



**inspire**

wellbeing, ability, recovery

# Inspire Wellbeing Company Limited By Guarantee



## Annual Report and Financial Statements

For the financial year ended 31 March 2025

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# Message from Our Chair



**Jill Harrower-Steele**  
Chair

This year, Inspire marked a remarkable milestone, our 65th anniversary. It was a moment to reflect on our legacy, celebrate our achievements, and recommit to our mission: *to work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential.* We remain steadfast in our vision of a compassionate society, free from stigma, where people are recognised for their strengths and abilities.

We were delighted to mark this key milestone with a special birthday celebration at ICC Belfast, an event that brought together a broad range of service users, colleagues, peers and sectoral partners where we presented our exciting exhibition, *Inspired*. *Inspired* was centred on the stories of those who make Inspire what it is today: the people we support, the staff who work alongside them, the individuals who give us their time and effort. This multimedia and deeply personal exhibition was well received and enjoyed by members of the public across venues in NI.

Thus far in my role as Chair, I have had the privilege of working alongside a deeply committed Board and Executive Leadership Team. Together, we are informed by the voices of those we support, our staff, and our partners. Where we can make a difference has been shaped by hearing directly from, and collaborating with, service users both in day-to-day work and activities and in structured events such as our ideas generator events. We launched the second phase of our 'If, it's Okay' campaign, which obtained cross party support in NI and sought to build awareness to remove stigma and shame around mental ill-health.

Delivering intellectual disability and autism care and support services to empower people to live independently as part of their community, remains one of our core activities across the island of Ireland but also continues to present challenges. Regional disparities, limited funding uplifts to reflect cost of living/ funding

constraints, and workforce pressures all require careful navigation. Yet, Inspire has remained resilient and focused, ensuring that our care and support services continue not only to meet the needs of individuals and communities but to deliver services with care and compassion which provide support and outreach to achieve meaningful outcomes.

One of the year's most exciting developments has been the growing success of Lena, our social enterprise. Lena exemplifies Inspire's innovative spirit. It is a testament to how we continue to evolve with the changing world we live in, while remaining true to our core purpose, wellbeing for all. Lena provides a range of wellbeing support, training and interventions which help organisations, employees and students to thrive. We continue to consider opportunities for innovation and change which will allow us to better deliver our purpose.

Our governance remains strong. As a group of Boards and Committees, our executive team ensures the accuracy, consistency, and reliability of data provided to the non-executive trustees, who challenge with respect and direct with collective authority. We have a good mix of skills, experience and diversity and will continue to build on this as trustees who have reached term retire and new trustees join us. Under the leadership of our CEO, Kerry Anthony, Inspire remains dynamic, values-driven, and focused on continuous improvement. Our Nominations and Governance Committee has overseen the implementation of minor improvements, as well as trustee recruitment and rotation. We said farewell to several long-serving Trustees and Chair Aidan Browne whose contribution has helped shape Inspire's journey. I would particularly like to acknowledge Aidan's focus on service users and deep expertise in mental health. We also said goodbye to Darren Stewart, our Director of Finance, IT and Property. We were also delighted to welcome, David Sterling, Patricia Goan and Ginny Hanrahan whose insights and energy have already enriched our Board.

We are deeply grateful to our funders, whose continued support enables us to deliver on our promises. Their trust in Inspire reflects our integrity and impact.

As we look ahead, I do so with confidence that Inspire will remain Inclusive, Passionate, Determined, Kind, Honest, and Innovative and a tireless advocate for those who need us most.

**Jill Harrower-Steele**  
Chair

# Message from Our CEO



**Kerry Anthony**  
CEO

## CEO's Introduction

This year, Inspire proudly celebrated 65 years since our founder, Lady Wakehurst, established our first service in Belfast. I have been delighted to participate in events that have brought together our entire Inspire community, many of which are highlighted in this report. In this year, whilst we reflected on our history, we also continued to strive forward, expanding into new areas of work and building meaningful partnerships.

A major milestone was the rebrand of Inspire Therapeutic and Wellbeing Services to Lena by Inspire. "Lena," meaning light in Greek, honours our charitable roots, while signalling a bold new chapter for our commercial offering. The three-year review gathered pace in this year as we improved the internal systems and processes necessary to underpin the successful delivery of a modern, profit-making social enterprise. With a sharp eye on the quality and clinical robustness of the service we deliver, we focused on data driven decision making, digital system development and clearer impact reporting.

Across our Care and Support Services, we advanced our commitment to human rights through the establishment of Rights Restrictions Review Committees and Quality and Safeguarding Forums. We also launched Inspiring Leaders, a new leadership development framework grounded in the principles of servant leadership and the values of Inspire. This initiative will nurture leadership potential from day one of every staff member's journey with us.

Our partnerships flourished, as we worked with sector colleagues on campaigns, resource development and shared learning. We were especially pleased to secure Peace Plus funding for two major programmes to be delivered in partnership with leading voluntary and community organisations across the island of Ireland over the next four years.

As I reflect on the milestone developments in the year Inspire turned 65, it would be impossible to ignore the significant challenges we have faced. Decision making at government level remains slow and ongoing pressures on government budgets present challenges across the board. I will continue to advocate for services funded to a level that enables us to not only continue to deliver high quality and safe care and support, but also to ensure our staff are properly remunerated for the work they do with such commitment and compassion. As always, I want to thank our staff teams right across Inspire for the work they do to progress the mission of the organisation

Inspire is deeply rooted in the communities we serve. As we enter a new year and shape the next phase of our strategic plan, informed by the people who use our services, our focus will be firmly on human rights, climate justice, equality, diversity, anti-racism, and social justice. The people who rely on our services are increasingly concerned about the impact of government decisions on their wellbeing and financial security, particularly as public discourse around mental health and social support becomes more polarised. It is deeply troubling that in this year I have had to issue public statements twice condemning acts of violent racism in the very streets where our teams live and work. These incidents underscore the urgent need for continued advocacy and action.

