deliver free appointments for Ukrainians in Ireland and clients affected by the Defective Concrete Blocks scheme, ensuring that those facing additional hardships have access to the support they need during difficult times.

None of these achievements would have been possible without the extraordinary collaboration of our ecosystem of support. I extend my deepest gratitude to our supporters, friends, mental health professionals, staff, and clients for their ongoing trust and partnership in our mission to deliver better mental health services in Ireland.

As we look ahead to 2025, we remain guided by our vision of an Ireland where quality mental healthcare is accessible to all. The challenges are significant, but with your continued support, I am confident that together, we will continue to make meaningful progress in transforming mental healthcare delivery across the country.

Sincerely,

Krystian Fikert
CEO, MyMind

02 Message from our Chairperson



Dear Friends of MyMind,

As we reflect on 2024, one thing stands clear: we are living and working in an increasingly unpredictable world. From global instability and cost-of-living pressures to the changing ways people access support, volatility is now the backdrop to much of what we do. But amidst that uncertainty, MyMind has stood firm, adapting, innovating, and, above all, staying true to our mission to make mental health support more accessible to those who need it most.

This past year, we provided over 32,000 appointments, many of them low-cost or free, across more than 20 languages. We expanded our reach with the opening of a new location in Galway and deepened our technological capabilities. But behind every number, every appointment, is a person, someone who trusted us at a time of need. That trust is something we never take for granted.

And so, I want to acknowledge something more fundamental than any statistic: the incredible people who make MyMind what it is. To our staff, mental health professionals, board, and partners, your care, your professionalism, and your unwavering commitment are what fuel this organisation. In challenging times, it's easy to lose focus or grow weary. But what I've seen instead is solidarity. A shared sense of purpose. A deep belief in what we do and in each other. I am genuinely and deeply grateful to each of you.

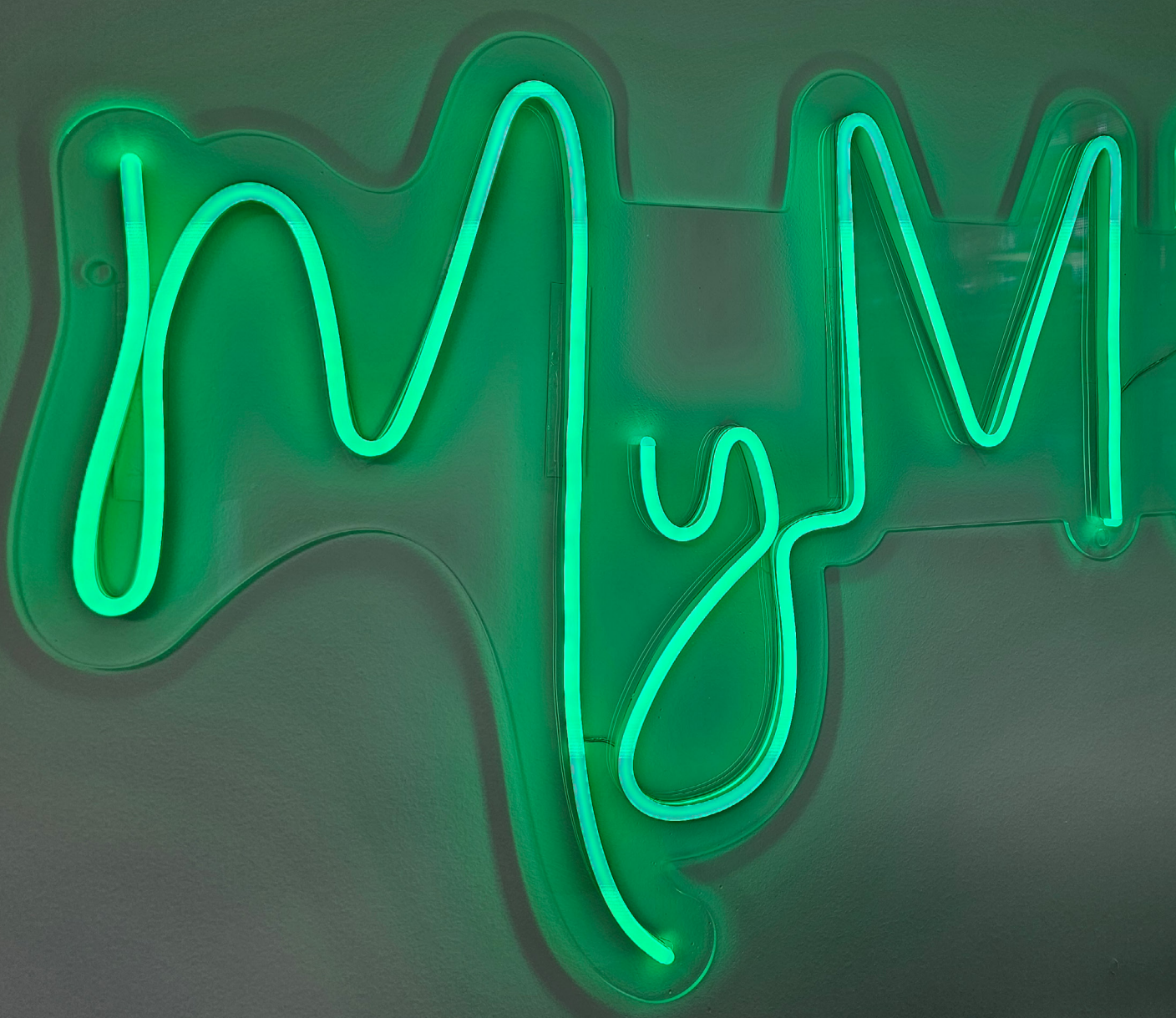
Looking forward, that bond will be more important than ever. We are not only navigating complexity ourselves, but supporting clients who are doing the same. Many of them come to us amidst their own personal storms of financial uncertainty, displacement, trauma, or simply the weight of daily life. They are the reason we exist. Their wellbeing is our guiding star.

As Chairperson, I remain both humbled and energised by the path ahead. There will be no shortage of challenges, but also no shortage of compassion, skill and resolve within this team. Together, I know we'll continue to make a meaningful difference in the lives of those we serve.

Thank you. For your trust, your effort, and your belief in this vital work, thank you.

Brian Marrinan
Chairperson, MyMind

03 About us





3.1

Who we are

MyMind has strived since 2006 to positively change lives by providing professional, affordable and accessible psychotherapy and counselling services to anyone experiencing mild to moderate mental health challenges. Our focus on early intervention works to prevent more serious declines in mental wellbeing from arising if left unaddressed. Our impact is felt not only by the clients of MyMind, but also by those closest to them. We are committed to this Social Mission for the benefit of Irish society.

