

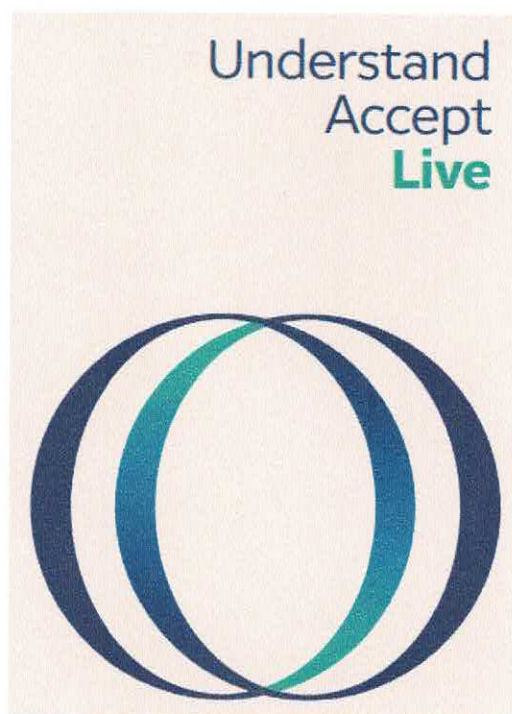
SharingPoint Company Limited By Guarantee
(A company limited by guarantee, without a share capital)

Directors' Report and Financial Statements

for the year ended 31 December 2021

Company Number: 359452

SharingPoint



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DIRECTORS AND OTHER INFORMATION

Directors

Aidan Horgan
Mary Woodnutt
Mary Dillon
Kay Hanneffy
Susie Markey
Catherine Jordan

Company Secretary

Mary Dillon

Company Number

359452

Charity Number

CHY 15156

Registered Office

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Northside Enterprise Centre
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Auditors

JP O'Sullivan & Co Accountants
2-4 Merville Road
Stillorgan
Co. Dublin

Bankers

Bank of Ireland
Newlands Cross
Dublin 22

CHAIRPERSON'S STATEMENT

for the year ended 31 December 2021

I am pleased to present SharingPoint's annual report for the year ended 31 December 2021.

This marks the end of the third year of our 5-year strategic plan which is guided by the principle of developing and growing the benefit that SharingPoint brings to the community. It also marks the end of the second year through which, SharingPoint has successfully navigated the COVID-19 pandemic. COVID-19 has presented many challenges in the delivery of our strategic and operational objectives but our team has shown great determination to overcome all obstacles and we move forward as a stronger and more cohesive organisation. Operationally, we maintained all group and 'one to one' counselling services throughout the year, which is testament to the commitment of SharingPoint's management team, clients, facilitators, board and staff in the Northside Enterprise Centre. A key new objective introduced in response to the COVID-19 pandemic was to guide SharingPoint, its clients and staff safely through the COVID-19 crisis and to return to business as usual as soon as possible and we have done that very successfully.

On reviewing 2021, I take great pride in the successful implementation of SharingPoint's new operating structure, which saw the introduction of a new senior facilitator role. This was the culmination of 2 year's work led by our CEO and with input from our existing facilitators, the board and HR expertise. We are thankful to the Chairperson of the Addiction Counsellors of Ireland for giving their time and support in delivering this milestone. We have since recruited three new senior facilitators and four new voluntary facilitators who took up their roles in early 2022. The new structure will be key to the delivery of two of our key strategic objectives of increasing operational capacity and remaining compliant with best practice.

In addition, we managed to complete a redesign and implement a new corporate brand. I would like to give special thanks to Ronan McDonnell in A Worthy Cause and Catherine Jordan for leading and facilitating this piece of work. We also designed and implemented a new website, client starter pack and leaflet – big thanks to Owen Barry in Create, Kay Hanneff and all of the facilitators for pulling together all of the information required to build our new suite of communications. The professional look and feel of our new the collateral and website will enhance our reach out into the community, meeting another key strategic objective.

Looking back on the 3 years since the start of our strategic plan in 2019, we have strongly progressed from 10 to 14 counselling groups, from 80 to 89 clients, from 632 to 887 'one to ones' per annum while maintaining full-time staff at 2.2 and increasing part-time staff from 7 to 10. This continued growth is a great reflection on our CEO and his team and reinforces our strategic intent.

I would like to call out two of our board directors for their contribution. Our Treasurer, Mary Woodnutt, has navigated us through the challenges of Covid-19 and her calm and reassuring approach have ensured that we emerge at the end of 2021 in a very healthy financial position. We very much appreciate the financial contributions received from the Government and other stakeholders during the year, in addition to fundraising activities which allow us to support our growing activities. Also a highlight for the year was to win 'Best Annual Report' in our category at the '2021 Good Governance Awards' following on from our win in 2020! This continued evolution of our annual report and focus on maintaining a high standard of transparency and communications is a great credit to the work of my fellow director Susie Markey, who doesn't accept minimum standards and is constantly striving for best in class in governance practices.

Looking ahead to 2022, we will continue to progress our current 5-year strategic objectives and look to formulate new ones to focus us on the coming 5 years. Our primary focus will always be on the continued delivery of services whilst maintaining vigilance, compliance and adherence to best practice. Additionally we will look to recruit and onboard new board members including a number from our client base.

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On behalf of the Board, I want to thank our CEO Pdraig Langan who continues to lead the organisation strongly in all day-to-day matters and does so in a caring and empathetic manner which gives great comfort to the Board.

Finally, I would like to thank my fellow members of the board for their unwavering commitment to SharingPoint and I most appreciate the knowledge and wisdom that they apply to board activities. Despite a challenging environment, we continue to grow and serve our community and we look forward to continuing our strategic journey into 2022 and beyond.



Aidan Horgan

Chairperson

25 August 2022

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DIRECTORS' REPORT AND REPOSNSIBILITIES STATEMENT

for the year ended 31 December 2021

The Directors' present their annual report and the audited financial statements of SharingPoint for the year ended 31 December 2021. The Directors' confirm that the annual report and financial statements comply with the current statutory requirements and the requirements of our governing documents. These financial statements are prepared under FRS102. SharingPoint is currently in the process of transitioning its financial reporting to the Statement of Recommended Practice (SORP) for charity accounts. Where possible, information required by this standard will also be reported. For the purposes of this report, and the incorporated accounts, SharingPoint has chosen to use the term "Directors" to describe those appointed to the Board to lead the organisation's governance structures.

1. Summary of SharingPoint's Objectives and Activities

SharingPoint was founded in 2002 to provide group counselling services to adults directly affected by addiction or indirectly affected by the addiction of a significant other person in their lives. SharingPoint's principal objective, as detailed in our Constitution, is to benefit the community through the provision of services in connection with addiction recovery and its effects. We do this by offering our clients structured processes to begin and continue their way towards physical, mental, emotional, and spiritual well-being. We provide one-to-one and group counselling services to adults affected by addiction, directly or indirectly, to recover from its damaging effects in their lives.

SharingPoint's counselling services are delivered by professional staff that are trained and experienced in addiction recovery. Our services are suitable for adults addicted to any mood-altering substance or behaviour such as alcohol, illegal drugs, prescribed medication, gambling, sex, eating or stealing. SharingPoint's services are equally available to those not directly affected by addiction but impacted by the addiction of any significant person in their lives. SharingPoint recognises the diversity of the communities which we support. Our services are available to all adults irrespective of age, gender, ethnicity, race, disability, religious beliefs, life stages, sexual orientation, or education. In 2021, our services were provided to a wide mix of clients from a variety of backgrounds from students to professionals and ranging in age from 18 to 75. Clients attend SharingPoint on a weekly basis from all areas of Dublin and neighbouring counties with some travelling from as far away as Newry in the North of Ireland. SharingPoint also supports clients from various nationalities such as UK, Lithuania, Latvia and Albania to name a few. All our clients are treated as equals. We purposefully do not categorise or separate clients by addiction type or background as we believe that addiction is a symptom and not a label to be worn. Instead, we focus on supporting our clients to address the root cause of addictive behaviours by helping them to reconnect with themselves and others.