# Message from Our CEO

(continued)

Inspire and its subsidiaries are made stronger due to the strength of its governance arrangements and the support of the voluntary members of its boards. I would like to thank all our board members for their time and preparation, their clear commitment to the values of Inspire and their open debate and questioning to allow them to make the very best decisions now and for the future. I greatly appreciate their thoughtful guidance and direction.

**Kerry Anthony**  
CEO



# This year Inspire celebrated our 65th anniversary

Services across Inspire held parties, BBQ's and celebrations. We returned to Hillsborough Castle, the home of our founder Lady Wakehurst, for a special celebration of Inspire staff and in partnership with our friends in DEARA, we planted 65 trees across our services.

The culmination of the celebrations was the launch of *INSPIRED*, a unique multi-media exhibition bringing together the stories of our service users and staff and the impact of our work on lives of everyday people across Ireland.

The multi-media exhibition consists of everyday items, each belonging to one individual and prompting a story or memory of a specific point in their life. Each seemingly mundane article (a set of car jump-leads, a 1970s iron, a pair of running shoes, a front door key) has a deeply personal story conveyed through audio narration by the story-tellers themselves. Each shares intimate reflections on their experiences, reflects on their past and, with support from Inspire, looks ahead to the future.

Contributors range from two survivors of a mother and baby home, now aged in their 90's, to a TV film archivist who worked during the troubles, and a young man who, although non-speaking, uses music to communicate. All have benefited from, work with, or provide volunteer support for Inspire.

The exhibition was launched at an event hosted by Inspire partner ICC which brought together the Inspire community, old and new, to celebrate and reflect on the development of our organisation. Following a month long stay in the ICC, *INSPIRED* continues to be displayed in libraries across Northern Ireland in partnership with Libraries NI.

## **Kerry Anthony MBE, Chief Executive of Inspire**

*“As we mark the 65th anniversary of Inspire, we have been reflecting upon how the values that shape our mission today are inextricably linked to that first Beacon centre: to improve lives, ensure that people are treated fairly, and create the conditions in which everyone may live with dignity and reach their full potential. It was so named as a sign of light.*”

*“Six decades later, I am proud to lead this very special organisation that shines a light of hope and changes the lives of thousands every year.”*





Overview

Trustees' Report

Independent Auditor's Report

Financial Statements

Other Information

# Our Vision, Mission & Values

## Our Vision

Wellbeing for all

## Our Mission

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

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



## Our Values

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

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

**INCLUSIVE**

We put the people who use our services first

**PASSIONATE**

We believe in what we do

**DETERMINED**

We find a way

**KIND**

We care about each other

**HONEST**

We act with integrity

**INNOVATIVE**

We nurture new ideas

# We are Team Inspire Rol

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



# We Are Team Inspire: Our Services

## Our Services are across the following two areas:

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

## Intellectual Disability and Autism Care and Support Services

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

### Residential Services

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

### New Directions Day Services

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

### Outreach Services

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



# We are Team Inspire: Our Services

(continued)

## Insight, Engagement and Innovation

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



# Our Strategic Aims



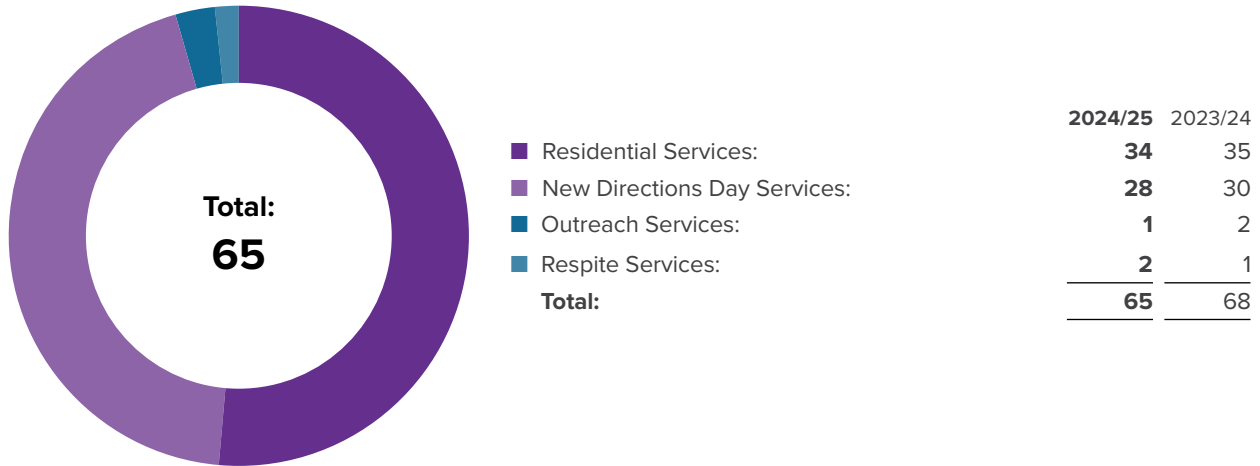
# Our Year in Numbers



# Our Impact and Our Ambition

## Intellectual Disability and Autism Care and Support Services

Numbers of People who use our Services:



### Key Successes:

#### New Directions Day Services & Outreach Support

- We introduced ASDAN (Award Scheme Development and Accreditation Network) programmes this year as an additional option for our day service participants with modules from the Preparing for Adulthood programmes.
- Continued to support our participants in a range of external activities and programmes across all our day services, including gardening, the gym, swimming, Meals on Wheels volunteering, Social Farming, evening quizzes, trips around the country.
- Participants continued to make good progress on their employment pathways, including joining Community Employment schemes and paid employment with a local employer.
- The services engaged with the HSE on the full implementation of the EASI (Evaluation, Action and Service Improvement) tool for self-evaluation against the Interim Standards for day Services.