As a Social Enterprise and registered charity, MyMind places accessibility at the core of our services. Appointments are offered face-to-face or online, with our large network of qualified Mental Health Professionals providing sessions in 20 languages. Our Social Enterprise status facilitates Low Cost and Free appointments for a host of groups through HSE and partner funding, in addition to revenue generated from our Standard Rate appointments for those earning over €25,000 annually. These Low Cost appointments are available to the unemployed, full-time students, retirees, and anyone with annual income below €25,000. Throughout 2024, MyMind has also provided free counselling for displaced Ukrainians, International Protection Applicants and residents affected by Defective Concrete Blocks.

This commitment to making our services as accessible as possible extends to the MyMind platform, which allows secure and private video sessions for those who choose remote therapy or do not have options for face-to-face support nearby. MyMind serves to bridge the gap between public and private mental health supports. We provide our services without waiting lists or need for GP referral, with appointments offered within 72 hours of registration. At the same time, MyMind continues to expand the availability of face-to-face counselling and psychotherapy for underserved communities through the opening of new physical locations across Ireland.

At MyMind, our work is carried out in defiance of stigma and in defence of equality, empowering our clients through self-discovery, regardless of income and without delay. We remain committed to the vision set out almost 20 years ago of an Ireland where nobody faces mental health challenges alone.

3.2

How we help

Face-to-face

MyMind offer a host of multi-lingual and multi-disciplinary face-to-face counselling and psychotherapy options through our large network of qualified and Garda-vetted Mental Health Professionals. These services span talk therapies for Individuals, Couples, Children and Adolescents. MyMind's Mental Health Professionals draw from diverse approaches including Cognitive Behavioural Therapy (CBT), Dialectical Behavioural Therapy (DBT), Humanistic & Integrative Psychotherapy, Art Therapy and Play Therapy. In an age of ever-increasing digital communications, these face-to-face sessions can provide clients with a means to reconnect with the world and with themselves. For many, face-to-face appointments remain the most comfortable option, ensuring that they are most at ease when taking their first steps towards improved mental wellbeing.

Our therapists provide face-to-face appointments from 9 locations across Ireland, with our Centres for Mental Wellbeing in Dublin, Cork and Limerick having been the cornerstone of this work for over ten years. In 2024, MyMind increased the accessibility of our services with the opening of new single-room locations, most notably with our first Galway location opening its doors to the local community in September. This accessibility is vital to our mission, with new locations offering new outlets for hope and recovery directly within underserved communities.



Online

MyMind's unique blended model allows for exceptional flexibility, with appointments provided online as well as face-to-face. Our bespoke online platform gives clients a private and secure method of engaging in therapy through video, at a time and location that best suits their needs.

The MyMind model has worked since 2006 to make our services accessible in areas where face-to-face supports are less readily available. In conjunction with self-referral, multi-lingual support and the absence of waiting lists, this forms an integral part of MyMind's accessibility. Furthermore, it reflects our commitment to our mission of making professional, affordable psychotherapy and counselling services available to anyone experiencing mild to moderate mental health challenges, without stigma or delay.



MyMind at work

The development of MyMind at Work was a key area of focus through 2024. Mental health plays a vital role in employee satisfaction, retention, and productivity. In Ireland, the cost of lost productivity owing to mental ill-health is €11billion per year. 11 million days are lost to depression and anxiety annually. Recognising the need for increased care for mild to moderate mental health challenges in the workplace, MyMind has created this new, tailored Employee Wellbeing Programme.

MyMind at Work leverages our core strengths, being centred on the professionalism of our therapists and the flexibility afforded by our hybrid model of face-to-face and online support. MyMind at Work clients can now avail of one-to-one counselling for individual members of staff, in addition to custom interactive group workshops. These evidence-based group workshops have been specifically developed under the direction of MyMind's clinical staff to enhance team cohesion, trust and mental wellbeing.

MyMind at Work offers employers a host of options, including:

- **Counselling and psychotherapy appointments for individuals** with the flexibility to attend in-person, online or over the phone. Clients can choose from over 200 Mental Health Professionals offering appointments in over 20 languages.
- **Corporate Workshops** offering clients an interactive session focusing on mental wellbeing in the workplace. These workshops are competitively priced and delivered by MyMind's multi-lingual team, with flexibility to book for a time that suits best.

3.3

Awards and Recognition

2024	Workday Community Impact Award
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
2017	1) European Business Awards Social Enterprise Category 2) One for Ireland campaign
2016	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
2011	1) Ashoka Fellow 2) Social Entrepreneurs Ireland - Elevator Programme Award
2010	Captain Cathal Ryan Scholarship



Stronger Charities.
Stronger Communities.



THE IRELAND FUNDS



The **One** Foundation

04 Focus on 2024

3 2024 2025



4.1

Highlights and achievements



2024 in Figures

MyMind completed 32,570 appointments in 2024, providing professional, accessible and affordable therapy across Ireland and Online in over 20 languages. Of the appointments delivered in 2024, 52% were at Standard Rate, 39% were provided at our reduced Low-Cost rate, with the remaining 9% being fully free of charge, in line with our mission that nobody should have to manage mild to moderate mental health challenges alone.

In the face of global uncertainties and a cost-of-living crisis, 2024 presented significant challenges for MyMind. Holding firm to our mission, MyMind continued in implementing our “Minding the Gap” strategy to provide community-based mental health services where they are most needed, without stigma or delay. Throughout 2024, MyMind leveraged its core strengths of accessibility and innovation to increase access to our services. This work to increase accessibility can be seen in MyMind’s revised criteria for Low Cost appointments, offered at €30.00 per session to full-time third level students, retirees, the unwaged and anyone in full-time employment but earning below a pre-defined threshold. In 2024, MyMind increased this threshold, from €20,000 gross annual earnings to €25,000. This move opens our Low Cost service to a larger swathe of Irish workers, including many in the Retail and Hospitality sectors.

September saw the opening of MyMind’s first location in Galway City, marking a significant milestone for the expansion of our face-to-face services in the West of Ireland. As part of the MyMind Local initiative, this new single-room location garnered editorial coverage from The Connacht Tribune, This Is Galway and more. MyMind’s innovation was also seen in our focus on technology and System development through 2024. The year saw MyMind investing in AI as a support tool for our staff, giving guidance on common policy and compliance queries to increase Operational efficiency. MyMind continues to monitor the development of this technology in the hope that it will facilitate increased flexibility for both therapists and clients as it improves.

Free counselling

In 2024 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

In 2024 MyMind provided 18 group sessions to existing Ukrainian clients who had previously attended individual sessions. These group sessions aim to equip clients with psychoeducational knowledge about Trauma and to build on coping strategies and emotion regulation.

Recruitment

MyMind prides itself on the professionalism of our Mental Health Professionals, with the work of our Clinical and Operations teams in recruitment being of vital importance to the provision of our services. 2024 was a year of innovation in our recruitment process also, as the team worked to streamline both hiring and onboarding while increasing transparency. The MyMind Clinical team onboarded 28 Mental Health Professionals during 2024. These include professionals experienced in a range of person-centred therapeutic approaches, including Cognitive Behavioural Therapy, Integrative Psychotherapy and Gestalt Therapy.