SharingPoint's overall mission is to be a highly effective, recognised, accepted and sustainable service provider that has the capacity to assist any adult affected by addiction who is interested in recovery through the development of self-understanding and acceptance. It is our vision that we will build an awareness and understanding of the SharingPoint service in the locations in which we operate and invest in our people and operational capabilities to ensure that anyone seeking help in dealing with the effects of addiction can do so through SharingPoint. To ensure success, it is critical that SharingPoint's mission and vision are underpinned by clear strategic objectives and supported by real values that the board, management, and staff aspire to achieving. Our current strategic plan (2019 – 2023) has adopted five key strategic objectives as follows:

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Strategic Objectives (2019 – 2023)

- | |
|--|
| 1) To extend its reach to adults suffering from the effects of addiction, in its broadest sense. |
| 2) To increase and sustain the operational capacity of the organisation. |
| 3) To maintain a sustainable, self-funding model for future development. |
| 4) To remain compliant with best practice. |
| 5) To have a diversified and skills-based board and advisors. |

Overarching these, a sixth key objective introduced in response to the COVID-19 pandemic is to guide SharingPoint, its clients and staff safely through the COVID-19 crisis and return to business as usual as soon as possible.

Operational Context

Addiction is a significant social issue in Ireland and across the world. In Ireland, as with many other countries, we do not have an Addiction Policy per se; we have a National Drugs Strategy. The first working group on drugs was established in 1968 but it was not until the 1980's when the fallout from the heroin epidemic struck many areas across Ireland that we saw the introduction of specific drugs strategies. The central components of these strategies are Drug Task Forces set up locally and regionally across the country while treatment is primarily focused on stabilisation and harm reduction.

It is interesting to note that it was not until 2012 that Ireland finally named and included alcohol as a drug under our National Drugs strategy. Prior to this, alcohol was dealt with separately under a specific Alcohol Policy. Ireland's first Alcohol Policy was not introduced until 1996 against a backdrop of increasing public health concerns due to an escalation in the consumption of alcohol in the country and the growing evidence available that proved the harmful impact of excessive alcohol consumption. Over the intervening years many would have questioned the efficacy of our alcohol policies particularly given the ever-increasing consumption and acceptance of the widespread use of alcohol throughout our society.

Given the narrow focus of the treatment element of our National Strategy - focusing primarily on harm reduction and stabilisation - there is a severe shortage of support services for anyone in Ireland who is directly or indirectly affected by chemical addictions. Additionally, because behavioural addictions are not recognized by the State, there are limited public services available to people affected by addictions to eating disorders, sex, self-harm, work, gambling, the internet, gaming etc. albeit that they are growing as fast or at a faster rate than the addiction to chemical addictions.

Beliefs and Values

SharingPoint has developed its own understanding of addiction and a unique approach to recovery based on existing theoretical models and years of practical experience. SharingPoint defines addiction as an ongoing, destructive, and compulsive pursuit or relationship with any mood-altering substance or behaviour that can completely take over a person's life and transform it with often horrific consequences for them and for those around them. We believe that addiction stems from a loss or lack of personal identity and a deep sense of disconnection from oneself and from others. Disconnection from oneself can occur for reasons such as trauma, ill-health, or lack of care at some level. Some people may be disconnected from their true selves because they never understood who they were as individuals and were never taught how to make a real connection to themselves.

At SharingPoint, we believe that it is possible to recover from addiction by establishing or re-establishing a

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connection to our true selves on the basis that living true to who we really are is incompatible with addictive behaviour. Connection and reconnection to oneself can only be established by understanding and accepting who we are and living in a way that is true to that person. If the important connection to ourselves, and subsequently to others, is best achieved when we understand and accept who we are, then it is essential to learn who we are and how we work.

SharingPoint believes that self-awareness, and the choices we make in life using this information, are critical to a healthy life. We believe that we can only learn who we really are as individuals by undertaking a journey of self-awareness and inner growth. This journey should focus on the four key areas of physical, mental, emotional, and spiritual health, their interaction, and the importance of each to recovery. The SharingPoint addiction recovery method places an emphasis not only on developing personal understanding and acceptance but also on ownership, responsibility, consciousness, the criticality of opening up, trusting and being vulnerable to others whilst learning to live in the present.

In order to achieve this, the SharingPoint's addiction recovery model combines elements from a number of known treatment models and uses psychotherapeutic and counselling techniques to provide a service that is delivered through facilitated group-counselling sessions. A key difference between the SharingPoint approach to addiction recovery and other recovery models is that SharingPoint addresses mental and emotional health separately as distinct and separate entities.

The SharingPoint programme focuses on the affected person rather than on the addiction. The specific factors involved in each individual's addiction means that their path to recovery may also be unique. SharingPoint essentially helps to create the self-awareness that allows its clients to become the person that they are meant to be and so avoid the circumstances that lead to the development of addiction. Over the past 18 years, SharingPoint's unique approach to supporting those affected in all the various ways by addiction in its broadest definition has continued to deliver long lasting results. Our beliefs shape the values which we live by:

Our Values	Our Commitment
Honesty	We commit to transparency, integrity, and respect for all those who engage with us.
Trustworthiness	We provide a nurturing organisation that allows clients to rebuild their lives.
Kindness	We act with openness, generosity, and consideration for others.
Responsiveness	We will be part of the solution to the growing issue of addiction.
Quality & Excellence	We will strive for quality and excellence in everything we do.

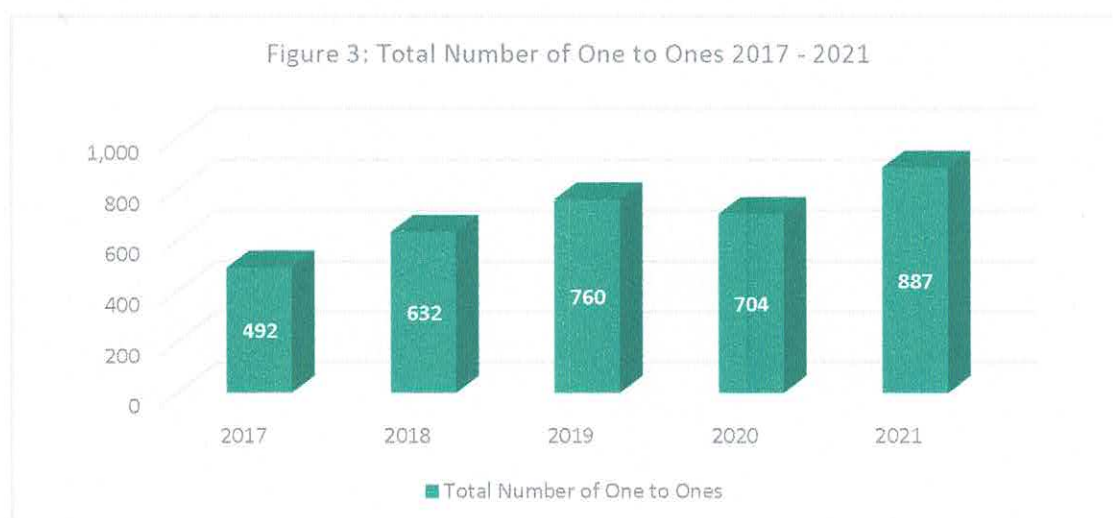
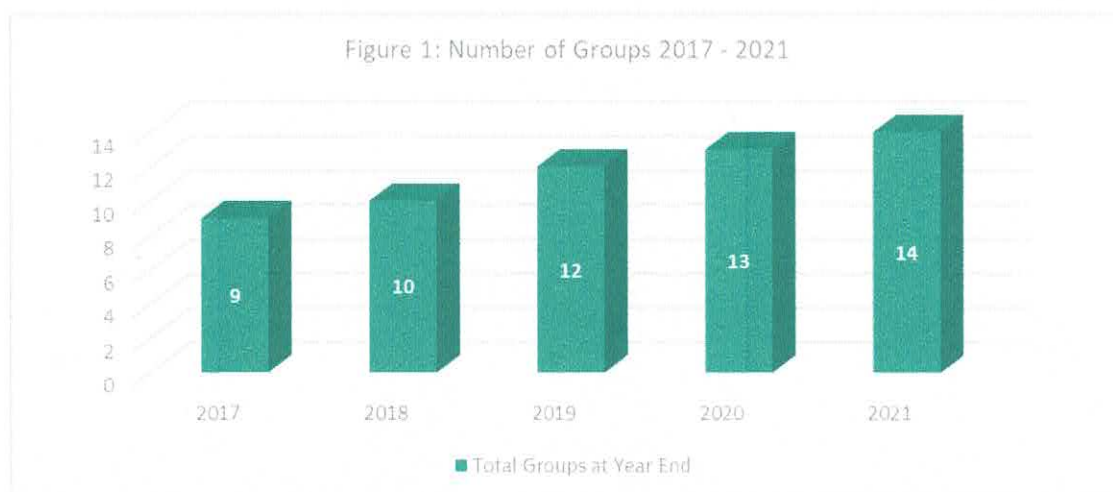
Activities