#### Residential Care

- We continued our community-based activities such as Social Farming, Meals on Wheels volunteering, and going on holidays and linking in with the local community where they live.

- We commenced our pilot Rights Restrictions Review Committee. The purpose of this committee is to ensure that due process and best practice has been followed in the decision making for all cases where a person’s rights, for whatever reason, are restricted in an Inspire service.
- Continued to promote choice and control in the lives of the people we support, facilitating them to identify and achieve their own goals, including some holidays abroad & some volunteering in their communities.
- Continued the implementation of the new digital service user information system Iplanit which helps evidence our quality and standards of care.

### Key Challenges:

- Managing changing needs for the people we support within the context of static funding.
- Recruitment remains a key challenge for all services and all grades of staff.

# Our Impact and Our Ambition

(continued)

- Challenges in the national Health Service impacted many of the people we support, as it did in all areas of our community this year. We have continued to advocate for and provide personal support to help people navigate these complex systems to have their health needs being addressed.
- Statutory registration of Social Care Workers commenced a transition phase in November 2024, and we are supporting individual staff who meet the eligibility criteria with their applications to join the register. There remains uncertainty in the expectations of funders and regulators on this issue.

## Key objectives and goals for 2025/26:

- Progress the next phase of our Rights Restrictions Review Committee – to identify the key resources needed and embed the process in our systems and procedures.
- Complete the Iplanit implementation across all services and move to the next phase of direct access for the people we support and their families/representatives in line with their will and preferences.
- Services will work to increase activity in partnership and co-production under the Inspire Community Engagement and Service User Engagement Framework 2023-26.



# Our Impact and Our Ambition

(continued)

## Supporting our staff



## Supporting our Staff

Safety of our staff is always our primary consideration. Our people experience is to strengthen the bonds between our employees and our volunteers. It's part of our core strategy, and also considers how it feels to work and volunteer at Inspire, why people join and why they stay. It's about creating a welcoming, inclusive environment where everyone's health and wellbeing comes first.

### Our Employees with Disability:

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

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

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

### Our Volunteers:

Across the last year we welcomed approximately 150+ volunteers to our services across the island of Ireland, providing their skills and knowledge to a wide range of opportunities that have made a significant impact to the people who access our services. From facilitating walking groups, arts and crafts workshops, to supporting Inspire events such as our flagship Colour Run and rejuvenating our green spaces, there has been an opportunity for everyone to get involved. As an Investing in Volunteers recipient for our work with volunteers across the island of Ireland, our volunteering is underpinned by Inspire's commitment to continue investing in volunteers by delivering a volunteering framework for all.

Across our ROI services, we have welcomed new volunteers throughout the last year, who bring immense value to our work and those accessing our services. Recently during Volunteers Week (June), we took the opportunity to say thank you for their commitment of time, skills and energy throughout the last year. Volunteers are at the heart of Team Inspire and we look forward to the year ahead as we deliver upon the objectives within our organisational strategy, 'Inspire 20SIX'.

### Thank you to our volunteers

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

# Our Impact and Our Ambition

(continued)



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

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

# Structure, Governance and Management

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

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

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

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

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

Trustee Attendance at Board Meetings during the year to 31 March 2025:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	5	5
Jill Harrower-Steele	7	7
Colm Conway	5	7
Ben Banerji	7	7
Peter Brown	5	7
Emma Pollock	3	7
Seamus Cowman	7	7
Marcus Ruegg	7	7
Patricia Goan	4	7
Virginia Hanrahan	3	3
David Sterling	3	3

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

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

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

## Recruitment and Appointment of Trustees

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

# Structure, Governance and Management

(continued)

## Induction and Training of Trustees

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

## Regulatory Environment

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

## Public Benefit Statement

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

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

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

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

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

## Political Donations

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

# Financial Review

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

## Summary Statement of Financial Activities

	Total Funds 2024/25 €'000	Total Funds 2023/24 €'000
Income from Charitable Activities	12,287	11,571
Cost of Charitable Activities	(12,027)	(11,991)
<b>Net Movement in Funds</b>	<b>260</b>	<b>(420)</b>

At 31 March 2025, the Charity had a surplus for the financial year of €260,000 (2024: deficit of €420,000). The total funds of the Charity were €2,729,000 (2024: €2,469,000). The Charity had €146,000 (2024: €209,000) of funds held for restricted purposes.

The detailed financial results for the year ended 31 March 2025 are set out in the Financial Statements that accompany this Report which have been prepared in accordance with the Companies Act 2014 and the Charities SORP (FRS 102). During the year to 31 March 2025, 100% of income came from Charitable Activities. Income in the financial year was €12,287,000 (2023/24: €11,571,000).

During the year to 31 March 2025, 100% of expenditure related to charitable activities. Expenditure in the financial year was €12,027,000 (2023/24: €11,991,000).