Partner engagement

2024 was also a year of continued collaboration for MyMind, as we engaged with a host of peer organisations and corporate partners. Highlights for the year included MyMind's participation once again at Cork's Joy in the Park event, hosted by the Cork Mental Health Foundation in July. Taking the MyMind Mobile Unit on the road, we were delighted to offer visitors a free interactive Art Therapy workshop for all ages.

In September, MyMind had the honour of competing in the Workday Community Impact Awards. Our planned initiative to bring the MyMind Mobile Unit on a tour of smaller towns across the country, engaging directly with the public in underserved areas, was granted the top prize of €10,000 in funding. This funding will allow us to spread awareness for our services and mission, while also facilitating free first appointments for those who engage with us during the tour.

MyMind's commitment to technological innovation was recognised in October, with MyMind CEO Krystian Fikert being invited to present at Dublin's first EY Impact Hive in the Dublin Convention Centre. This event saw over 500 EY staff from across Europe gathering to hear about our services, mission and challenges to facilitate discussion and ideation around responsible implementation of AI tools within MyMind.

System development

2024 marked MyMind's first year with a full in-house Technology Team. The addition of Quality Assurance (QA) Tester, Asif Ibrahim, in May completed the team, with Senior Developer, Fabio Faria, having joined in October 2023. Highlights for the team's first year included:

MyMind.org Redesign with Umbraco

The largest of the Technology Team's projects in 2024 was the redesign of MyMind.org, powered by Umbraco CMS. Due to launch in March 2025, the new site will enhance flexibility and efficiency by streamlining content management and enabling non-technical teams to make updates easily. It will improve client experience with a modern, responsive design and enhanced performance. The new system ensures better scalability, security, and compliance, supporting future growth while reducing maintenance costs.

Technical Maintenance & Support

The Technology Team also provide ongoing technical and operational support within MyMind. 2024 saw the implementation of new, formalised testing procedures. This has ensured an efficient and transparent method of working that will serve MyMind's technological development and innovation well into the future.

App Minimal Viable Product (MVP)

The year also saw the Technology Team starting development on a dedicated MyMind Mobile App. A proof-of-concept, MVP App was built, allowing both clients and MHPs to sign in to their MyMind accounts and use a newly designed dashboard to view appointment lists populated from the MyMind system. This initial version shows significant progress in design, API integrations, and communication between App and the MyMind system.

User Experience Research

User Experience Research is conducted throughout the year. Insights are gathered from all users of the MyMind platform on their experience and needs. These insights are shared across the MyMind management team to assist in prioritising areas of focus for technological improvement.

4.2

MyMind on the move



Celebrating our Galway Launch with Maria Walsh MEP



Cork Summer Social for Mental Health Professionals



MyMind Takes the Top Prize at the Workday Community Impact Awards 2024



Celebrating our Win at the Workday Community Impact Awards 2024 with Minister Pascal Donohoe and Workday's Graham Abell



MyMind CEO Krystian Fikert Addresses the EY Impact Hive on AI in the Dublin Convention Centre



Fun Times at the Dublin Christmas Party

4.3

Collaborations and Partnerships



An Roinn Sláinte
Department of Health



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



An Ghníomhaireacht
Tithíochta
The Housing Agency



government supporting communities

Sláintecare.



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



UNIVERSITY of LIMERICK
Ollscoil Luimnigh



National Office
for Suicide
Prevention



Dublin
South City
Partnership



A THOMSON REUTERS FOUNDATION SERVICE

ARTHUR COX



A&L Goodbody



THE IRELAND FUNDS



University College Cork, Ireland
Colaiste na hOllscoile Corcaigh



Working together for mental health



4.4

Partner and Supporter Messages

Dublin Business School

Over the past year, MyMind has been a vital support system for our students, providing over 200 counselling appointments that have positively impacted their mental health and well-being. The Men's Mental Health workshop delivered in November offered invaluable insights into the unique perceptions and stigma surrounding male mental health. It created a safe and inclusive environment for our male students to better understand their emotions, explore underlying causes, and learn about the accessibility of counselling services through our college.

MyMind's commitment to fostering mental health awareness and facilitating meaningful conversations has strengthened our efforts to support our students' overall resilience and growth. We have witnessed a significant increase in uptake of the available counselling services over the past 2 years and we hope to continue this trend.

NAOISE FINNEGAN

Student Welfare Officer



Conlin fundraised €1,570 for MyMind during his training

Conlin Bradley – Irish Life Dublin Marathon 2024 Runner and Fundraiser

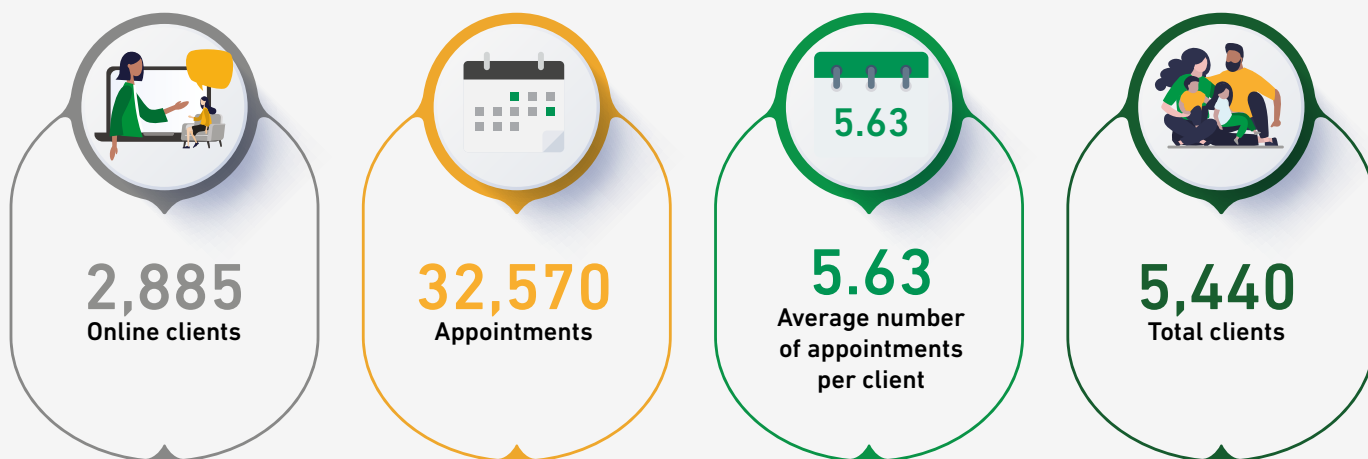
Running the Dublin Marathon for MyMind was more than just a challenge, it was a way to support a cause that means so much to me. Mental health challenges can feel isolating, but organisations like MyMind ensure no one has to face them alone. Through fundraising, I hoped to raise awareness and help make mental health support more accessible to those in need. Seeing the generosity and encouragement from my friends and family reaffirmed how much we can achieve together. I'm proud to have been part of something that truly makes a difference.