SharingPoint's core activity is the provision of group counselling and one-to-one counselling services to adults affected by addiction, either directly or indirectly, to recover from its damaging effects in their lives. Prior to the COVID-19 crisis, SharingPoint provided these services to clients on a face-to-face basis in a safe and controlled environment, away from the noise of their everyday lives. We believe that being physically present to support our clients in a safe space is a critical element of our recovery model. However, since 2020, the need to adapt to changing COVID-19 measures has resulted in a number of changes to the way in which SharingPoint offers its services. For example, the number of clients catered for in individual group counselling settings has been reduced to facilitate social distancing and to enhance safety at work protocols. Alternative service delivery options (e.g. online services and telephone support services) are also available for clients who are required to self-isolate, enabling SharingPoint to ensure continuity of services to all our clients throughout 2021. Figures 1 to 3 below provide an overview of the level of services provided and clients supported by SharingPoint from 2017 to 2021.

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Figures 1, 2 & 3 – SharingPoint Services Provided 2017 - 2021



2. Achievements and Performance

Key Achievements for 2021

Despite the continuing challenges posed by the COVID-19 crisis, 2021 was another strong year for SharingPoint. At all times, our primary focus was to guide SharingPoint, its clients and staff safely through the COVID-19 crisis and to continue to provide our much-needed services in a safe and reliable manner. The continued adoption of alternative service delivery options, such as online services and telephone support services, enabled SharingPoint to easily respond to changing circumstances throughout the year. This ensured that our clients were always supported even when they were required to self-isolate or when they were unable to travel to attend face-to-face counselling meetings. We introduced one new group in 2021, which resulted in a slight increase in the overall number of clients attending our counselling groups (from 83 in 2020 to 89 in 2021). And despite the logistical challenges, we saw a significant increase in the number of one-to-one counselling services provided, 887 of which were facilitated during the year (up 26% year on year).

We are also delighted to have made significant progress in the delivery of a number of key elements of our 5-year strategic plan during 2021. This included the review and restructure of our facilitator model, which increased SharingPoint's capacity to offer additional counselling services during the year and enhanced the training and development opportunities for our facilitators. This new structure also lays the foundations that will enable SharingPoint to offer its services to a wider client base into the future and will help us to support new communities, as required. Significant progress was also made in delivering SharingPoint's rebranding strategy. This included the development of a new company logo, a new look and feel website, and refreshed marketing collateral. Our new brand concept is intended to provide a new, differentiated identity in the minds of our clients and other stakeholders. It is the starting point in our journey towards repositioning and promoting SharingPoint's services so that it can increase the benefit it provides to the community by extending its reach to adults suffering from the effects of addiction, in its broadest sense. We look forward to continuing this work in 2022.

Throughout the year, SharingPoint generated €178,028 in revenue (up 25% year on year), which reflects a return to pre-COVID-19 income levels. Of this income, client fees/donations made up €110,005. A further €68,023 in income was raised as a result of fundraising events and donations throughout the year for which we are extremely grateful. The increase in revenue in 2021, allowed SharingPoint to lift a number of the cost reduction measures previously introduced in 2020 in response to the COVID-19 crisis, such as a moratorium on rent and the cancellation of a number of operational expenses. It also enabled SharingPoint to continue to subsidise the fees for those clients who found themselves in a position where they were unable to contribute towards the costs of the services provided by SharingPoint. A total of €33,285 in client fees were subsidised in 2021.

A strong cost focus was maintained during 2021. This helped to ensure that SharingPoint's overall income (€178,028) exceeded its expenditure (€177,063) for the fourth year in a row, resulting in an operating profit of €966. By the end of the year, SharingPoint had returned to a position whereby it no longer needed to avail of the COVID-19 Government Wage Subsidy Scheme. We are extremely grateful to the government for this support as it was instrumental in keeping all staff members registered with SharingPoint and enabled us to continue to pay our staff during the COVID-19 crisis. We are also thankful to our CEO for offering up a voluntary reduction in salary for the second year running.

As with previous years, we continue to see and be a part of the real change and positive impact that our counselling services make in the lives of our clients. Unfortunately, given the continuing COVID-19 situation we were unable to hold our annual Client Recognition Ceremony in 2021. However, we applaud our client's significant successes in 2021 and we look forward to formally recognising their achievements in 2022.

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Achievement of Strategic Objectives

Our operational plan and performance in 2021 were guided by our 2019-2023 Strategic Plan. In arriving at our 2019-2023 Strategic Plan, a bottom-up / top-down approach was taken by the Board. An initial planning workshop was held with a representative group of SharingPoint clients and facilitators. As end users of its services, the Board sought their inputs to better understand what about SharingPoint's existing client proposition worked well. Equally, the Board sought to identify potential opportunities for improvements. This was a hugely important step in terms of building a connection between the Board and the clients it serves and in providing insights as to how SharingPoint's services could expand and improve.

Separately the Board, supported by the CEO, held a strategic planning session, the outcome of which, was to agree a strategy of continued steady growth for SharingPoint during 2019-2023. In recognition of the increase in the number of clients approaching SharingPoint looking for support in improving their general mental and emotional health wellbeing, the Board agreed that a key objective of the 2019-2023 strategic plan should be to rebrand the organisation away from purely addiction as its principle call to action for new clients. The Board accepts that this will be a challenging strategic objective which, when successfully delivered, will widen the prospective client base for the highly valued services offered by the organisation.

An initial high-level 3-year strategic plan was developed in 2018 setting out SharingPoint's ambition to build the scale and quality of its client services and proposition. A more detailed 5-year plan, including clear targets and timelines for delivery over the 5-year period (2019-2023) was developed during 2019 and approved by the Board. At that time, SharingPoint had little way of knowing that it would be grappling with the impacts of COVID-19 throughout 2020 and into 2021. Measures taken by the Irish Government to limit the spread of the virus resulted in a high degree of social and economic disruption, which impacted SharingPoint's delivery of services, its financial circumstances, and its ability to fundraise. Confinement measures also resulted in significant psychological and social effects on the population. Increased isolation, reduced social support and uncertainty led to increases in anxiety, depression, and other symptoms of distress, often impacting those most vulnerable in society.

Recognising the significant impact that the COVID-19 pandemic would have on SharingPoint's client's, staff and operations, a decision was taken by the Board in early 2020, to deprioritise the delivery of a number of its strategic objectives. It was also agreed that operational targets to grow SharingPoint's client base and revenue in 2020 would be deferred. This was done to allow SharingPoint to focus its resources where they were needed most – to support the ongoing delivery of its critical services to its existing clients throughout the COVID-19 crisis. This gave rise to a sixth overarching strategic objective - To guide SharingPoint, its clients and staff safely through the COVID-19 crisis and return to business as usual as soon as possible. Throughout 2021, each of our agreed strategic objectives were developed, as follows:

1) To guide SharingPoint, its clients and staff safely through the COVID-19 crisis and return to business as usual as soon as possible.

SharingPoint's primary focus throughout 2021 was to maintain the critical services it provides while at the same time doing everything possible to eliminate the risk of exposure to COVID-19 to ensure the safety of its clients and staff. A number of measures initially introduced in 2020 were maintained, including:

- The continuation of a number of best practice measures in the provision of face-to-face counselling services. For example; reduced Group sizes and durations, staff and client awareness training, social distancing and hygiene measures, COVID-19 escalation and reporting processes etc.;
- The provision of on-line and telephone support services to clients who were unable to travel to attend face-to-face counselling meetings. This included increased availability of individual counselling services online or by phone with 24 / 7 availability for phone calls in critical cases throughout 2021;
- The regular review of best practice guidelines for like services throughout the year (E.g. National Counselling Service, Charities Regulator, HSE etc.);
- The regular completion and reporting of focussed COVID-19 Risk Assessments to identify and address the specific risks facing the organisation as a result of the COVID-19 crisis. Risk updates

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- were provided by the CEO to the Board on a regular basis; and
- The standing down of some of our annual fundraising and social events (E.g. Bingo Night, Client Recognition Ceremony etc.).

