



Annual Report

2021 / 2022

aware-ni.org

AWARE
OVERCOMING DEPRESSION.
CHANGING LIVES.

**The only
thing more
exhausting
than being
depressed is
pretending
that you're
not...**

Let's Talk

Take the first step.
aware-ni.org *Let's Talk*

AWARE
OVERCOMING DEPRESSION.
CHANGING LIVES.

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The Trustees present their report and financial statements for the year ended 31st March 2021.

The financial statements have been prepared following the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts per the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended by "Amendments to FRS 102 - Triennial Review - Incremental improvements and clarifications" for accounting periods commencing from 1st January 2019)

AWARE Defeat Depression, known as AWARE, 15 Queen Street, Londonderry, Northern Ireland, BT48 7EQ
Company No: NI 30447. Registered with the Charity Commission for Northern Ireland : NIC100561



▲ GERRY WARD & BERNARD MCANANEY
IN THE EARLY DAYS OF AWARE

Welcome

from Bernard McAnaney, AWARE Chairperson



As AWARE's 25th anniversary drew to a close in March, the celebrations were tinged with sadness as we said farewell to our founder, Gerry Ward. It's been said that a journey of a thousand miles begins with one step, and we probably had a few first steps, but one of them was our first support group, set up in Gerry's Derry kitchen in 1994. Gerry had first-hand experience of bipolar disorder and depression, and his vision for supporting those with similar experiences went far beyond that kitchen.

He knew of AWARE Defeat Depression in the south of Ireland and found a willing accomplice to develop a similar charity in the North in their Chairperson, Dr Pat McKeon. Within a few short years, AWARE Defeat Depression was launched in Derry/Londonderry with Gerry as its regional coordinator. We extended the support groups beyond Derry to Belfast, Omagh, Strabane and Enniskillen. Fast forward another few years, we opened a second office in Belfast. Although the support groups would remain our core provision, Gerry envisioned other approaches for getting AWARE's message to a wider public. Thus, the seeds were sown for the Education and Training programmes. The rest, as they say, is history.

I recently came across an editorial Gerry penned for the AWARE magazine from the autumn of 1997 where he covered the speech by the then President of Ireland, Mary Robinson, to mark AWARE Defeat Depression's (ROI) 10th anniversary. She suggested that to know what a difference AWARE had made, one only had to imagine what life for many would have been like if the charity had not been around for the previous ten years.

AWARE NI just celebrated its 25th anniversary. If I try to imagine what life for many might have been like over the past 25 years without Gerry Ward's passion, commitment and vision, I am grateful that we had him around. His impact has helped thousands of people access our support group meetings, meet others on the same journey and realise they are not alone. Thousands of families, carers and friends have been able to turn to AWARE and benefit from our advice and information. Hundreds of public talks have been held to raise awareness of mental ill-health in communities across Northern Ireland. Our team has delivered mental health programmes and workshops to schools, workplaces, universities, prisons, community groups and hospitals across the country.

Thousands of people needing information and support have accessed our website and social media and have been met with a friendly face or a listening ear. And countless individuals and organisations have generously helped to raise millions of pounds over those years, not to mention the public awareness campaigns and research partnerships that have occurred thanks to what Gerry founded. Quite the journey and a unique legacy.

AWARE is now one of the leading mental health charities in Northern Ireland. This year's annual report highlights the achievements of an organisation not content to sit on its laurels. We have hopefully weathered the COVID storm, and as we look to the future, I know that Gerry was immensely proud of the support and advice that AWARE, through our volunteers, staff, sessional workers and trustees, has provided for our communities to date. But I'm sure he would also say that the thousand-mile journey is never over.

Our Vision, Mission and Values

OUR VISION

Our Vision is for a future where everyone can openly discuss their mental health, access services appropriate to their needs, and develop the skills and knowledge to maintain positive mental health.

OUR MISSION

Our Mission is to:

- Promote emotional health and wellbeing
- Help people build resilience and maintain positive mental health
- Ensure people with depression, anxiety, and bipolar disorder are aware of and can access appropriate support
- Increase public understanding of depression and reduce the stigma surrounding the illness

OUR VALUES

Our Values are that, above all else, we value our service users. We will treat everyone with dignity, respect and compassion. We are transparent in all our work and accountable to our stakeholders.