05 Statistics



5.1

Statistics for 2024



Number of active Mental Health Professionals:

126



Number of active service languages:

17



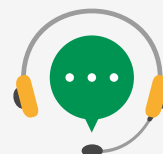
The number of calls answered:

7,905



The number of emails answered:

19,848



The number of live chats answered:

1,950*

Figure inclusive of chats answered by AI assistant (1,707), WhatsApp (154), Facebook (29) & Instagram (2). 58 chats were initiated through Chatbot on mymind.org

5.2

Appointments Breakdown

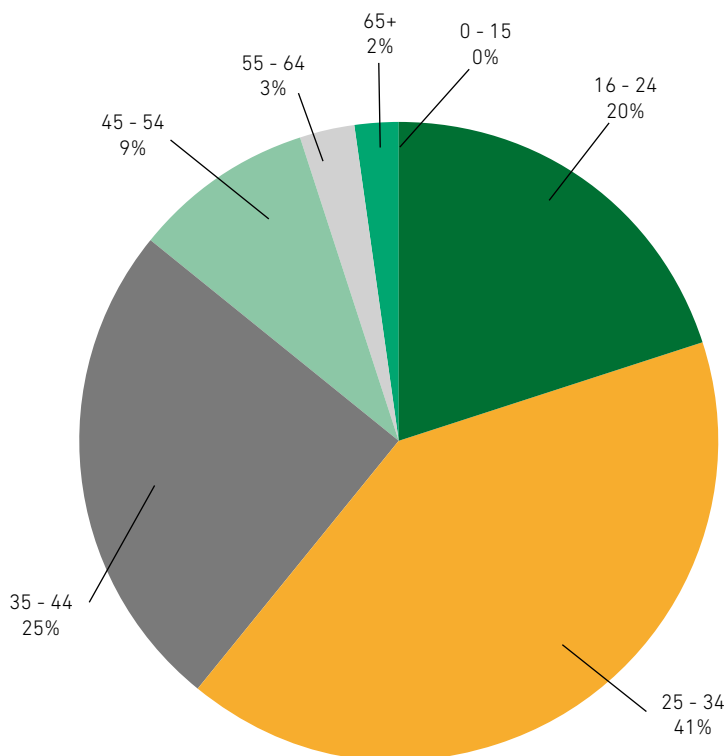
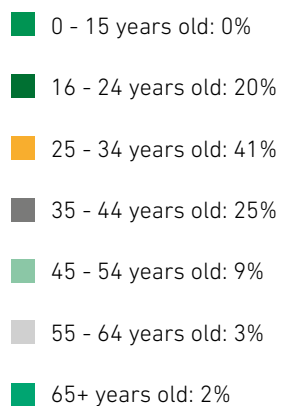
Location	Individual Session	Children & Adolescents	Couples	Total
Cork	6,271	322	34	6,627
Dublin 6	3,488	-	12	3,500
Online	13,523	5	146	13,674
Dublin 1	2,926	1	4	2,931
Naas	69	-	-	69
Limerick	2,204	63	31	2,298
Carlow - Local	418	-	-	418
Dublin 8	2,169	14	1	2,184
Ballinrobe - Local	69	-	-	69
Cavan	391	-	-	391
Wexford - Local	88	-	-	88
Galway - Local	321	-	-	321
Total	31,937	405	228	32,570



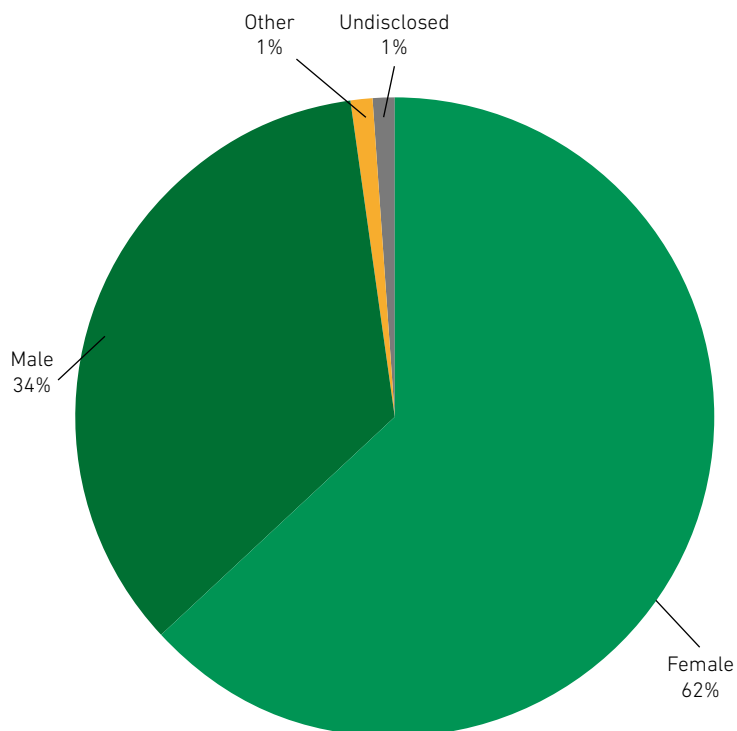
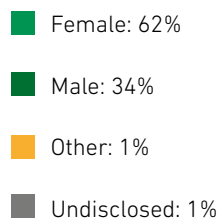
5.3