## Summary Statement of Financial Position

	As at 31 March 2025 €'000	As at 31 March 2024 (Restated) €'000
Fixed Assets	150	184
Current Assets	4,641	4,268
Current Liabilities	(2,062)	(1,983)
<b>Net Assets</b>	<b>2,729</b>	<b>2,469</b>
Restricted Funds	933	1,007
Unrestricted Funds	1,796	1,461
<b>Total Funds</b>	<b>2,729</b>	<b>2,469</b>

## Reserves Policy

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

# Financial Review

(continued)

## Accounting Records

In compliance with the requirements of Section 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, the Trustees have employed appropriately qualified accounting personnel and have ensured the maintenance of computerised accounting systems. The Company's Accounting Records are maintained at the Registered Office.

## Going Concern

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

## Future Developments

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

## Regulatory Environment

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

## Funding Sources

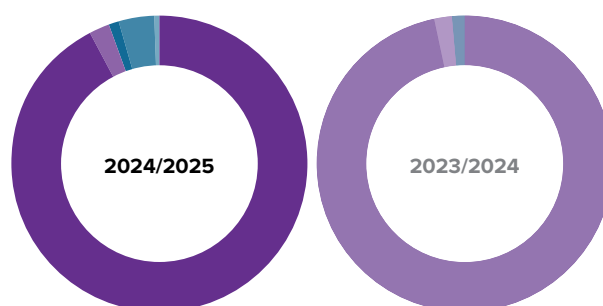
The Charity has in the past and continues to fund the charitable activities through obtaining funding from a number of providers, including the Health Service Executive in the Republic of Ireland, Sunderland City Council, client contributions and other agencies as well as donations from Lena (by Inspire) our social enterprise. The Charity continues to work tirelessly to secure income to finance its ongoing activities.

## Income and Expenditure Highlights

	2024/25 €M	2023/24 €M
Total Income	<b>12.2</b>	11.6
Total Expenditure	<b>12.0</b>	12.0

## Charitable Income Mix

	2024/25 %	2023/24 %
Health Service Executive	<b>92.5</b>	96.6
Sunderland City Council	<b>2.1</b>	2.1
Client Contributions and Transport Income	<b>1.2</b>	1.2
Donation from Lena (by Inspire)	<b>3.9</b>	0.0
Various	<b>0.3</b>	0.1





**inspire**

wellbeing, ability, recovery

# INSPIRATION POINT



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



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

# Risk Management

## Risk Management Strategy

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

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

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

## Principal Risks and Uncertainties

### Financial Risk:

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

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

### Resource Risk:

#### *Challenges in attracting and retaining social care*

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking across the sector. Where necessary, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns is to advertise the

non-monetary benefits and to positively profile the organisation externally. We advertise widely, and through this past year, have looked at creative ways of advertising, through virtual job fayres and links to schools, colleges and universities. As part of the on-boarding process we have changed the way in which we recruit and have moved away from a competency-based interview approach to values led recruitment

### Security Risk:

#### *Data management and cyber security*

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

### Reputational Risk:

#### *Failure to meet HIQA Regulations and standards*

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

### Funds held as Custodian Trustees on behalf of others

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

# Statement of Trustees' Responsibilities in Respect of the Financial Statements

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

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

Under Irish law, the Trustees shall not approve the Financial Statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the company for the financial year.

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the Financial Statements have been prepared in accordance with FRS 102 and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the Financial Statements;
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

- correctly record and explain the transactions of the company;
- enable, at any time, the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy; and
- enable the Trustees to ensure that the Financial Statements comply with the Companies Act 2014 and enable those Financial Statements to be audited.
- The Trustees are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Events since the Balance Sheet Date

There have been no significant events between the financial year end and the date of approval of the financial statements which would require a change to or additional disclosure in the financial statements.

## Statement on Relevant Audit Information

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

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

Approved by the Trustees and signed on their behalf by:



**Jill Harrower-Steele**  
(Chair)

18 December 2025

# Independent Auditor's Report

to the members of Inspire Wellbeing Company Limited by Guarantee

## Opinion

We have audited the financial statements of Inspire Wellbeing Company Limited By Guarantee (the company') for the year ended 31 March 2025 which comprise the statement of financial position, the statement of financial activities (incorporating the income and expenditure account), the cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102, *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2025 and of the incoming resources and application of resources, including the company's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

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

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

## Conclusions relating to going concern

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

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

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

## Other information

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

# Independent Auditor's Report

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

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

We have nothing to report in this regard.

## **Opinions on other matters prescribed by the Companies Act 2014**

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

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

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

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

## **Matters on which we are required to report by exception**

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

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

## **Responsibilities of Trustees**

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

In preparing the financial statements, the Trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

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

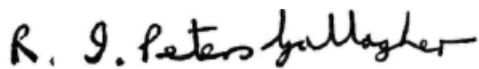
A further description of our responsibilities for the audit of the company's financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's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

# Independent Auditor's Report

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

## Use of our report

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



**Dr R I Peters Gallagher OBE FCA** (Senior Statutory Auditor)  
For and on behalf of Moore (N.I.) LLP  
Chartered Accountants  
Statutory Auditors