- **Dignity, respect and empathy :**
We will treat each other and our service users with dignity, respect and empathy.
- **Integrity, professionalism and transparency :** We are committed to the highest standards of professionalism, honesty and openness in all aspects of our work.
- **Innovation and Excellence :**
We are committed to providing high-quality services and to being innovative for the benefit of people using our services.

AWARE has been working since 1996 to support people in Northern Ireland affected by depression, anxiety and bipolar disorder.

USER-LED

Those who best understand the challenges faced by people affected by depression, anxiety or bipolar disorder are those who have been affected by it themselves. Therefore, we promote a strong user-led, self-help approach, and the organisation's culture is based on the active involvement of its service users, staff, and volunteers.

VOLUNTEERING

We place a high value on the importance of our volunteers who give up their time without financial gain to support others. We actively promote and reward volunteering across the work of the organisation.

CLINICAL STANDARDS

The clinical excellence of our programmes is paramount to our service delivery. Clinical governance of all our programmes and external messages is rigorous, ongoing and embedded within the organisational culture.

PARTNERSHIP WORKING

We are committed to working with a wide range of groups, including those based in local communities, those representing a particular community of interest and other sectoral organisations that work with people who may be experiencing mental health problems.

OUR BEHAVIOURS

- We will respect everyone we come into contact with
- We will listen non-judgmentally
- We will be positive, polite and professional in our dealings with people
- We will do what we say we will do
- We will foster a culture that is caring and compassionate.



◀ DELIVERING OUR
MOOD MATTERS WORKSHOP
TO STAFF AT FOYLE PORT

The objectives of the charity, as stated in the Memorandum of Association, are to improve the quality of life of people with, or at risk, of depression and their carers in Northern Ireland. This is to be achieved by

- Relieving conditions of depression, bipolar and other mood disorders by the provision of mutual support, fellowship and counselling for persons who are or who have been suffering from such illnesses and their relatives
- Educating the public regarding depressive illnesses by promoting and encouraging public awareness of such illnesses
- Promoting research into the causes, treatment and prevention of depressive illnesses and the dissemination of the valuable results of such research
- Acting as a national organisation for all matters concerning the relief of sufferers of depression and manic depressive illnesses and their families

AWARE was founded by people with personal experience of depression, its negative impact on their lives and the lack of understanding and support available in the community at the time. This user-led ethos remains a key driver of the charity's work.

The charity's work currently includes:

- Peer support groups in most main towns in Northern Ireland
- Online support groups
- Telephone and email support services
- A wide range of free resources and literature on various Mental health issues
- Free public talks and other events on depression and related issues
- Information Outreach events in communities across Northern Ireland
- Living Life to the Full, a unique life skills programme
- Mood Matters, an education programme delivered in schools, workplaces and community settings
- Mental Health First Aid training programme
- Mindfit, a programme delivered to sporting organisations
- Mindfulness programmes, including Paws b, delivered in primary schools
- An interactive website offering information and resources

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.



Education and Training & Service Development

During this year, we reviewed the functions within our Education and Training Department and set up the new Service Development department. This was to focus on developing new services, including mindfulness and workplace programmes and to expand our Mood Matters Parent and Baby programme. The Service Development department saw the split of the original Education and Training Department and the appointment of our Head of Service Development.

Education & Training is now staffed by a Head of Department with three training officers and two administrative staff. Service Development is staffed by a Head of Department with three training officers and one administrative team member. The two departments work closely together, and this is a transitional arrangement. In 2022/23, we intend to update the structure to have a team for “Programmes & Courses (East)” and “Programmes & Courses (West)”. We are also planning for the retirement of Pat Lynch, our Head of Education and Training, who has been with AWARE for 22 years. Pat intends to retire from his current post in May 2023, and we will appoint his successor in 2022.