Client Profile

Average age: 34

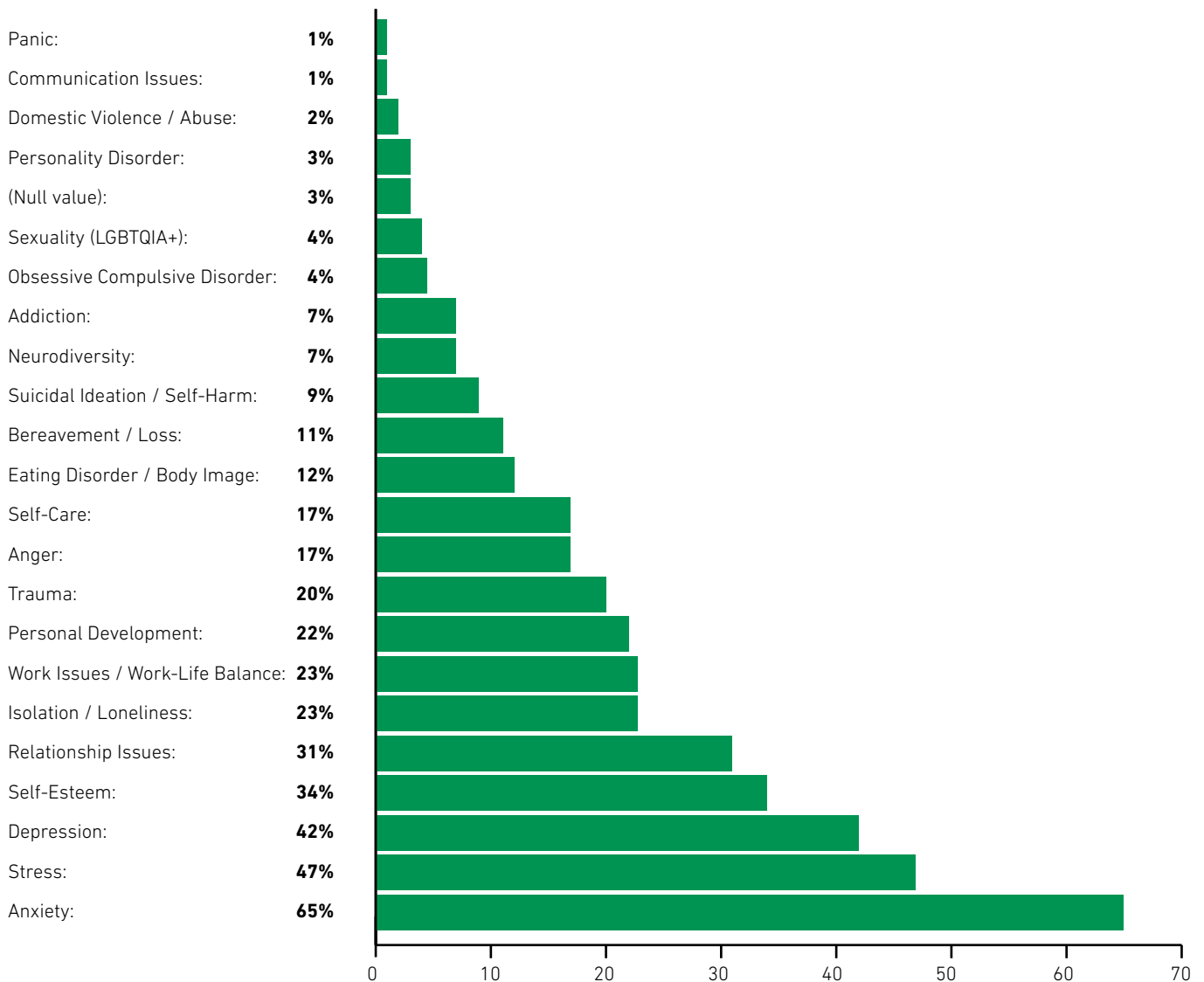


Gender Profile



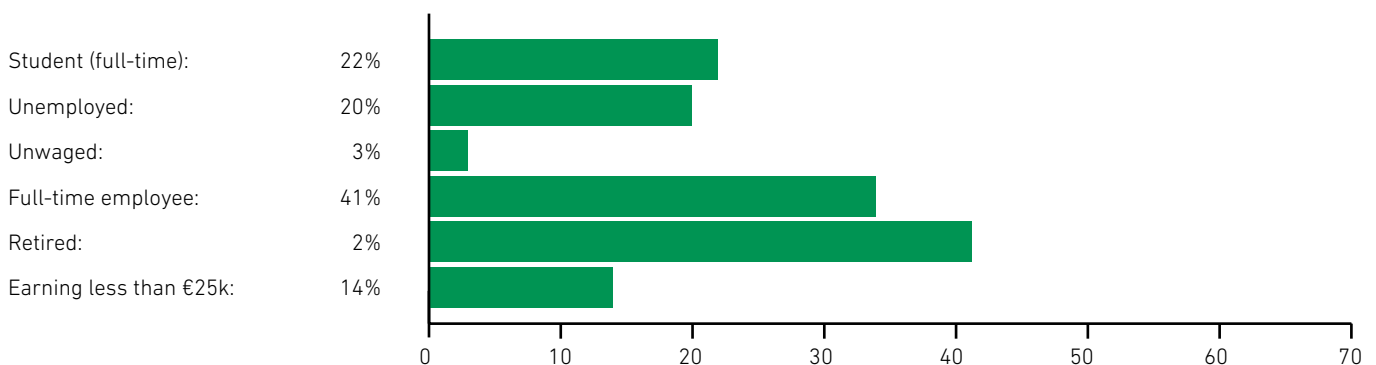
5.4

Presenting Issues



5.5

Eligibility status



5.6

Nationalities



75.4% Irish



6.7% Ukraine



2.4% Polish



1.5% Indian



1.3% British



1.1% American



0.9% Brazilian



0.9% Italian



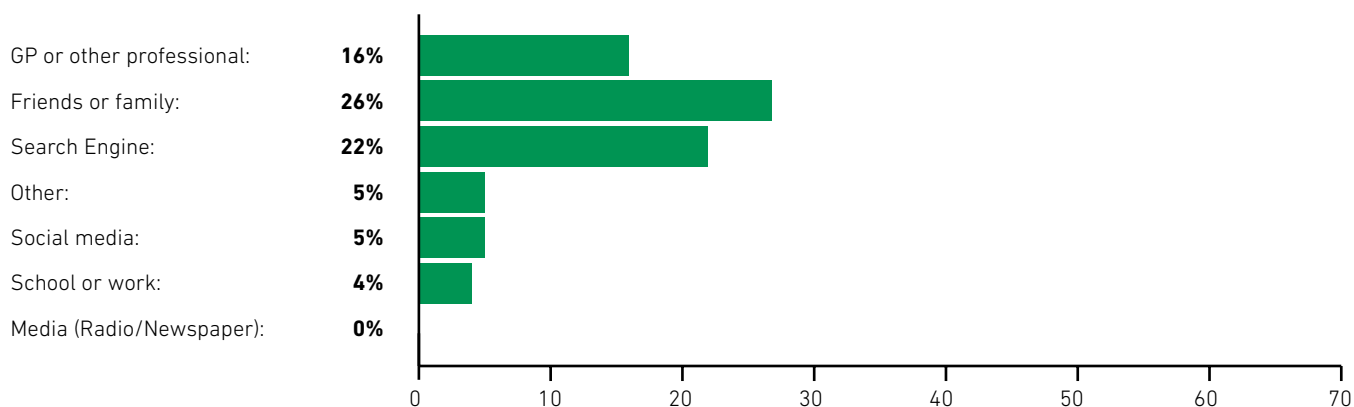
0.7% Spanish



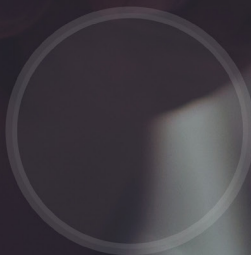
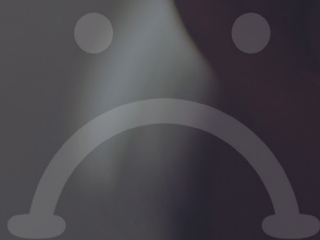
0.6% French

5.6

Discovery of Mymind



06 Client Feedback





I engaged with MyMind looking for a creative approach to therapy. I was able to explore a variety of concerns in a unique and meaningful way using a mixture of art and storytelling to learn more about myself, my concerns and potential real life solutions. **The sessions were very flexible and my therapist quickly became a unique asset to my thought process.**

- Anonymous



07 Clinical Management



7.1

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.