The maintenance of strict controls for limiting the risk of exposure to COVID-19 were instrumental in ensuring the continuity of services to our clients throughout 2021. And while we recognise and fully support the ongoing need for such controls, we look forward to a time when we can return to a position where closeness to others and human touch are no longer things to be feared.

2) To extend SharingPoint's reach to adults suffering from the effects of addiction, in its broadest sense.

SharingPoint originally started out in 2002 to support people with addictions to alcohol, drugs and or compulsive gambling. However, over time it has moved to supporting anyone directly or indirectly affected by any addiction at any time, or, by anyone in their lives. We define addiction as the overwhelming involvement in anything which causes pain to themselves and oftentimes to those around them. It can be to alcohol, illegal drugs, prescribed medication, compulsive gambling, sex, pornography, domestic abuse, self-harm, eating, stealing, work, exercise, religion etc.

SharingPoint believes addiction is the symptom and not the cause. We view the cause as a disconnection from ourselves. As a result, the SharingPoint recovery model does not focus on addiction. Rather, it focuses on learning to connect with oneself. It addresses mental and emotional health separately as distinct and separate entities. All our services are equally aimed at anyone who has ever being affected by the addiction / disconnection of another person in their life. In reality, it is likely that everyone will be affected, in one way or another, by some form of addiction at some point in their life. As a result, a key focus for SharingPoint's 2019 – 2024 strategy is to increase the benefit it provides to the community by extending its reach to adults suffering from the effects of addiction, in its broadest sense. It was originally intended that work on this element of our strategic plan would commence in 2020, however with the onset of COVID-19 it was agreed by the Board that this work would be better postponed until 2021, when it was expected that there would be greater clarity around available resourcing and funding options.

We are pleased to report that significant work was completed in 2021 aimed at improving the transparency and consistency of our marketing and communications material in order to appropriately position and promote SharingPoint's services into the future. This included the introduction of a new company logo, the concept for which is based on two interlocking circles to symbolise connections and sharing. Although our old brand has served us well in the past, we believe this new brand more effectively conveys our values and will help SharingPoint to actively promote a culture of inclusivity and continuity as we reposition our services to extend SharingPoint's reach to adults suffering from the effects of addiction, in its broadest sense. We are extremely thankful to our Director, Catherine Jordan who led and delivered this initiative with help from graphics designers, A Worthy Cause. We also developed and introduced new promotional leaflet, which provides prospective clients with a short and simple overview of who we are and what we do. It is not intended that the leaflet will be used as a direct marketing tool. Rather it is something that will be shared with interested parties and prospective clients when they are making that first and often difficult step in deciding to reach out for help. Again, we are very grateful to Catherine Jordan and Ronan McDonnell in A Worthy Cause for all the work that went into delivering this initiative and to a number of our client's for offering up testimonials for inclusion in the leaflet.

Building on our refreshed brand, significant progress was also made in updating SharingPoint's website in 2021. Led by Director, Kay Hanneffy and enabled by Owen Barry in digital agency Create, our website has been completely redesigned to create a vibrant and easy to navigate website, which we hope will attract and engage those clients who will most benefit from our services in the future. We are indebted to a number of our other board members, facilitators and clients, many of whom gave generously of their time to support both initiatives. The in-housing of activities enabled us to reduce the overall expenditure associated with updating SharingPoint's promotional material and digital media to just €10,460 in 2021. Of this, €3,540 was

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received in funding (€2,740 from the National Lottery and €800 from Northside Partnership) for which we are extremely grateful. We now look forward to building on SharingPoint's new brand to reposition its services into 2022 and beyond. This will include reviewing SharingPoint's charitable purpose and governing documents to assess the potential to extend its services beyond addiction, where appropriate.

3) To increase and sustain the operational capacity of the organisation.

Possibly one of the most important achievements of the year was the work completed in reviewing and restructuring SharingPoint's operating model. This has resulted in a number of benefits to the charity including; (i) increased operational capacity, (ii) improved training and development opportunities for our facilitators, and (iii) a more resilient operating model with clearer and stronger lines of succession. Prior to introducing the new structure, SharingPoint's group counselling services were overly dependent on the Clinical Director and its two Accredited Counsellors, one of which is part-time. It was a requirement of our old structure that all group recovery sessions were led by one of these three staff members with support from a Voluntary/Trainee Facilitator. Under the old structure, Voluntary/Trainee Facilitators could not provide services to clients unless they were in the presence of a fully Accredited Facilitator. They did not receive a salary but were reimbursed for out-of-pocket expenses. This was despite the fact that SharingPoint's Voluntary/Trainee Facilitators had a variety of training, education, and experience in the field of addiction recovery and were also bound by stringent requirements.

In 2021, a new 'Senior Facilitator' level was introduced. Senior Facilitators are ex-clients of SharingPoint who have completed a minimum of 3 years in a SharingPoint recovery Group. They must also have two years' experience working as a Voluntary/Trainee Facilitator, where they have been actively supervised and supported by one of SharingPoint's Accredited Counsellors. On taking up the role, each Senior Facilitator receives monthly clinical supervision and commits to attend a fortnightly personal development group and to undertake various in-house training programmes. The new Senior Facilitator role is a salaried role and is paid on a per Group basis. Under the new operating model, two Senior Facilitators can together lead a Group recovery session without the need for an Accredited Counsellor being present. This provides more operational capacity and frees up the Clinical Director and Accredited Counsellors to concentrate on providing more focussed, and often more complex one-to-one counselling services.

As part of our new model, we will continue to train suitable former clients to become the Voluntary/Trainee Facilitators of our recovery groups. This practice ensures that all our facilitators have extensive experience in addiction recovery and fully understand how we work with our clients. It also helps to create a sense of community within SharingPoint as we continue to grow. The introduction of the 'Senior Facilitator' role now also provides a professional pathway that Voluntary/Trainee Facilitators can work towards. By investing in the development of our facilitators we hope not only to increase operational capacity, but also to demonstrate our recognition of the valuable contribution that our facilitators make to SharingPoint. Three new Senior Facilitators and four new Voluntary Facilitators were recruited in 2021. Two new Voluntary Facilitators took up their positions in late 2021. It is intended that two of the new Senior Facilitators will take up their positions in January 2022, thus enabling the creation of a new weekly recovery group. The new model will be trialled in the first half of 2022, and if successful, will be extended over the remainder of the year.

Our new operating model is the culmination of two year's work with inputs from our Accredited Counsellors, Voluntary Facilitators, the Board and HR expertise. We are very grateful to the Chairperson of Addiction Counsellors of Ireland for taking the time to meet with the SharingPoint Board to discuss the new structure and for sharing the benefit of their experience. This was extremely helpful in helping the Board to benchmark SharingPoint's proposed new operating model against industry best practice. Having successfully laid the foundations for our new structure in 2021, we are satisfied that this new operating model will be instrumental in ensuring the continued growth and the future viability of SharingPoint. To support our expected growth, we have expanded our office space to include a second unit in the Northside Enterprise Centre, Bunratty Drive and will look to increase this further in 2022, should the need arise.

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4) To maintain a sustainable, self-funding model for future development.

Income is generated by SharingPoint internally through the fees paid by clients for attending our counselling services. SharingPoint also raises money from a number of external sources to fund its services, such as public donations at fundraising events, through standing orders and once off annual payments. It is our policy that no publicly raised income is used to pay for the salary of the CEO or our facilitators. 100% of public donations go directly to SharingPoint and are used to:

- Support clients who cannot afford to pay for its services - SharingPoint never refuses a client who cannot fully pay; and
- Train and develop new facilitators - SharingPoint trains suitable former clients to become facilitators of its service.

While there is some risk to the internally generated fee income from clients in terms of their inability to pay on occasion, the statistical analysis of this funding stream shows a consistency that can be relied on for forecasting purposes. This was also borne out during 2021.