288	Mood Matters Young People programmes delivered to over 2,100 young people in schools and other appropriate settings
162	Introduction to mindfulness sessions delivered to over 3,000 participants
97	Paws b mindfulness programmes provided to over 2100 children in primary level settings
97	Mood Matters Adult Programmes to over 1200 people in local communities, workplaces and colleges
96	Mental Health First Aid programmes to over 1250 participants
82	Mood Matters in the Workplace programmes to more than 1200 employees in workplaces
63	Mood Matters Parent and Baby and Positive Minds for Premature Parents programmes to over 300 parents and expectant parents
52	Living Life to the Full Programmes to over 600 people in community settings and prisons
16	Information talks delivered to over 200 people
16	Eight-session mindfulness courses delivered to primary school teachers and the general public
6	Six-session Introduction to mindfulness courses
2	Four-week mindfulness courses (Family Wellness Project)
1	Back to Life Back to Normality course



The Education and Training department produced various resources and delivered multiple programmes both face-to-face and via Zoom. This enabled us to reach a broad cross-section of society, including 'at-risk groups', those living in deprived areas, unemployed people, and carers.

One of the year's features was another considerable increase in programme enquiries from private sector companies, which indicates an increased awareness by employers of the importance of looking after the mental health of their employees.

Further development of our online mental health awareness programme 'IamAWARE' also occurred with the Queen's University research team. We intend to make this programme widely available in 2022/23.

We continued to work in partnership with various organisations, including Tinylife, Women's Resource and Development Agency (WRDA), Diabetes UK, MS UK, NI Chest Heart and Stroke. We continued collaboration with our partners in

the 'Together for You' initiative, Positive Minds for Premature Parents, Maternal Advocacy and Support (MAS) Project and the Family Wellness Project.

We secured 3-year funding through The Community Foundation Mental Health Support fund to deliver a new programme, 'Back to Life, Back to Normality', which consists of six weeks of Living Life to the Full and six weeks of mindfulness. This project supports five GP federations across NI that have Mental Health Leads. Referrals are made by GP practices in these federations to help people on the current waiting list for services.

We delivered 97 Paws b. mindfulness programmes to primary schools across Northern Ireland. We offered six mindfulness courses to teachers and trained sixteen teachers to teach Paws b. to their pupils.

Sixteen 'Living Life to the Full' trainers were trained and completed the shadowing process leaving them able to deliver the programme for 21/22 both online and face-to-face.



We delivered 35 Mood Matters Parent and Baby programmes, three Living Life to the Full and two Mental Health First Aids for new and expectant parents. We also widely disseminated our 'Looking after the Mental Health of you and your Baby' booklet across NI through antenatal teams and Surestarts and Homestarts.

We worked closely with the Public Health Agency to review and revise the content of the Mental Health First Aid Programme, and the new programme is due to be rolled out in July 2021.

Alongside our Fundraising activities, AWARE also generates income from the Sales of our programmes, primarily to the business community. The Education & Training and Service Development teams play an essential role in realising this by creating linkages with the business community, developing relationships and ultimately delivering training programmes. This aspect of our work raises awareness of mental health and mental ill-health. It ensures that a wider audience is aware of our services, which assists referrals to our education programmes and support groups.

In 2021/22, AWARE raised £131,526 through the sales of our programmes. The most significant part of this was by delivering the Mental Health First Aid programme, which is highly sought after and provides a recognised certification from the Public Health Agency. The income is deployed into expanding and continuing our support groups and outreach services.





Support Services

AWARE's support services are of massive importance to the charity's remit in supporting people affected by depression, anxiety and bipolar disorder.

The Support Services team had a very positive year. We successfully reopened all of our mental health support groups again after the pandemic forced closures. Group members were delighted to meet face-to-face again.

We continued to offer local WhatsApp groups at the request of our members, who found these extremely helpful in keeping them supported and connected. We also set up two regional online groups via zoom, which proved very successful.

We opened our first young people's (18-30) group in Newtownards, which is very popular, and we have plans to open two more of these groups next year in Omagh and Newry.

The check-in support call service continues to be beneficial support for group members who could not attend any of our face-to-face or on-line groups.

During this year, we were delighted to introduce the new roles of Community Outreach Worker within AWARE. We created these three part-time roles to enable AWARE to promote our services, link with statutory and community agencies and better support those affected by depression and bipolar across all trust areas. These three roles are based in Fermanagh, Antrim and Newtownards – giving coverage where we do not have office-based staff. These roles have embedded well into the organisation, and we see opportunities for development and improved engagement with these communities.