In December, 2024, we had a new addition to the Clinical Team, with Clinical Support Gabriela Cestari Manieri joining.

- 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. In addition, MyMind provides unlimited access to the Bespoke Mental Health training platform for Accredited and Pre-accredited Mental Health Professionals, for both on-demand and live events.

The 18 CPD programmes organised by MyMind in 2024 included:

- Working Therapeutically with Eating Disorders
- Introduction to Fertility Counselling
- Self-harm Training
- All About ADHD
- LGBTI+ Awareness
- Managing Menopause
- Neurodiversity and Mental Health
- Introduction of Perinatal Mental Health
- Gender Sexuality and Relationship Diversity (GSRD)
- Approaches to Trauma
- Working with Suicidal Ideation

7.3

Peer support

MyMind runs monthly Peer Support groups for Mental Health Professionals across Ireland. These present an opportunity for Mental Health Professionals to gather and discuss challenges and lend each other expertise and understanding. In 2024, our online Peer Support sessions were complemented by face-to-face meetings in our Dublin 1 centre. There were a total of 40 peer support sessions through 2024.

A word from one of our peer support coordinators:

It was a wonderful experience! Creating a safe space at the meetings where everyone can share their experiences and find solace and understanding is a powerful reminder of the healing power of community. Together, we strengthen the professional community by helping each other become better professionals. Given the global challenges, we are constantly growing professionally, and we are grateful for this opportunity.

Alona Buchuchanu, Peer Support Facilitator for Ukrainian Therapists

08 MyMind Team



8.1

Mental Health Professionals

At the end of 2024, MyMind had a team of 184 contracted mental health professionals providing access to professional, affordable mental health services in 20 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

Martin Dredge

Psychotherapist

I have been working with MyMind for just under two and a half years. I work only online, as I live in a rural area. I really like the ethos of the organisation, which is a “not for profit” and seeks to make counselling available to a greater number of people, including those who would normally find the cost of therapy prohibitive. I have worked with a wide range of people both for both short term and long-term therapy, both being rewarding in different ways. A significant portion of my work has been with people who are neurodiverse. These clients have helped me to expand my knowledge in this area. Many of them have a creative side, making it very rewarding to work with them as a therapist.

In my time with MyMind, I have worked with a small number of people whose therapy/ support needs have been more complex than is typically seen. I have received great support in my work with these clients, not only from my own (private) supervisor, but also from the MyMind Clinical Team, Peer Groups and from training opportunities. The CPD component of working for MyMind is a great resource, particularly when the work demands the you expand your knowledge base.

James O'Regan

Psychotherapist and Peer Support Facilitator

Since 2016 I have been contracted to work as a Mental Health Professional with MyMind and during this time I have found my overall experience to be very good. MyMind provide a much-needed affordable rate for people that need it.

I have found my work as a counsellor/psychotherapist to be of utmost fulfilment. Each and every day that I work as a therapist I feel it's a privilege, especially when clients feel they can trust me enough to share their own unique life story their own struggles and their triumphs. It has been immensely rewarding to support my clients on their journey towards healing and personal growth. The atmosphere at the MyMind Limerick office is one of compassion, empathy and professionalism. I have found that the MHPs are all highly qualified and professional individuals each committed to providing duty of care to every client they work with. I have found MyMind support staff to be very good genuinely dedicated to creating a welcoming, helpful and safe environment for both clients and MHPs.

8.3

MyMind Staff

Through 2024, the MyMind team comprised:

CEO

KRYSTIAN FIKERT

FINANCE:

SHARON KEATING, Financial Controller

CLINICAL:

SARA LAVECCHIA, Clinical Manager

GABRIELA CESTARI MANIERI, Clinical Support

OPERATIONS:

DAVID HICKEY, Customer Success and Operations Manager

FARAH PIRBAZARI, Customer Service Operations Specialist

SHAUNNA LEE LYNCH, Customer Service Operations Specialist

ELLEN O'SHEA, Customer Service Operations Specialist

FRANCESCA IITCHENCO, Customer Operations Specialist

KAROLINA LITWIN, Customer Service Operations Specialist

DAVID GOODE, Customer Service Operations Specialist

CARA KEUSCH, Customer Service Operations Specialist

TECH:

FABIO FARIA, Senior .NET Developer

ALINE RESENDE, Consultant – UX/UI

ASIF IBRAHIM, Consultant – QA and Technical Support

SANAT KUMAR MAHAPATRA, Consultant – Microsoft 365 Support

BUSINESS DEVELOPMENT INCLUDING MARKETING AND PROJECTS:

JOAN CONNOLLY, Head of Strategy and Business Development

DEIRDRE KELLY, Digital Communications and Fundraising Manager

AUSTEN DONOHOE, Digital Marketing and Communications
Manager

RUTH O'Malley, Project Manager

YULIYA ANANIEVA, Project Coordinator





8.4

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 Technology 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.

09 Financial Statements

Age (%)	Volume
11	1,758.00M
38	82.98M
00	N/A
38	255.52M
03	413.25M
14	592.17M
38	N/A





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 2024

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MyMind
(A Company Limited by Guarantee)

for the financial year ended 31 December 2024

Directors and other information

Directors

Brian Marrinan (Chairman)

Lorna Jennings

Darren Daly

Paul Kivlehan

Therese Morrissey

Secretary

Sharon Keating (Appointed 1st February 2024)

Krystian Fikert (Retired 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

MyMind Financial Statements 2024

MyMind
(A Company Limited by Guarantee)

Director's report
for the financial year ended 31 December 2024

The directors present their annual report and audited financial statements of the company for the financial year ended 31 December 2024.

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 €87,430 (2023: surplus €37,018).

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:

- Brian Marrinan (Chairman)
- Lorna Jennings
- Darren Daly
- Paul Kivlehan
- Therese Morrissey
- 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.

MyMind
(A Company Limited by Guarantee)

Director's report (continued)
for the financial year ended 31 December 2024

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 30th April 2025 and signed on behalf of the board by

Signed by:

Brian Marrinan

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Brian Marrinan

Director

Signed by:

Lorna Jennings

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Lorna Jennings

Director

MyMind Financial Statements 2024

MyMind
(A Company Limited by Guarantee)

Director's responsibilities statement
for the financial year ended 31 December 2024

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 30th April 2025 and signed on behalf of the board by

Signed by:



7D5FA2AC953C42B...
Brian Marrinan
Director

Signed by:



65A6E53B0B73471...
Lorna Jennings
Director

MyMind Financial Statements 2024

**Independent auditor's report to the members of
MyMind
for the financial year ended 31 December 2024**

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 2024 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 2024 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.