18 December 2025

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

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

For the Financial Year Ended 31 March 2025

	Note	Unrestricted Funds 2024/25 €'000	Restricted Funds 2024/25 €'000	Total Funds 2024/25 €'000	Unrestricted Funds 2023/24 (Restated) €'000	Restricted Funds 2023/24 (Restated) €'000	Total Funds 2023/24 (Restated) €'000
<b>Incoming Resources:</b>							
Income from Charitable Activities	5	917	11,370	12,287	385	11,185	11,571
<b>Total Incoming Resources/Income</b>		<b>917</b>	<b>11,370</b>	<b>12,287</b>	<b>385</b>	<b>11,185</b>	<b>11,571</b>
<b>Resources Expended:</b>							
Cost of Charitable change to activities	6	(169)	(11,858)	(12,027)	(1,171)	(10,820)	(11,991)
<b>Total Resources Expended/Expenditure</b>		<b>(169)</b>	<b>(11,858)</b>	<b>(12,027)</b>	<b>(1,171)</b>	<b>(10,820)</b>	<b>(11,991)</b>
Net Incoming Resources before Transfers		748	(488)	260	(786)	365	(420)
Transfer between Funds		(415)	415	–	(289)	289	–
<b>Net Movement in Funds</b>		<b>333</b>	<b>(73)</b>	<b>260</b>	<b>(1,075)</b>	<b>654</b>	<b>(420)</b>
Total Funds brought forward 1 April		1,461	1,007	2,469	2,536	353	2,889
<b>Total Funds carried forward 31 March</b>		<b>1,796</b>	<b>933</b>	<b>2,729</b>	<b>1,461</b>	<b>1,007</b>	<b>2,469</b>

All HSE income is restricted and used for the purpose for which it is intended as outlined in the annual Service Level Agreement and reported to the HSE through the Annual Financial Monitoring Returns. In previous years this income was disclosed as unrestricted, but the disclosure has been updated in line with HSE guidance and the prior year disclosures restated to ensure consistent presentation – all relevant notes to the financial statements have also been updated accordingly as well as the Statement of Financial Position.

The notes on pages 29 to 39 form part of these financial statements.

# Statement of Financial Position

As at 31 March 2025

	Note	2025 €'000	2024 (Restated) €'000
<b>Fixed Assets</b>			
Tangible Assets	10	150	184
		<b>150</b>	<b>184</b>
<b>Current Assets</b>			
Debtors	11	490	678
Short Term Investments	12	1,201	–
Cash at bank and in hand		2,950	3,590
		<b>4,641</b>	<b>4,268</b>
<b>Creditors: amount falling due within one year</b>	13	<b>(2,062)</b>	<b>(1,983)</b>
<b>Net current assets</b>		2,579	2,285
<b>Net Assets</b>		<b>2,729</b>	<b>2,469</b>
<b>Charitable Fund</b>			
Restricted Funds	15	933	1,007
Unrestricted Funds	15	1,796	1,461
<b>Total Charity Funds</b>		<b>2,729</b>	<b>2,469</b>

The financial statements on pages 26 to 28 were approved by the Trustees' on the 18 December 2025 and were signed on its behalf by:



**Jill Harrower-Steele**

Trustee

**Inspire Wellbeing Company Limited by Guarantee**

**Registered number: 584809**

The notes on pages 29 to 39 form part of these financial statements.

# Cash Flow Statement

For the Financial Year Ended 31 March 2025

	Notes	2024/25 €'000	2023/24 €'000
<b>Cash flows from operating activities</b>			
Cash generated from/(used in) operating activities	16	<b>588</b>	(23)
<b>Net cash generated from/(used in) operating activities</b>		<b>588</b>	(23)
<b>Cash flows from investing activities</b>			
Movement in Short Term Investments		<b>(1,201)</b>	–
Purchase of tangible assets		<b>(27)</b>	(12)
<b>Net cash used in investing activities</b>		<b>(1,228)</b>	(12)
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>(640)</b>	(35)
Cash and cash equivalents at beginning of the financial year		<b>3,590</b>	3,625
<b>Cash and cash equivalents at end of the financial year</b>		<b>2,950</b>	3,590
<b>Cash and cash equivalents at end of the financial year:</b>			
Cash at bank and in hand		<b>2,950</b>	3,590
<b>Cash and cash equivalents</b>		<b>2,950</b>	3,590

The notes on pages 29 to 39 form part of these financial statements.

# Notes to the Financial Statements

For the financial year ended 31 March 2025

## 1) General Information

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

## 2) Statement of Compliance

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

### Accounting Policies

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

## 3) Basis of Preparation

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

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

### Going Concern

The Trustees are satisfied with the Charity's ability to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Charity's Financial Statements have been prepared on a going concern basis.

### Incoming Resources

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

### Resources Expended

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

# Notes to the Financial Statements

(continued)

## 3) Basis of Preparation (continued)

### Charitable Activities

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

### Fund Accounting

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

#### Unrestricted Funds

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

#### Restricted Funds

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

#### Designated Funds

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

### Tangible Fixed Assets

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

### Depreciation and Residual Values

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

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

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

### Subsequent Additions and Major Components

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

# Notes to the Financial Statements

(continued)

## 3) Basis of Preparation (continued)

### Derecognition

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

### Cash and Cash Equivalents

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

### Foreign Currency

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

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

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

### Impairment of Non-Financial Assets

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

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

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

### Financial Instruments

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

# Notes to the Financial Statements

(continued)

## 3) Basis of Preparation (continued)

### Financial Assets

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

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

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

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

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

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

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

### Financial Liabilities

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

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as current liabilities if payment is due within one period or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

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

### Employee Benefits

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

# Notes to the Financial Statements

(continued)

## 3) Basis of Preparation (continued)

### Short Term Benefits

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

### Defined Contribution Pension Plans

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

## 4) Critical Accounting Judgements and Estimation Uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

### Critical judgements in applying the entity's accounting policies

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

### Critical accounting estimates and assumptions

There are no critical accounting estimates and assumptions.