As with Education & Training, we are planning for the retirement of the head of this department. Tom McEaney has been with AWARE for almost 20 years but plans to retire in September 2022. Tom's successor will take up the post in August 2022.



- We have 25 support groups, including two online and one young people group 18-30.
- Attendance at support groups increased this year to 7665
- We have developed several AWARE-affiliated groups in Antrim, Feeney and Ballymena and are at the advanced planning stage of opening another group in Larne.
- We have recruited many new volunteers for our services and delivered some of our OCN accredited facilitator training models.
- We developed a support group model in Cambodia in partnership with Queen's University.
- In partnership with the Women's Resource and Development Agency, we delivered Peer Facilitator Training to Maternal Advocacy Peer Workers and provided them with our support and supervision model.
- We held our annual volunteer celebration event in Derry as part of the AWARE 25th Anniversary event. Our team of very dedicated, highly committed and valued volunteers continue to help us deliver many of our support services throughout Northern Ireland.
- We held three Public Talks throughout the year in partnership with the Royal College of Psychiatrists in Omagh, Belfast and Bannagher, which were well-attended. The talk in Belfast was in collaboration with the young people's mental health charity, Pure Mental NI. It was an excellent opportunity to raise awareness of the needs of young people with mental health issues, especially with the added impact of the pandemic.
- We have had an increase in support emails this year to 1763
- We answered 677 Support calls this year.
- This year, we made 1109 check-in support calls to our existing support group members.
- We delivered 116 Information Outreach events, some via zoom, to approximately 18,654 participants.
- We delivered our updated 2-day Facilitator training to our support group volunteers.
- We had 110 volunteers who helped us deliver our support services and fundraising events.

Communications

AWARE's Communications Team has enjoyed a very busy but rewarding year, promoting our services, raising awareness of mental ill-health in the community and increasing the organisation's public profile.

Our brand awareness continues to grow, and this year we've seen that evidenced through a rise in the numbers of people turning to AWARE for support and guidance. Our website traffic, social media engagement and press coverage are on the rise, and we remain the most-followed mental health charity in Northern Ireland.

In November 2021, we celebrated 25 years of AWARE with a fantastic event in our birthplace of Derry. We gathered with our staff team, board members, volunteers, colleagues in the third sector and health service, and local MLAs to look back on AWARE's journey in supporting people with mental ill-health in Northern Ireland. We look forward to the next 25 years and the wonderful things we can achieve together.



▼ AWARE'S 25TH ANNIVERSARY CELEBRATION, DERRY

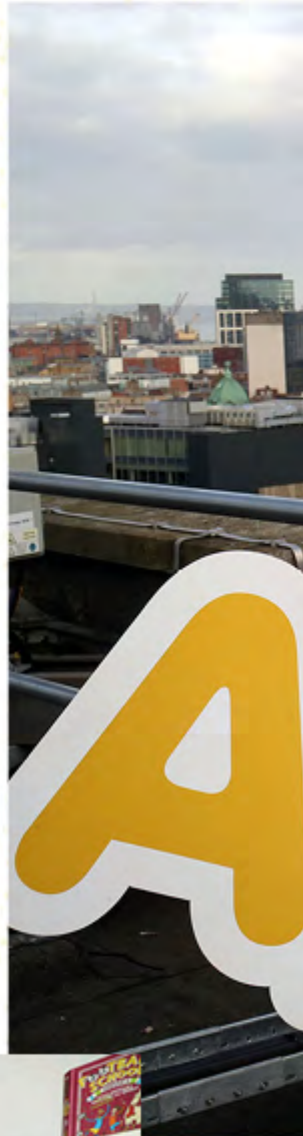




The team has been running awareness campaigns throughout the year and creating engaging video content to promote AWARE's key messages and work. To mark Mental Health Awareness Week 2021, we launched a video series on social media, 'Celebrating 25 years of Changing Lives'. The campaign platformed our service users, staff and volunteers to allow our supporters to meet some of the fantastic people behind AWARE and learn more about our impact.