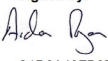

Auditors' responsibilities for the audit of the financial statements

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.

Signed by: 
Signed: 
C1D6A49FB6D147B...
Aidan Ryan

For and on behalf of

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

Date: 5/14/2025
5/14/2024

MyMind
(A Company Limited by Guarantee)
Income & Expenditure Account
for the financial year ended 31 December 2024

	Note	2024	2023
		€	€
Income	3	2,285,384	2,571,094
Direct costs		<u>(1,074,632)</u>	<u>(1,333,040)</u>
Gross surplus		1,210,752	1,238,054
Administrative expenses		<u>(1,123,322)</u>	<u>(1,201,036)</u>
Surplus for the year	4	<u>87,430</u>	<u>37,018</u>
Retained income at the beginning of the financial year		753,367	716,349
Retained income at the end of the financial year		<u>840,797</u>	<u>753,367</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.

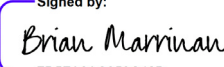
MyMind Financial Statements 2024

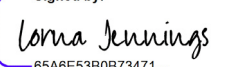
MyMind
(A Company Limited by Guarantee)
Balance Sheet
As at 31st December 2024

	Note	2024 €	2023 €
Fixed Assets			
Tangible Assets	7	<u>84,642</u>	<u>123,717</u>
Current Assets			
Debtors:			
Amounts due after more than one year	8	9,831	9,000
Amounts due within one year	8	47,917	24,814
Cash at bank and in hand	9	<u>1,065,491</u>	<u>1,121,952</u>
		<u>1,123,239</u>	<u>1,155,766</u>
Creditors: amounts falling due within one year	10	<u>(313,345)</u>	<u>(455,841)</u>
Net current assets		<u>809,894</u>	<u>699,925</u>
Creditors: amounts falling due after more than one year	10	<u>(53,740)</u>	<u>(70,275)</u>
Total assets less liabilities		<u>840,796</u>	<u>753,367</u>
Reserves			
Restricted Cash Reserves			
Deferred Cash Grants	3	210,043	262,513
Impact Fund		<u>5,600</u>	<u>8,890</u>
		<u>215,643</u>	<u>271,403</u>
Restricted Non-Cash Reserves			
Motor Vehicle -Mobile Unit	3	<u>70,275</u>	<u>82,676</u>
		<u>70,275</u>	<u>82,676</u>
Total Restricted Reserves		<u>285,918</u>	<u>354,079</u>
Unrestricted Reserves			
Unrestricted Funds		<u>554,878</u>	<u>399,288</u>
		<u>554,878</u>	<u>399,288</u>
Income and expenditure account	12	<u>840,796</u>	<u>753,367</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 20th April 2025 and signed on behalf of the board

Signed by:

7D5FA2AC953C42B...
Brian Marrinan
Director

Signed by:

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Lorna Jennings
Director

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

MyMind Financial Statements 2024

MyMind
(A Company Limited by Guarantee)

**Reconciliation of members' funds
for the financial year ended 31 December 2024**

	Income and Expenditure Account	Total
	€	€
At 1 Jan 2023	716,349	716,349
Surplus for the financial year	<u>37,018</u>	<u>37,018</u>
Total comprehensive income for the financial year	753,367	753,367
 At 31 December 2023 and 1 Jan 2024	 <u>753,367</u>	 <u>753,367</u>
Surplus for the financial year	<u>87,430</u>	<u>87,430</u>
Total comprehensive income for the financial year	840,797	840,797
 At 31 December 2024	 <u><u>840,797</u></u>	 <u><u>840,797</u></u>

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

MyMind Financial Statements 2024

MyMind
(A Company Limited by Guarantee)

Statement of Cash Flows
for the financial year ended 31 December 2024

	Note	2024 €	2023 €
Cash flows from operating activities			
Surplus/(Deficit) for the financial year		87,430	37,018
<i>Adjustments for:</i>			
Depreciation of tangible assets		43,011	39,813
<i>Changes in:</i>			
Trade and other debtors		(23,934)	(6,142)
Trade and other creditors		<u>(159,032)</u>	<u>(148,368)</u>
Cash used in operations		<u>(52,525)</u>	<u>(77,679)</u>
Net cash used in operations		<u>(52,525)</u>	<u>(77,679)</u>
Cash flows from investing activities			
Purchase of Mobile Unit		-	(82,676)
Purchase of tangible assets		<u>(3,936)</u>	<u>(3,740)</u>
Net Cash used in investing activities		<u>(3,936)</u>	<u>(86,416)</u>
Net decrease in cash and cash equivalents		(56,461)	(164,095)
Cash and cash equivalents at beginning of financial year	9	<u>1,121,952</u>	<u>1,286,047</u>
Cash and cash equivalents at the end of the financial year	9	<u>1,065,491</u>	<u>1,121,952</u>

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

MyMind
(A Company Limited by Guarantee)

Notes to the financial statements
for the financial year ended 31 December 2024

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 2024.

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 Regime' 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.

MyMind
(A Company Limited by Guarantee)

Notes to the financial statements (continued)
for the financial year ended 31 December 2024

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.

MyMind
(A Company Limited by Guarantee)

Notes to the financial statements (continued)
for the financial year ended 31 December 2024

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 estimates 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 2024 was €84,642 (2023 : €123,717).

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 2024 was €12,622 (2023: €11,484).

MyMind
(A Company Limited by Guarantee)

Notes to the financial statements (continued)
for the financial year ended 31 December 2024

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.

	2024	2023
	€	€
Client Fees	1,412,761	1,514,163
Grant income	850,830	1,038,391
Fundraising and Donations	20,858	18,392
Other Income	935	148
Total Income	<u>2,285,384</u>	<u>2,571,094</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 2024.