Overall revenue increased by 25%, from €142,634 in 2020 to €178,028 in 2021. Of this, €110,005 was generated from client fees proving this to be a reliable source of income at 62% of overall income raised (up 1% year on year). Although slightly under forecast, the increase in client fees received in 2021 reflects a return to pre-COVID-19 levels and is the highest level of income ever received by SharingPoint. In 2020, SharingPoint temporarily waived all fees to clients. Instead, clients receiving on-line services who were not financially impacted by the crisis and who were in a position to do so, were asked to donate to SharingPoint, where possible. Although client fees were re-instated on the return to face-to-face counselling services in 2021, SharingPoint continues to subsidise the fees for those clients who are unable to pay for its services. In 2021, a total of € 33,285 in client fees was subsidised. This reflects a 25% decrease in client fees subsidised year-on-year. Despite the ongoing challenges posed by the COVID-19 situation, SharingPoint's income in 2021 was greater than our expenditure. SharingPoint's overall income (€178,028) exceeding its expenditure (€177,063) for the fourth year in a row, resulting in an operating profit of €966.

The Board is satisfied that the stability in client fees supports our objective of moving to a self-funding operational model by 2023. This will help to reduce the risk of cash flow sensitivities and remove SharingPoint's reliance on external funding. Once in place, future funding from external 'patrons', where available, will continue to be used to support clients who cannot afford to fully pay for its service and to be invested in continuous improvement initiatives to support the delivery of the overall strategic plan.

Figures 4 & 5 - Client Fees 2017 - 2021



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(A company limited by guarantee, without a share capital)



Figure 6 - Client Fees Subsidised 2017 - 2021



5) To remain compliant with best practice.

SharingPoint prides itself on complying with good governance practice and standards. We believe that setting and maintaining these high standards is a key element in demonstrating accountability to our donors, funders, and clients. Using good practice in governing SharingPoint also supports us in providing the highest quality service to our clients and in ensuring the proper operation of our activities. Ongoing work in 2021, enabled SharingPoint to evidence continued compliance with the revised Charities Governance Code, 2018. SharingPoint recognises that this is not just a once off requirement and has incorporated maintaining compliance with the Code into its business-as-usual practices, with additional training relating to the Code provided to its Directors throughout the year.

One of the highlights of the year was winning the 'Best Annual Report' in our category at this year's Good Governance Awards. This is the second year running that SharingPoint has received this award and reflects our commitment to ensuring that SharingPoint is a well governed charity. We continue to benefit from the invaluable, independent feedback provided through the awards process which we actively use to improve transparency and communications with our stakeholders.

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A key objective of SharingPoint's 2019 – 2023 strategic plan is to ensure that the organisation continues to operate within the letter and the spirit of all relevant regulatory and compliance requirements (E.g. Charities Act 2009, Child First Act, Safeguarding Guidance – Children & Vulnerable Persons, General Data Protection Regulation, Safety, Health and Welfare at Work Act etc.). An additional goal of the organisation to achieve the Charities Institute of Ireland Triple Lock Standard. In this regard, SharingPoint has commenced discussions with its Auditor in relation to transitioning its financial reporting to the Statement of Recommended Practice (SORP) for charity accounts. It had been hoped that this transition would be finalised in 2021, but unfortunately it was one element of our strategic plan that was not delivered during the year. In the interim, aspects of SORP reporting have been included in our 2021 financial reports and we will work to have this to be fully implemented by the 2021 reporting period.

6) To have a diversified and skills-based Board and advisors.

SharingPoint has a voluntary Board of Directors with a range of professional, commercial, and industrial experience. All Board members are answerable to SharingPoint's members and are bound by a Code of Conduct, which sets out the standard of behaviour expected to support them in acting in SharingPoint's best interests. The potential for conflicts of interest is reviewed on at each Board meeting. Board members actively promote and live by an ethical culture, setting a tone where our agreed values are reflected in everything that SharingPoint does.

In order to discharge its responsibilities to a high standard, it is essential that SharingPoint has a diversified and skills-based Board that work together effectively as a team. During 2021, efforts were made to seek potential candidates to join the SharingPoint Board with a focus on fundraising and clinical capabilities. We are delighted to have been successful in attracting Elizabeth Jenkins, a practising counsellor and psychotherapist to join the Board. Elizabeth will take up this role in 2022 and we look forward to benefitting from her extensive experience and clinical knowledge. We were sorry to see one of our Board members, Catherine Jordan leaving the Board during the year. We are extremely grateful to Catherine for leading and facilitating SharingPoint's corporate rebranding strategy during 2021. Catherine's marketing and business development skills were invaluable in completing this piece of work and we are absolutely delighted with end result.

We are conscious that a number of our current Directors will be reaching the end of their maximum term with SharingPoint in 2022. In this regard, we will be seeking out two new Board members to replace our existing Treasurer (Mary Woodnutt) and our HR Specialist (Kay Hanneffy). Both Mary and Kay have brought so much to SharingPoint in their time with us and we will be sorry to see leave in 2022. They will be hard acts to follow. We also intend inviting one of our existing clients to join the Board to act as the 'voice of the client' and to ensure that we are never too far removed from the people that we are here to support. We will begin recruiting for this role in early 2022. In addition to these specific roles, we will continue to seek opportunities to diversify and strengthen the skills of the Board over the remainder of its 2019 - 2023 strategic plan.

3. Financial Review

Results

In 2021, SharingPoint received revenue of €178,028, while our expenditure was €177,063. This represents an overall increase in income of 25% and an increase in expenditure of 33%, when compared to 2020. Although the revenue figure is slightly lower than forecast this can be explained by SharingPoint's limited capacity to grow the business as a result of the enduring COVID-19 crisis.

Income is generated by fees paid by clients for attending our counselling services and from a number of external sources, such as public donations at fundraising events, through standing orders and once off annual payments. Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Year-on-year movements in income saw an increase in income from client fees/donations of 27% and an overall decrease in income from all other sources of 21%. We are also very thankful to receive a total of €6,740 in grants in 2021, as follows: (i) €2,740 from the National Lottery;

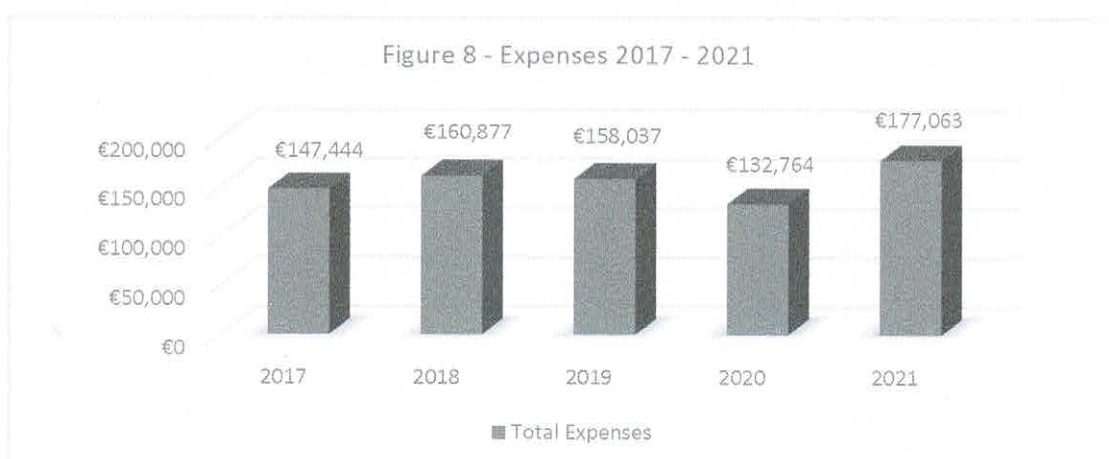
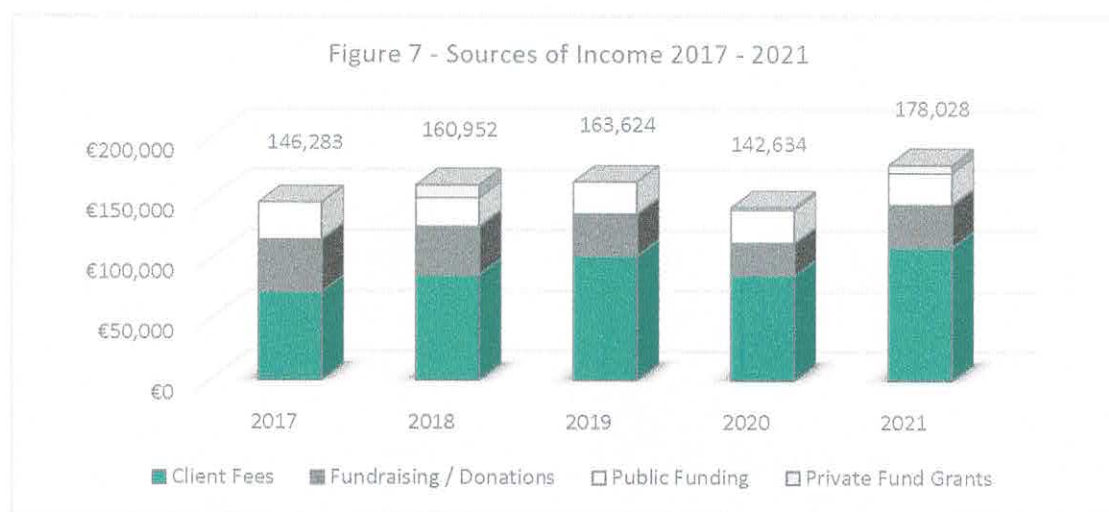
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(ii) €2,500 from Ireland Funds; and (iii) €1,600 from Northside Partnership.