This year, our 'Express Yourself' children's mental health poetry competition was kindly sponsored by our corporate partner, Danske Bank. The campaign saw engagement from 130 schools across Northern Ireland, with Miss Northern Ireland Anna Leitch supporting the campaign as campaign ambassador. The campaign continues to increase AWARE's profile in primary schools, and we have been able to use it to promote our Paws b Mindfulness programme. We're proud to be starting conversations about mental health within classrooms nationwide. From this campaign, we have produced a fantastic children's book, which we are distributing as a mental health resource to schools across the region.





We have engaged with our brand ambassadors and involved them in our awareness campaigns and events. This year, we were excited to see the return of local professional boxer Michael Conlan as an AWARE ambassador. Michael is passionate about bringing attention to mental health issues facing the local community here in Northern Ireland. He has an excellent online following and will help get our message out there, particularly to young men who really need it.

We launched our first monthly newsletter in March 2022 for staff, board members, volunteers and sessional trainers. It is achieving a high engagement rate and improving the internal communications between the teams at AWARE.

We are excited to be making progress with developing our new website, which we hope will be launched in the autumn of 2022. The new site has a fresh design and improved usability, making it easier for our audiences to access our messaging and support.



Our website had **235,502** page views and **75,369** users (+11%)



Our network of Facebook followers has reached **24,610** (+42%)



We now have **9,331** followers on Twitter (+19%)



Our Instagram community reached **5,364** followers (+155%)



Our YouTube channel was viewed **15,059** times (+118%)



AWARE appeared in **826** online & press articles (+31%)



We featured in **15** radio & TV interviews (+25%)

Income Generation

The support this year from the general public and our corporate partners was amazing, enabling the Fundraising Team to raise an incredible £666,587. This represents an 8% increase in fundraising income from 2020/21 and highlights how much people value mental health awareness.

Fundraising continues to develop and diversify with our legacy and regular giving income growing. This is due to an ever-increasing profile generated through communications, ongoing fundraising, our engaging and diverse AWARE events, an increase in corporate partnerships and our close working relationships internally with our Support Services and Education and Training teams.

It was fantastic to hold our AWARE events again, although participant numbers were capped in line with COVID restrictions and guidelines. 420 participants participated in seven events, including abseiling off Belfast Castle and the Tower Museum in Derry/Londonderry, sea splashing in Benone Strand and Helen's Bay beach, climbing Slieve Donard and racing up the Lagan at our Dragon Boat Race event. To celebrate 25 years of AWARE, we launched the 'AWARE 25 Challenge', which encouraged individuals and groups of friends to take on any challenge incorporating the number 25. In total, our events raised just over £82K and were wonderful in bringing people together again to have some fun!

We were delighted to secure several new partnerships this year, including Belfast City Airport, Hasting Hotels, MRP, Nimbus, Beggs and Partners, NantHealth, Foyle Food Group, GBS Roofing, Concentrix, Donnelly Group, NI Housing Executive, Mannok, FieldFisher, Kainos, NI Chamber of Commerce & Industry. Danske Bank also extended its partnership throughout 2022. Maxol remained a dedicated and passionate supporter of AWARE and raised £17,000 through their 2021 Christmas Coffee Cup campaign.

AWARE enjoys mutually beneficial partnerships with all our corporate supporters, and we cannot thank them enough for their continued support and dedication to promoting positive mental health in the workplace. A special thanks to Radius Housing, which raised £50,780 over their three-year partnership with AWARE. Our corporate partners give fantastic and encouraging feedback on our services, and many benefit from our education and training programmes and volunteering opportunities. In engaging with corporates, our principal focus is on extending awareness of mental health and mental ill health. Corporates enable us to share information with their staff and clients – groups who may otherwise not be aware of AWARE's services. In addition, they contribute significantly to our income generation and enable us to expand our community services. In 2021/22, £220,567 in income came from the corporate sector.



In Trusts and Foundations, we were delighted to receive a grant of £135,263 from the Department of Health Mental Health Fund through the Community Foundation for our 'Back to Life. Back to Normality' programme. This is a pilot mental health intervention targeted at those most affected by the pandemic and has seen us increase our partnership working with the mental health leads within the GP Federations as we offer support to those on waiting lists.