## 5) Incoming Resources

Grantor	Unrestricted Funds 2024/25 €'000	Restricted Funds 2024/25 €'000	Total Funds 2024/25 €'000	Unrestricted Funds 2023/24 (Restated) €'000	Restricted Funds 2023/24 (Restated) €'000	Total 2023/24 (Restated) €'000
Health Service Executive	–	11,368	<b>11,368</b>	–	11,175	<b>11,175</b>
Donation from Lena (by Inspire)	478	–	<b>478</b>	–	–	–
Sundry Income	37	2	<b>39</b>	3	10	<b>13</b>
Client and Transport Income	148	–	<b>148</b>	135	–	<b>136</b>
Sunderland City Council	254	–	<b>254</b>	247	–	<b>247</b>
<b>Total</b>	<b>917</b>	<b>11,370</b>	<b>12,287</b>	<b>385</b>	<b>11,185</b>	<b>11,571</b>

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

## 6) Cost of Charitable Activities

	Unrestricted Funds 2024/25 €'000	Restricted Funds 2024/25 €'000	Total Funds 2024/25 €'000	Unrestricted Funds 2023/24 (Restated) €'000	Restricted Funds 2023/24 (Restated) €'000	Total 2023/24 (Restated) €'000
Disability Services	169	10,698	<b>10,867</b>	43	10,820	<b>10,863</b>
Support Costs (note 7)	–	1,160	<b>1,160</b>	1,128	–	<b>1,128</b>
<b>Total</b>	<b>169</b>	<b>11,858</b>	<b>12,027</b>	<b>1,171</b>	<b>10,820</b>	<b>11,991</b>

# Notes to the Financial Statements

(continued)

## 7) Support Costs

	Unrestricted Funds 2024/25 €'000	Restricted Funds 2024/25 €'000	Total Funds 2024/25 €'000	Unrestricted Funds 2023/24 €'000	Restricted Funds 2023/24 €'000	Total 2023/24 €'000
Chief Executive's Office	–	71	<b>71</b>	72	–	<b>72</b>
Finance, IT and Human Resources	–	601	<b>601</b>	604	–	<b>604</b>
Central office support	–	112	<b>112</b>	124	–	<b>124</b>
Quality, Policy and Communications	–	213	<b>213</b>	186	–	<b>186</b>
Training	–	163	<b>163</b>	142	–	<b>142</b>
	–	1,160	<b>1,160</b>	1,128	–	<b>1,128</b>

## 8) Net Incoming Resources for the Financial Year

	2024/25 €'000	2023/24 €'000
<b>The figure is stated after charging:</b>		
Staff costs (note 9)	<b>7,097</b>	6,590
Depreciation of tangible fixed assets	<b>61</b>	82
Fees payable to the company's auditor for the audit of the financial statements	<b>7</b>	6

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

The average weekly number of persons employed by the Charity in the financial year for the charitable activities was 144 (2023/24: 159).

	2024/25 €'000	2023/24 €'000
Wages and Salaries	<b>6,380</b>	5,950
Social security costs	<b>669</b>	604
Pension costs	<b>48</b>	36
	<b>7,097</b>	6,590

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

	2024/25 Number	2023/24 Number
€60,000 and €69,999	<b>10</b>	13
€70,000 and €79,999	<b>12</b>	9
€80,000 and above	<b>5</b>	5

### Trustees

Trustees received no emoluments or reimbursement of expenses during the financial year (2023/24: €nil).

### Key Management Compensation

Key management compensation paid by the Charity during the year amounted to €nil (2023/24: €nil). Key management services are provided by the Inspire Group which are borne by the parent undertaking, Inspire Wellbeing.

# Notes to the Financial Statements

(continued)

## 10) Tangible assets

	Motor Vehicles €'000	Office Furniture and Equipment €'000	Non-Office Furniture and Equipment €'000	Operational Computer Equipment €'000	Strategic Computer Equipment €'000	Total €'000
Cost 1 April 2024	388	9	126	47	–	570
Additions	–	–	19	2	6	27
Disposal	(32)	–	–	(2)	–	(34)
<b>Cost 31 March 2025</b>	<b>356</b>	<b>9</b>	<b>145</b>	<b>47</b>	<b>6</b>	<b>563</b>
Accumulated Depreciation 1 April 2024	285	5	56	40	–	386
Charge for the year	40	1	14	4	2	61
Disposal	(32)	–	–	(2)	–	(34)
<b>Accumulated Depreciation 31 March 2025</b>	<b>293</b>	<b>6</b>	<b>70</b>	<b>42</b>	<b>2</b>	<b>413</b>
<b>Net Book Amount 31 March 2025</b>	<b>63</b>	<b>3</b>	<b>75</b>	<b>5</b>	<b>4</b>	<b>150</b>
Net Book Amount 31 March 2024	103	4	70	7	–	184

## 11) Debtors

	As at 31 March 2025 €'000	As at 31 March 2024 €'000
Trade debtors	350	591
Amounts owed by group undertakings	1	1
Other debtors	22	67
Prepayments and accrued income	117	19
	<b>490</b>	678

Trade debtors are stated after a provision for impairment of €9,000 (2023/24: €20,000).

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

## 12) Short Term Investments

	As at 31 March 2025 €'000	As at 31 March 2024 €'000
Short term deposits	1,201	–

# Notes to the Financial Statements

(continued)

## 13) Creditors: amounts falling due within one financial year

	As at 31 March 2025 €'000	As at 31 March 2024 (Restated) €'000
Trade Creditors	<b>264</b>	191
Amounts Owed to Group Undertaking	<b>165</b>	83
Other Creditors	<b>10</b>	40
Other Tax and Social Security	<b>144</b>	175
Accruals	<b>557</b>	498
Deferred Income	<b>922</b>	996
	<b>2,062</b>	1,983

Amounts due to group undertakings are unsecured, interest free and have no fixed date of repayment. Included within other tax and social security are PAYE €65,000 (2024: €88,000) and PRSI €78,000 (2024: €87,000).