The major elements of expenditure in 2021 were on staffing costs related to the provision of services to our clients. A once off capital expenditure of €7,995 was also used for updating SharingPoint's digital media. The surplus for the year after providing for depreciation amounted to €966 (2020 - €9,870). At the end of the year, SharingPoint had current assets of €30,559 (2020 - €36,079) and current liabilities of €6,999 (2020 - €6,489). In 2021, the net assets of the company decreased by €6,030.

Figures 7 & 8 – Income and Expenditure 2017 – 2021



Reserves Policy

The Board of SharingPoint has set a reserves policy which requires:

- Reserves, where available, be maintained at a level which ensures that the organisation's core activity could continue during a period of unforeseen difficulty, and
- A proportion of reserves be maintained in a readily realisable form (E.g. deposit in bank account).

The Board seeks to ensure that SharingPoint's reserves stand at 3 months. However, given the strategic decision to invest in SharingPoint's corporate rebranding in 2021, it was understood that this position would not be achieved at year end 2021. The Board will monitor and seek to improve this position over the remainder of its current strategic plan.

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Pension

SharingPoint does not have a company pension scheme. However, SharingPoint notifies all employees of their right to contribute to a Standard PRSA, supports them in getting professional advice on what is best for them and makes contributions to these when they are set up. In 2021, one staff member was availing of company pension contributions from SharingPoint.

Going Concern

The Directors wish to note that we have no concerns about the ability of SharingPoint to continue to carry out operations in the foreseeable future. In determining SharingPoint's ability to continue to adopt the going concern basis of accounting, the Directors have considered all available information about the future currently available. This includes consideration of the uncertainties facing the organisation as a result of the continuing COVID-19 crisis. The Directors have assessed information from budgets and forecasts for income, expenditure and cash-flows, the availability of unrestricted funds and reserves, credit facilities and other forms of financial assistance available to the organisation.

Auditors

The auditors for the year 2021 were JP O'Sullivan & Co Accountants. In accordance with section 383(2) of the Companies Act 2014, JP O'Sullivan & Co Accountants are eligible to continue in office.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the Directors have established appropriate books to adequately record the transactions of the company. The Directors also ensure that the company retains the source documentation for these transactions. The accounting records are kept at the company's office at Unit 7, Northside Enterprise Centre, Bunratty Drive, Coolock, Dublin 17.

Payment of Creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

4. Structure, Governance and Management

Directors Responsibility Statement

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

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

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

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The Directors confirm that they have complied with the above requirements when preparing the financial statements.

The Directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy and enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the Directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Declaration of Interests

All members of the Board declare relevant interests on an annual basis. Directors are also obliged to declare any conflicts of interests as a matter of course at each Board meeting.

Legal Status

SharingPoint is a company limited by guarantee, not having a share capital, incorporated on 19 July 2002, and governed by the Companies Act 2014. The liability of members is limited. The constitution of the company is available for inspection on the company's website at www.SharingPoint.ie and on the Companies Registration Office website at www.CRO.ie

Charities Governance Code

SharingPoint is fully compliant with the revised Charities Governance Code published by The Charities Regulator in November 2018. This sets out the minimum standards that need to be met to effectively manage and control SharingPoint. Although a small charity, SharingPoint seeks to comply with both the 'core' and 'additional' standards for all six principles of the Code, where possible.

Risk Review and Internal Controls

SharingPoint seeks to minimise, as far as practicable, the likelihood and impact of risks to its operations, clients, and staff, while recognising there will always remain some level of residual risk. SharingPoint uses a scoring system to assess risks facing the organisation using a scale of 1-5 for both likelihood and impact. Controls are identified and documented. An overall score is created for each residual risk by multiplying the likelihood and impact scores. A risk heat map is used to interpret the overall risk score and to identify and classify SharingPoint's most serious risks as 'red', the least serious as 'green' and those in between as 'amber'.

The Board reviews risks (with a focus on the most serious risks) and the effectiveness of related controls and actions at each Board meeting. With a defined risk appetite in place, action plans are agreed to address gaps in controls, if identified. This allows the Board to identify and respond to changing risks on a proactive basis. A separate COVID-19 risk assessment and risk register were developed in 2020 and were consolidated with SharingPoint's main risk register in 2021. COVID-19 related risks were reviewed by the Board on an ongoing basis (in response to changing advice) and were instrumental in identifying when additional remedial actions were required. SharingPoint's approach to risk management will continue to evolve throughout the remainder of its 2019 – 2023 strategic plan. It will involve a continuous cycle of

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assessment, treatment, monitoring and review which will allow SharingPoint to adapt to changing circumstances as they occur.

General Governance Information

SharingPoint is governed by a voluntary Board of Directors with a range of professional, commercial, and industrial experience. The number of Directors must be not less than five and not more than ten. At the end of 2021, there were five Board members in situ. No Director may serve more than nine years on the Board. Board members are selected through a combination of professional contacts and the Boardmatch Ireland platform. All Board members are answerable to SharingPoint's members and are bound by a Code of Conduct which sets out the standard of behaviour expected to support them in acting in SharingPoint's best interests. No Director receives any remuneration for their work on SharingPoint. The potential for conflicts of interest is reviewed at each Board meeting. Board members actively promote and live by an ethical culture, setting a tone where our agreed values are reflected in everything that SharingPoint does.

In 2020, SharingPoint's members were extended to include its staff and voluntary facilitators. This was done to improve accountability by increasing the number of members and by seeking to ensure that they had sufficient knowledge and experience of SharingPoint's operations and services to be able to effectively challenge the Board. Additional work was completed in 2021 to extend membership to other interested parties, including independent external members. In addition to the Board, SharingPoint had 15 members by the end of 2021.

Board Subgroups

Historically, SharingPoint operated a number of standing Board subgroups E.g. Governance Committee, Fundraising Committee, Marketing and Communications Committee, and Social Committee. These subgroups were advisory in nature, providing updates and recommendations to the Board on an ad hoc basis, as required. To improve operational efficiency, all subgroups were closed in 2019 and primary responsibility for the activities undertaken by the subgroups was transitioned to a single role holder. In each case, a Board Member or the CEO has accepted primary responsibility for undertaking the activities of the subgroup and providing regular updates to the Board, as required. Support may be sought from the Board/full-time staff/specialist external parties from time to time rather than a formal standing committee being established. Primary areas of responsibility include:

- **Governance and Compliance** – Supporting the Secretary (Mary Dillon), Susie Markey leads out on work to maintain SharingPoint's legal, regulatory and ethical integrity. In 2021, considerable work was completed to ensure SharingPoint's ongoing compliance with the Charities Governance Code and an end-to-end review of SharingPoint's internal policies and procedures was in train.
- **Finance** – Our Treasurer (Mary Woodnutt) takes primary responsibility for overseeing the management of SharingPoint's financial affairs. Monthly financial reports are reported to the Board with a continued focus on the financial impacts of the enduring COVID-19 environment throughout 2021.
- **Human Resources** – With significant experience working in Human Resources, Kay Hanneff leads out on the development and implementation of SharingPoint's people management strategy (i.e. staff and volunteer recruitment and retention, succession planning, staff training and development etc.).
- **Marketing and Communications** – With extensive marketing and business development experience, Catherine Jordan took primary responsibility for SharingPoint's marketing and communications in 2021. Given Catherine's departure from the Board, responsibility for future marketing and communications activity has since transitioned to the CEO/Clinical Director.