Our Community Fundraisers amaze us with their creativity, determination and passion. Throughout 21/22, our supporters raised vital funds through various personal challenges and events, including comedy nights, walks, marathons, quizzes, golf days, sporting and even artistic challenges. We're very grateful for the support we continue to receive from schools, churches and various community organisations across Northern Ireland via fundraising and donations.

AWARE was one of four charities across Ireland that benefited from the ICU4U Memorial Cycle Journey in September 2021. Frontline Medical staff from multiple disciplines cycled over two days to Dublin from six hospital locations around Ireland. A service was held in Memorial Gardens, and white roses were laid to remember those who died from Covid. It was a real privilege to be part of this event which raised just over 120,000 Euros for the four charities.

AWARE's fundraising remains a strategic priority with a new 2022/23 strategy in place for the financial year. We are introducing our first Direct Mail campaign to mark World Mental Health Day and focussing on our Young People's Support Groups. We can't thank our partners, supporters, event participants and donors enough. Their passion, commitment and dedication are inspiring and humbling – we simply couldn't do what we do without them.





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Financial Review

Total Income **£1,375,704**

Donations & Gifts	£666,587
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Grant Funding	£442,252
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Trusts & Foundations	£135,263
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Workshops & Courses	£131,526
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Investments	£76
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Total Expenditure **£1,384,020**

Charitable Activities	£1,052,221
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Raising Funds	£331,799
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The spend on charitable activities was **76.41%** of the total spend

FREE RESERVES

Free reserves as of 31st March 2021 are £799,565. The Trustees continue to strive to build a general level of reserves in accordance with the upper level of the target so that they can continue the charity's current activities. The charity holds monies in addition to these reserves, designated for specific purposes to support service expansion in 2022/23 and beyond. This includes:

- £12,000 for the further development of our eLearning platform.
- £32,000 for additional programme delivery staffing costs and £37,000 on additional administration support
- £48,110 for the delivery of community-based mental health awareness programmes, which include our Mood Matters and Living Life to the Full Programmes for schools, communities and workplaces.
- £8,000 to pilot a Psychological Wellbeing Practitioner programme
- £15,500 to continue three support groups which have no statutory funding stream.
- £10,000 for specific research on the efficacy of our support groups.
- £25,000 for the development of the Salesforce CRM system
- £26,500 for communications activity to support promotion and access to services, campaigning, and positive mental health messaging

The total income for the year was £1,375,704, of which £442,252 was generated from contracts and grants, £131,526 from the provision of non-funded workshops and courses and £800,249 from donations, trusts and foundations, legacies and fundraising activities. Total expenditure was £1,384,020 of which £1,052,221 was expended on direct charitable activities and £331,799 on raising funds. At the beginning of the year, £180,000 was set aside in designated funds in respect of staff recruitment fund and redundancy fund. The Trustees have set aside an additional £164,500 to designated funds to support service expansion. Therefore total designated funds at the year-end amount to £344,500.

The Trustees consider it prudent to hold monies in reserve if unforeseen circumstances lead to financial difficulties that might jeopardise the future of its employment capacity, users' wellbeing and general charitable work.

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation and established a formal policy which stipulates that free reserves be maintained at a level which ensures that the charity's core activity could continue during a period of unforeseen difficulty. The Trustees define free reserves as unrestricted income funds freely available for use as the charity determines and excludes any funds committed, invested in tangible fixed assets held by the charity and restricted or designated funds.

Based on 2021/22 expenditure (excluding depreciation) and the Board's reserves policy, the target level of reserves is £504,150 to £756,225.

COST OF LIVING CRISIS

Mindful of the cost of living crisis and challenges this will place on household finances, AWARE will make conservative estimates about our level of fundraising income in 2022/23. Our projections for income generation recognise that there may be a lower level of cash available to charities as households come under increasing pressure to manage expenditure.

Whilst we have set out a plan for programme delivery based on these income projections, the Board will keep under quarterly review the income. It will adjust expenditure, if needed, accordingly.