### Movement in Deferred Income

	€'000
As at 1 April 2024	996
Resources deferred during the year	1029
Amounts released from previous years	(1103)
<b>As at 31 March 2025</b>	<b>922</b>

Deferred income represents funds received in advance from our funders to deliver the related services, or meeting the conditions attached to the income. It is recognised by the charity as a liability until those conditions are satisfied.

## 14) Analysis of Net Assets between Funds

	Restricted Funds 2025 €'000	Unrestricted Funds 2025 €'000	Total Funds 2025 €'000	Restricted Funds 2024 (Restated) €'000	Unrestricted Funds 2024 (Restated) €'000	Total Funds 2024 (Restated) €'000
Tangible Fixed Assets	–	150	<b>150</b>	–	183	<b>183</b>
Current Assets	933	3,708	<b>4,641</b>	1,007	3,261	<b>4,269</b>
Current Liabilities	–	(2,062)	<b>(2,062)</b>	–	(1,983)	<b>(1,983)</b>
<b>Total funds 31 March</b>	<b>933</b>	<b>1,796</b>	<b>2,729</b>	<b>1,007</b>	<b>1,461</b>	<b>2,469</b>

# Notes to the Financial Statements

(continued)

## 15) Analysis of Charitable Funds

	As at 1 April 2024 €'000	Incoming resources €'000	Resources expended €'000	Transfers €'000	As at 31 March 2025 €'000
<b>Restricted funds</b>					
Tusla	9	–	–	–	9
Health Service Executive	970	11,368	(11,857)	415	895
Scheme Funds	28	2	(1)	–	29
<b>Total restricted funds</b>	<b>1,007</b>	<b>11,370</b>	<b>(11,858)</b>	<b>415</b>	<b>933</b>
<b>Unrestricted funds</b>					
General fund	1,462	917	(169)	(415)	1,796
<b>Total unrestricted funds</b>	<b>1,462</b>	<b>917</b>	<b>(169)</b>	<b>(415)</b>	<b>1,796</b>
<b>Total funds</b>	<b>2,469</b>	<b>12,287</b>	<b>(12,027)</b>	<b>–</b>	<b>2,729</b>

	As at 1 April 2023 €'000	Incoming resources €'000	Resources expended €'000	Transfers €'000	As at 31 March 2024 (Restated) €'000
<b>Restricted funds</b>					
Tusla	9	–	–	–	9
Health Service Executive	344	11,175	(10,820)	271	970
Scheme Funds	–	10	–	18	28
<b>Total restricted funds</b>	<b>353</b>	<b>11,185</b>	<b>(10,820)</b>	<b>289</b>	<b>1,007</b>
<b>Unrestricted funds</b>					
General fund	2,536	385	(1,171)	(289)	1,461
<b>Total unrestricted funds</b>	<b>2,536</b>	<b>385</b>	<b>(1,171)</b>	<b>(289)</b>	<b>1,461</b>
<b>Total funds</b>	<b>2,889</b>	<b>11,570</b>	<b>(11,991)</b>	<b>(0)</b>	<b>2,469</b>

### Purposes of Restricted Funds

#### *Tusla*

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

# Notes to the Financial Statements

(continued)

## 16) Notes to the Cash Flow Statement

*Cash generated from/(used in) operating activities*

	2024/25 €'000	2023/24 €'000
<b>Net Incoming Resources</b>	<b>260</b>	(420)
<b>Adjustments for:</b>		
Depreciation of Tangible Assets	<b>61</b>	82
Movement in Debtors	<b>188</b>	602
Movement in Creditors	<b>79</b>	(287)
<b>Cash generated from/(used in) operating activities</b>	<b>588</b>	(23)

*Analysis of net funds*

	At 1 April 2024 €'000	Cashflows €'000	At 31 March 2025 €'000
Cash in hand and at bank	3,590	(640)	<b>2,950</b>

## 17) Pension Scheme

The Company operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Company in an independently administered fund. The total contributions paid into the scheme in the year by the company was €48,000 (2023/24: €36,000). There were no contributions outstanding at the year end (2023/24: €nil).

## 18) Operating Lease Commitments

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

	Land & Buildings 2024/25 €'000	Other 2024/25 €'000	Land & Buildings 2023/24 €'000	Other 2023/24 €'000
Within one year	<b>95</b>	–	95	1
Between two and five years	<b>278</b>	–	318	–
After five years	<b>97</b>	–	152	–
	<b>470</b>	–	565	1

## 19) Financial Instruments

	As at 31 March 2025 €'000	As at 31 March 2024 €'000
Trade debtors	<b>350</b>	591
Amounts owed from group undertakings	<b>1</b>	–
Other debtors	<b>22</b>	67
<b>Financial assets that are debt instruments amortised at cost</b>	<b>373</b>	658

# Notes to the Financial Statements

(continued)

## 19) Financial Instruments (continued)

	As at 31 March 2025 €'000	As at 31 March 2024 (Restated) €'000
Trade creditors	264	191
Amounts owed to group undertakings	165	83
Other creditors	10	40
Accruals	557	498
<b>Financial liabilities that are debt instruments amortised at cost</b>	<b>996</b>	<b>812</b>