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- **Fundraising** – This responsibility is currently shared by the Board and the CEO. The Board intends to strengthen its fundraising capability and is currently seeking to appoint a new member with specific experience in this area as part of its 5-year strategic plan.

In 2021, three ad hoc working-groups were implemented to deliver key elements of SharingPoint's 2019 – 2023 strategic plan. These included

- **Operating Model Review Group** - Led by the CEO, this group was set up to consider enhancements to the organisation's structure and practices with a view to increasing and sustaining operational capacity. Updates from this working-group were provided to the Board via the CEO throughout 2021.
- **Rebranding Working Group** - Led by Director, Catherine Jordan, this working group was set up to deliver SharingPoint's corporate rebranding strategy. Regular updates were provided to the Board to enable informed and timely decision making.
- **Website Working Group** - Led by Director, Kay Hanneffy, this working group was responsible for delivering SharingPoint's digital strategy, namely the refresh and redesign of our website.

All working groups have since been disbanded and we are extremely thankful to all members for their time and support in delivering these initiatives.

Board Meeting Attendance and Primary Areas of Responsibility

The table below lists all Directors, their record of attendance at board meetings and any specific areas of responsibility in 2021.

Name	Board Meeting Attendance	Governance & Compliance	Finance	Human Resources	Marketing & Comm's	Fundraising
Aidan Horgan	5 of 5					
Mary Dillon	5 of 5	X				
Mary Woodnutt	5 of 5		X			
Kay Hanneffy	5 of 5			X		
Susie Markey	5 of 5	X				
*Catherine Jordan	3 of 5				X	

*Catherine Jordan resigned from the SharingPoint Board in September 2021.

In addition to the above Board meetings, SharingPoint's AGM was held via Zoom on 5 July 2021. The AGM was well attended and we were delighted to invite questions from our new members on the night.

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Policies and Procedures for Inducting New Board Members

All new Board members are provided with a 'Board Induction Pack' when they become a SharingPoint Board member. This contains all the information and documentation that a Board member requires including the following:

- Induction of New Board Members (Overview Document),
- Handbook for Board of Directors,
- Board-member Code of Conduct,
- Roles and Responsibilities of Board members (role descriptors),
- Schedule of matters reserved for the Board,
- Legal responsibilities of Board members. E.g. Charities Regulator guidance relating to the role of the Chairperson and Secretary of a charity,
- Latest annual report and accounts,
- Copies of minutes from the last 3 Board meetings,
- SharingPoint Governing Documents,
- Current strategic plan, and
- Key policies.

The CEO schedules an Induction Meeting with each new Board member at which a sub-set of information customised for each new member is discussed.

Organisational Structure and How Decisions are Made

SharingPoint has three permanent staff members (2.2 Full Time Equivalent), based in Dublin, headed by a Chief Executive Officer (CEO) / Clinical Director. The CEO / Clinical Director reports directly to the Board through the Chairperson. All other staff members report to the CEO / Clinical Director. The following decisions are reserved for the Board to make and approve:

- Changes to SharingPoint's mission, vision, and governing documents,
- SharingPoint's strategic plan and annual operating budgets,
- Appointment/removal and remuneration of the CEO,
- Appointment/removal of Auditors,
- Annual audited accounts,
- SharingPoint's reserves policy,
- Approval of budgeted expenditure on a single item over €1000,
- Approval of non-budgeted expenditure on a single item over €500,
- Approval of multi-annual service contracts provided for in the annual budget, where the total value of the contract is greater than €2000,
- Approval of investment decisions, where applicable, where the sum involved is in excess of €5000,
- New/additional permanent staff posts that increase the organisation's headcount,
- Employment contracts for management grade and above,
- Establishment of subcommittees of the Board and setting the terms of reference of committees, &
- Appointment/removal of subgroup chairs and members.

Certain duties and responsibilities are delegated from the Board to the CEO / Clinical Director and through the CEO / Clinical Director to other SharingPoint staff members. This includes; implementation of the strategic plan; leading and managing SharingPoint staff, recruiting and training new facilitators and staff, programmes, projects, finances, pricing, marketing and communications and all other administrative activities to ensure the successful achievement of SharingPoint's ongoing mission, vision, and strategies in accordance with our agreed values and beliefs.

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SharingPoint Board of Directors



Aidan Horgan (Chairperson) joined the SharingPoint Board in June 2019. Aidan has held a number of Senior Manager and Executive roles within 33 years of experience in the financial services industry. His roles included Head of Life Operations within Bank of Ireland Life and Operations Director for the Capita Group responsible for the Zurich International Business. Aidan brings extensive stakeholder, project and operations management experience to the Board.



Mary Dillon (Company Secretary) held a number of Senior Executive positions within financial services industry, prior to the formation of her own company, Perfect Fit Recruitment. Her key Executive roles included responsibility for Information Technology Support, Operations Management, Contact Centre Management, and IT Infrastructure Outsourcing. Mary brings her strong interpersonal capability and negotiation skills, in addition to her deep financial services expertise, to the Board. Mary joined the Board in 2015 and has taken up the role of Company Secretary for the last 3 years.



Mary Woodnutt (Treasurer) is a retired Senior Manager with 40 years' experience in the banking industry. Mary has successfully led both Cash and Clearing Operations across Ireland and the UK with large numbers of staff across multiple locations. She has led a number of operational programmes and projects involving extensive management of key external customers and stakeholders. Mary has been with SharingPoint since 2014.



Kay Hanneffy is a senior HR manager. During her career she has been the Head of HR for a number of diverse businesses and has led a number of significant change and operational programmes. Kay has been involved with SharingPoint since its inception and facilitated a weekly recovery group for a number of years. Her focus now is supporting the CEO with stakeholder engagement, correspondence with key external bodies and funding applications.



Susie Markey is a compliance professional working in the financial services industry. During her career she has also held a number of operations management and project management positions. She has extensive experience in overseeing internal operating controls, processes and practices and holds a professional designation awarded by the Association of Compliance Officers in Ireland. Susie joined the SharingPoint Board in 2017.



Catherine Jordan joined the SharingPoint Board in June 2019. Catherine has held a number of marketing and business development management roles throughout her career spanning 25 plus years. As owner of CJC Consulting she works with clients, primarily SMEs, to create successful marketing and business development strategies and solutions and to develop and transform their business from idea inception to project implementation. Catherine is effective in the cultivation of relationships and partnerships with key clients resulting in long lasting and fruitful engagement. (Resigned from the SharingPoint Board September 2021)

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SharingPoint Management Team



Padraig Langan (CEO / Clinical Director) is the co-founder and Chief Executive of SharingPoint and has over 30 years continuous experience in working with people affected by addiction, mainly through group work. He has been with SharingPoint since its foundation in 2002. He facilitated various addiction recovery groups in the Rutland Centre for the previous 12 years. Padraig is an accredited member, past board member and previous Chairman of the Addiction Counsellors of Ireland. He holds a distinction in his degree in Addiction Studies. Up to 2008, prior to taking up the position as full-time CEO of SharingPoint, Padraig worked as a senior Human Resource professional in Bank of Ireland in a career spanning twenty-two years.

Important Events Since Year End

At the time of writing, SharingPoint is working towards returning to normal services in the wake of the COVID-19 crisis. Notwithstanding this, SharingPoint is cognisant that the threat of COVID-19 still remains and that operations and revenues in 2022 may yet be impacted should another wave of the virus occur in 2022. We are satisfied that the strategies implemented by SharingPoint in response to previous waves of COVID-19 provide it with workable contingency solutions should the need arise.

Plans for Future Periods

The Board reviews progress against our strategy, as a matter of course, at meetings of the Board. We believe that our strategy and the associated planned actions remain valid and relevant and we will continue to review performance against strategic objectives throughout 2022. While recognising that the COVID-19 crisis is not yet over, we are confident that SharingPoint has developed a sustainable and resilient operating model, which can be adapted in response to changing circumstances, as needed. As we return to the 'new normal' we fully expect to regain some lost ground in the delivery of our 2019-2023 strategic plan objectives. A key focus in 2022, will be to commence planning in relation to SharingPoint's strategic priorities for 2024 and beyond.