Plans for the Future

We continue working on our '2019-2024 Strategic Plan' that identifies key themes and sets out a challenging programme to improve our services. Priorities for this year will be:

- Expanding our provision of free community-based mental health awareness training
- Expanding our offering to workplaces
- Extending our e-Learning platform
- Diversifying support groups by enhancing the online support group and developing youth-focused groups
- Collaborating with Further & Higher Education institutions on their wellbeing strategies
- Development of programmes targeted at 11-14-year-olds
- Raising the profile of mental health issues through our Investors in Mental Health initiative, conferences and campaign
- Research into the efficacy of our support group model

We recognise the value of our team members, both staff and volunteers, in achieving these goals. We're continuing to work on investing in and supporting our team to enable these to be fulfilled.

We are investing in our infrastructure to support the new post-Covid environment of blended working. We have put an enhanced phone network in place, and we're updating our server environment and CRM to improve promotion and awareness-raising opportunities across the organisation.



STRUCTURE, GOVERNANCE & MANAGEMENT

Aware Defeat Depression (trading as AWARE) is a company limited by guarantee and accepted as charitable by HMRC under reference XR 11534. The company was incorporated on 7th February 1996. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed by its Articles of Association. The liability of members is limited in that every member of the company undertakes to contribute an amount not exceeding £1 in the event of the company being wound up.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements, were:

- Mr Bernard McAnaney (Chairperson)
- Mrs Linda Megahey (Treasurer)
- Dr Patrick McKeon
- Mrs Helen McDonnell
- Mr Malachai O'Hara
- Dr Josephine Deehan
- Mr Jarlath McCreanor
- Mr Joe Mahon
- Dr Maria Kee
- Mr Owen Crilly

RECRUITMENT AND APPOINTMENT OF THE TRUSTEES

The charity Trustees are also Directors of the company. A Trustee is initially elected for a term of three years in accordance with the Memorandum and Articles of Association. Trustees may be re-elected if they are so willing and accepted by the Board, serving up to a maximum of 9 years.

CORPORATE AND CLINICAL GOVERNANCE

The Board ensures the organisation complies with the relevant legislation and good practice. The Board supports a clinical governance and finance support group to support this. The Board also engaged service users directly through our Advisory Council structure. This council meets quarterly to reflect on the organisation's activities and provide input to the Board on the effectiveness and potential improvement of these services. The Board has in place a schedule for the regular review of all programmes of work, policies and procedures, including an ethical policy in respect of our fundraising initiatives and partnerships.

ORGANISATIONAL STRUCTURE

The Board of Trustees is responsible for the administration of the charity and meets on a bi-monthly basis. The Board has appointed a Chief Executive to manage the charity's day-to-day operations. Within the terms of delegated approval, the Chief Executive has delegated authority for operational matters, including employment, project delivery and budgetary management.

DIRECTORS' INDUCTION AND TRAINING

All new Directors are given an induction by the Chairperson and Chief Executive and provided with an induction pack which includes the following documents:

- Strategic Plan
- Descriptions of the role of Directors and/or Office Bearers
- Profile of the charity
- Charity literature
- Staff profiles and biographies

In addition, Directors are offered additional training in, for example, committee skills, finance management, child protection, data protection, strategic planning and other relevant areas.

RISK MANAGEMENT

In accordance with good practice, the charity has developed a Risk Management Policy and procedure and regularly completes risk assessments in relevant areas. A Corporate Risk Register has been drawn to prioritise the risks requiring action. The Risk Register is reviewed and updated bi-annually by the Board and quarterly within the Senior management team or as soon as a potential threat is identified. Analysis for each risk is detailed in the Risk Register, with the controls currently in place to mitigate the risk and the further actions required to minimise the risk.

AUDITOR

Moore (NI) LLP was appointed as auditor to the company, and a resolution proposing that they be re-appointed will be put at a General Meeting.

DISCLOSURE OF INFORMATION TO THE AUDITOR

Each of the Trustees has confirmed that there is no information they are aware of that is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and establish that the auditor is aware of it.

Thank-you

We want to thank our staff, volunteers, service users, supporters, fundraisers, donors, ambassadors, campaigners and partners for all you have done to support AWARE this year.

We appreciate your ongoing efforts to support people living with mental ill-health in Northern Ireland. We couldn't do what we do without you, and we're looking forward to another great year!



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aware-ni.org