## 20) Related Party Transactions

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

	As at 31 March 2025 €'000	As at 31 March 2024 €'000
Carecall (NI) Limited	–	–
EAP Consultants Limited	1	1
Inspire Wellbeing	(164)	(84)
	<b>(163)</b>	<b>(83)</b>

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

	Inspire Wellbeing 2024/25 €'000	Carecall (NI) Limited 2024/25 €'000	EAP Consultants Limited 2024/25 €'000	Total 2024/25 €'000
<b>As at 1 April 2024</b>	(84)	–	1	<b>(83)</b>
Receipts by group companies	254	–	–	<b>254</b>
Settlements of intercompany balances	1,198	–	(5)	<b>1,193</b>
Supplier payments by group companies	(618)	–	–	<b>(618)</b>
Supplier payments for group companies	435	–	4	<b>439</b>
Payroll payments by group companies	(173)	–	–	<b>(173)</b>
Payroll payments for group companies	26	–	1	<b>27</b>
Support services charge by group	(1,160)	–	–	<b>(1,160)</b>
Foreign exchange adjustments	(42)	–	–	<b>(42)</b>
<b>As at 31 March 2025</b>	<b>(164)</b>	<b>–</b>	<b>1</b>	<b>(163)</b>

## 21) Ultimate Parent Undertaking and Controlling Party

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

Copies of the consolidated financial statements of Inspire Wellbeing can be obtained from their registered office, Lombard House, 10-20.

# Reference and Administrative Information

## Company registration number

584809

## Registered Charity number

20106690

## Trustees

Jill Harrower-Steele (*Chair*)  
Aidan Browne (*resigned 9 December 2024*)  
Colm Conway  
Benjamin Banerji  
Peter Brown  
Emma Pollock  
Seamus Cowman  
Marcus Ruegg  
Patricia Goan  
Virginia Hanrahan  
David Sterling

## Secretary

Kerry Anthony

## Executive Leadership Team

Ms Kerry Anthony, CEO  
Ms Dunia Hutchinson, Director, Care and Support Services  
Mr Alex Bunting, Group Director, Therapeutic and Wellbeing Services (Lena by Inspire)  
Ms Joanne McCandless, Director, Finance  
Ms Lisa McElherron, Director, Insight, Engagement and Innovation  
Mrs Sinéad McNicholl, Director, People, Development and Compliance

## Registered office

Creative Spark Ulster Bank  
Clontygora Drive  
Muirhevnamor  
Dundalk  
Co. Louth

## Solicitors

A&L Goodbody Northern Ireland LLP  
42-46 Fountain Street  
Belfast  
Co. Antrim

## Bankers

AIB  
96 Clanbrassil St  
Townparks  
Dundalk  
Co. Louth

## Independent auditors

Moore (N.I.) LLP  
Donegall House  
7 Donegall Square N  
Belfast  
Northern Ireland  
BT1 5GB

# Get Involved

## Thank You!

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

## Get Involved!

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

## Volunteering

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

## Fundraising

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

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

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

## Donate

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

## Legacies

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

## Connect to our online community

[facebook.com/InspireWBGroup](https://www.facebook.com/InspireWBGroup)

[instagram.com/inspire\\_wellbeing](https://www.instagram.com/inspire_wellbeing)

# Inspire's Digital Hubs



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

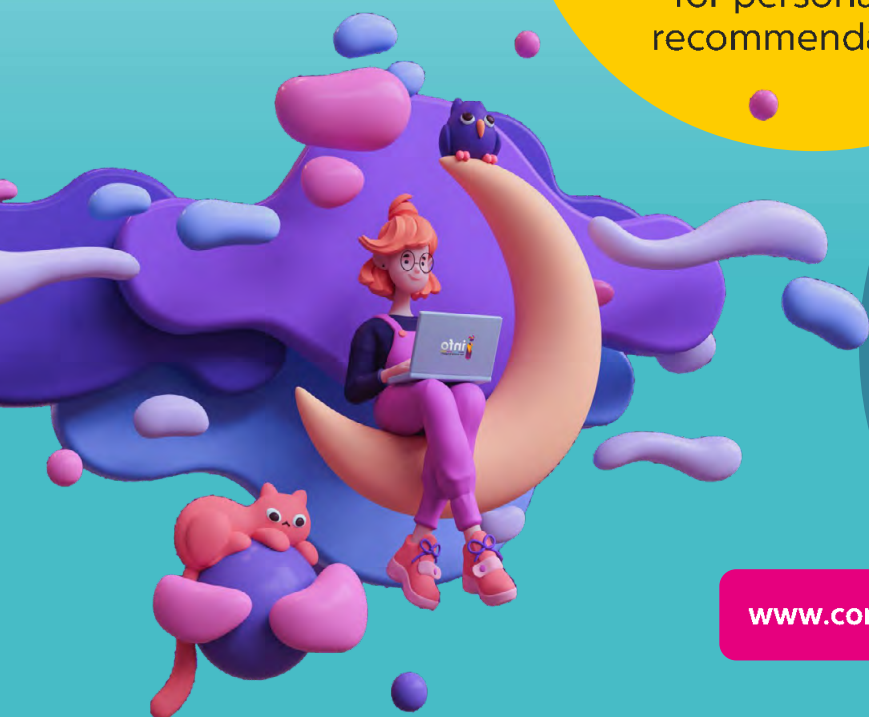
[www.inspireconnect.info](http://www.inspireconnect.info)

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

[www.inspiresupporthub.org](http://www.inspiresupporthub.org)

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

[www.communitywellbeing.info](http://www.communitywellbeing.info)







[www.inspirewellbeing.org](http://www.inspirewellbeing.org)