MyMind

(A Company Limited by Guarantee) Notes to the financial statements (continued) for the financial year ended 31 December 2024

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 been included in relation to grants in operation during the financial year ended 31 December 2024:

Grantor	Total Grant Amount	Name of Grant	Opening Balance 01/01/2024	Cash Receivable 2024	Income Recognised 2024	Closing Balance 31/12/2024
Deferred Income Cash Grants						
HSE Eastern Region	€73,000	HSE - National Office, Mental Health Directorate- Section 39 Grant	€ 63,201	€ 0	€ 20,767	€ 42,434
	€493,190	HSE - National Office, Mental Health Directorate and Digital Mental Health- Section 39 Grant	€ 0	€ 474,436	€ 455,860	€ 18,576
	€128,000	HSE - National Office, Mental Health Directorate- Section 39 Grant- Ukrainian relief	€23,430	€0	€23,430	€0
	€120,000	HSE - National Office, Mental Health Directorate- Section 39 Grant- Ukrainian relief	€ 0	€ 138,754	€ 138,754	€0
	€85,000	HSE - National Office, Mental Health Directorate- Section 39 Grant- MICA relief	€83,670	€ 0	€ 7,253	€ 76,417
	€60,535	HSE - National Office, Mental Health Directorate and Digital Mental Health- Section 39 Uplift	€0	€60,535	€60,535	€0
HSE South Region	€30,000	HSE -Cork Kerry Community Healthcare (CH04) Section 39 Grant	€ 0	€ 30,000	€ 30,000	€ 0
Dept CEDIY	€20,000	Dept CEDIY	€ 19,580	€ 0	€ 19,580	€ 0
	€1,500	Kindship Care	€0	€1,500	€0	€1,500
Irish Youth Foundation	€19,500	Generation Pandemic Recovery Fund, ref FF-2020-00135	€ 1,350	€ 0	€ 1,350	€ 0
The Community Foundation for Ireland	€70,000	Sunflower Charitable Foundation: Sunflower 2023	€ 39,372	€ 0	€ 39,372	€ 0
	€15,000	Grant Ref A030969	€ 0	€7,500	€7,500	€0
National Lottery Funding	€2,959	National Lottery Funding	€ 0	€ 2,959	€ 2,959	€ 0
The Ireland Funds	€20,000	The Ireland Funds America G#-034048	€ 6,910	€ 0	€ 6,910	€ 0
	€25,000	Heart of the Community Fund G#-035864	€ 25,000	€ 0	€ 24,159	€ 841
Total Deferred Income Cash Grants			€ 262,513	€715,684	€838,429	€139,768
Deferred Income Non-Cash Grants						
Pobal	€82,676	Dormant Accounts Fund Scaling Fund for Social Enterprises Strand 1	€ 82,676	€ 0	€12,401	€70,275
Total Deferred Income Cash Grants			€82,676	€0	€12,401	€70,275
Total Deferred Grants			€ 345,190	€ 655,149	€850,830	€ 210,043

MyMind Financial Statements 2024

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Notes to the financial statements (continued)
for the financial year ended 31 December 2024

4 Operating surplus/(deficit):

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

	2024	2023
	€	€
Depreciation of tangible assets	43,011	39,813
Operating leases-rent	126,040	107,375
Defined Contribution pension cost	<u>9,755</u>	<u>9,000</u>

5 Staff cost

The average number of persons employed by the company during the financial year, excluding the directors were 9 (2023: 10).

	2024	2023
Management	1	1
Communications and Marketing	1	
Clinical and Programmes	3	
IT/Tech	1	
Operations and Finance	<u>5</u>	
	11	10

Salary range	2024	2023
Salary banding for all employees earning:		
€60,000-€70,000	-	1
€70,000-€80,000	-	-
€80,000-€90,000	1	-
€90,000-€100,000	-	-
€100,000-€110,000	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 2024 was €113,834 (2023: €111,917).

6 Directors compensation

During the year, no directors received any remuneration (2023: €Nil).

During the year, no directors received any benefits in kind (2023: €Nil).

During the year, no directors received any reimbursement of expenses (2023: €Nil).

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Notes to the financial statements (continued)
for the financial year ended 31 December 2024

7 Tangible Assets

	Fixtures and fitting €	Computer equipment €	Motor Vehicles €	Total €
Cost or valuation				
At 1 January 2024	268,776	38,540	82,676	389,992
Additions	<u>1,975</u>	<u>1,961</u>	<u>-</u>	<u>3,936</u>
At 31 December 2024	<u>270,751</u>	<u>40,501</u>	<u>82,676</u>	<u>393,928</u>
Depreciation				
At 1 January 2024	231,474	34,801	-	266,275
Charge for Financial Year	<u>28,348</u>	<u>2,262</u>	<u>12,401</u>	<u>43,011</u>
At 31 December 2024	<u>259,822</u>	<u>37,063</u>	<u>12,401</u>	<u>309,286</u>
Carrying amount at 31 December 2024	<u>10,929</u>	<u>3,438</u>	<u>70,275</u>	<u>84,642</u>
At 31 December 2023	<u>37,302</u>	<u>3,739</u>	<u>82,676</u>	<u>123,717</u>

8 Debtors

	2024	2023
Debtors falling due within one year are as follows:	€	€
Trade debtors	12,622	11,484
Grants Receivable	-	4,627
Prepayments	<u>35,295</u>	<u>8,703</u>
	47,917	24,814

Debtors falling due after one year are as follows:

	2024	2023
	€	€
Security deposits	<u>9,831</u>	<u>9,000</u>

9 Cash and cash equivalent

	2024	2023
	€	€
Cash at bank	<u>1,065,491</u>	<u>1,121,952</u>

Included in the above is restricted cash of €215,643 (2023: €271,403) in respect of deferred grant and fundraised cash.

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Notes to the financial statements (continued) for the financial year ended 31 December 2024

10 Creditors

Amounts falling due within one year:	2024	2023
	€	€
Trade creditors	79,204	86,466
Other creditors	5,627	12,061
PAYE and social welfare	23,008	21,862
Accruals	24,933	37,975
Prepaid sessions	15,920	10,110
Prepaid packages	8,350	12,453
Deferred income cash grants (see note 3)	139,768	262,513
Deferred income non-cash grant (see note 3)	<u>16,535</u>	<u>12,401</u>
	313,345	455,841
 Amounts falling due after more than one year:		
Deferred income non-cash grant (see note 3)	<u>53,740</u>	<u>70,275</u>

Note: The deferred income non-cash grant relates to a motor vehicle (a mobile therapy unit). This was funded through Pobal and procured in 2023. The grant income related to this unit was initially fully deferred and is being recognised as income in line with depreciation of the motor vehicle.

11 Share Capital

The company is limited by guarantee 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 lease commitments

The company as lessee at 31 December 2024, had annual commitments under non-cancellable operating leases as follows:

	2024	2023
	€	€
Not later than 1 year	108,492	98,000
Later than 1 year and not later than 5 years	252,870	352,017
Later than 5 years	<u>1,883</u>	<u>1,883</u>
	<u>363,245</u>	<u>451,900</u>

MyMind
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Notes to the financial statements (continued)
for the financial year ended 31 December 2024

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 €9,755 (2023: €9,000). At the year end, amounts payable to the scheme were €667 (2023: €188).

20 Approval of Financial statements

The board of directors approved these financial statements for issue on 30th April 2025.

Get in touch

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MyMind

Company Registered in Ireland: CRO 434008

Registered Charity Number: CRA 20065812

Charitable Status: CHY 17600

2024