5. Why we do what we do

Our clients are our reason why we do what we do. The below testimonials were kindly provided by a selection of SharingPoint's existing clients. We thank them for their ongoing support and patience throughout what can only be described as a difficult and challenging year. But mostly, we admire them for their resilience and courage in the face of adversity.

Finding SharingPoint was life changing! I struggled with life for a long time. I was at my lowest point when I found SharingPoint but they gave me perspective and understanding. Finally I recognise the person that I am and I am comfortable with that person.

Hazel
Current Client

SharingPoint has given me my life back – a sense of the strength in myself. Back then I was a shadow of myself with no self-belief. Now, I embrace life, love life, love me! SharingPoint gave me a sense of self worth! If my story can give someone hope then that's reward enough!

Debbie
Current Client

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SharingPoint has given me my life back – a sense of the strength in myself. Back then I was a shadow of myself with no self-belief. Now, I embrace life, love life, love me! SharingPoint gave me a sense of self worth! If my story can give someone hope then that's reward enough!

Debbie
Current Client

I didn't come to SharingPoint because of my addiction. I had deeper issues and I wanted to find the happiness and contentment that others had. SharingPoint gave me the support and backup I needed to deal with the feelings. Life is much easier now and I wish I'd found them sooner.

Paul
Current Client

When I found SharingPoint I was afraid, afraid of the world, afraid of myself, afraid of fear and afraid of living. The antidote to addiction is connection – and that's what SharingPoint has given me, a deep connection with myself. I feel alive for the first time in years.

Caroline
Current Client

I was going through the lowest point of addiction. I was broken and disconnected and really thought that this was my life. Group challenged me to push past my fears and become myself - the first people I felt I could ever trust. I'm a totally different person now, even physically I'm unrecognisable. I don't see myself as an addict now!

Sean
Current Client

I have two amazing beautiful loving children that with the care and support of SharingPoint I'm now able to demonstrate openness, honesty and vulnerability with them and have meaningful connections to other people in my life. I fully recommend SharingPoint. It's an exceptional life changing service and a place I call my home

Anonymous
Current Client

I knew I wasn't coping well. I thought to myself 'This can't be right, there must be a better way of doing this life thing...' it was terrifying. Now I think I'm like a different person, closer to the real me. I can't express how grateful I am that I found SharingPoint, who accepted me for who I am; and that I had the courage to keep going. It takes courage, believe me.

Mary
Current Client

Gratitude

We are extremely grateful and indebted to all our long-term standing order donors and a small number of exceptionally generous individual donors who continue to support SharingPoint every year. We are also incredibly grateful to all those who fundraised on our behalf in 2021 – in particular, Robbie and friends, who for the second year running braved the Irish Sea in the depths of winter, not once but twelve times as part of the 12 Dips of Christmas for SharingPoint. We are extremely grateful to our staff and voluntary facilitators, without whose flexibility we would not have been able to continue to provide our services in 2021. Many thanks to you all; Robbie, Suzanne, Mary, Caroline, Tony, Sean, David, Libby and Shane. We are grateful to our members for supporting us. And finally, we are grateful to all our clients (past and present) for their continued loyalty and support and for helping us to create and maintain a real sense of community within SharingPoint as we continue to grow.

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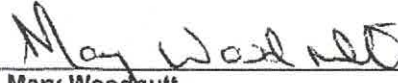
Signed on behalf of the Board



Aidan Horgan

Director (Chairperson)

19th September 2022



Mary Woodgett

Director (Treasurer)

19th September 2022

INDEPENDENT AUDITOR'S REPORT

to the Members of Sharingpoint

Company Limited By Guarantee

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Sharingpoint Company Limited By Guarantee ('the company') for the year ended 31 December 2021 which comprise the Income Statement, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with 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

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- in our opinion, the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. 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 disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT

to the Members of Sharingpoint

Company Limited By Guarantee

Respective responsibilities

Responsibilities of directors for the financial statements

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

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our 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 any 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.



John O'Sullivan

for and on behalf of

JP O'Sullivan & Co Accountants

Chartered Accountants and Registered Auditors

2-4 Merville Road

Stillorgan

Co. Dublin

19th September 2022

Sharingpoint Company Limited By Guarantee

(A company limited by guarantee, without a share capital)


INCOME STATEMENT

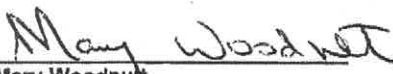
for the year ended 31 December 2021

	2021	2020
	€	€
Income		
Fee income	110,005	86,442
Fundraising events	6,442	3,333
Individual donations	8,772	8,593
Corporate donations	19,710	15,210
Private fund grants	6,740	2,004
Public funding	26,058	27,052
Sundry income	301	-
	178,028	142,634
Operating expenditure		
Wages and salaries	112,500	89,160
Social welfare costs	12,465	8,498
Staff pension contributions	2,400	2,557
Income protection	-	1,569
Courses and education	4,679	6,680
Client support	-	(2,009)
Premises hire	14,826	9,864
Repairs, renewals & maintenance	1,586	-
Insurance	1,250	1,390
Light and heat	1,902	1,019
Printing, postage and stationery	2,773	98
Telephone	1,006	1,410
Computer costs	298	154
Travel and subsistence	4,094	3,353
Legal and professional	-	-
Bank charges	842	561
Staff welfare	9,992	3,009
General expenses	1,894	2,221
Subscriptions	926	600
Membership fees	150	150
Auditor's remuneration	2,480	2,480
Depreciation of website development	999	-
	177,063	132,763
Surplus for the year	966	9,870

There was no gains and losses other than those recognised in the income statement above. The results for the current and prior year are from continuing activities.

Approved by the board on 19th September 2022 and signed on its behalf by:


Aidan Horgan
Director


Mary Woodnutt
Director

Sharingpoint Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

STATEMENT OF FINANCIAL POSITION

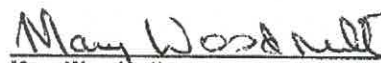
as at 31 December 2021

	Notes	2021 €	2020 €
Non-Current Assets			
Property, plant and equipment	6	6,996	-
Current Assets			
Receivables	7	5,311	11,488
Cash and cash equivalents		25,248	24,591
		30,559	36,079
Payables: Amounts falling due within one year	8	(6,999)	(6,489)
Net Current Assets		23,560	29,590
Total Assets less Current Liabilities		30,556	33,227
Reserves			
Income statement		30,556	29,590
Members Funds		30,556	29,590

The financial statements have been prepared in accordance with the small companies' regime.

Approved by the board on 19th September 2022 and signed on its behalf by:


Aidan Horgan
Director


Mary Woodnutt
Director

Sharingpoint Company Limited By Guarantee
(A company limited by guarantee, without a share capital)
STATEMENT OF CHANGES IN EQUITY
as at 31 December 2021

	Retained surplus	Total
	€	€
At 1 January 2019	19,720	19,720
Surplus for the year	9,870	9,870
At 31 December 2020	29,590	29,590
Surplus for the year	966	9,870
At 31 December 2021	30,556	29,590

Sharingpoint Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

STATEMENT OF CASH FLOWS

for the year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Surplus for the year		966	9,870
Adjustments for:			
Depreciation		999	-
		<u>1,965</u>	<u>9,870</u>
Movements in working capital:			
Movement in receivables		6,177	104
Movement in payables		510	(2,019)
		<u>6,687</u>	<u>(1,915)</u>
Cash generated from operations			
Capital Expenditure			
Payment for website development		(7,995)	-
		<u>(7,995)</u>	<u>-</u>
Cash outflow from capital expenditure			
Net (decrease)/increase in cash and cash equivalents		657	7,955
Cash and cash equivalents at beginning of financial year		24,591	16,636
Cash and cash equivalents at end of financial year	13	<u>25,248</u>	<u>24,591</u>

1. GENERAL INFORMATION

Sharingpoint Company Limited By Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. 90 Leinster Road, Rathmines, Dublin D06 F3P4, is the registered office, which is also the principal place of business of the company. . The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. ACCOUNTING POLICIES

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

Statement of compliance

The financial statements of the company for the year ended 31 December 2021 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

Income

Income consists of client contributions and donations from the public. Income and expenses are taken into account when they become receivable or due.

Property, plant and equipment and depreciation

Property, plant and equipment are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of property, plant and equipment, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	- 20% Straight line
Website	- 12.5% Straight line

The carrying values of (in) tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

Trade and other receivables

Trade and other receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Trade and other payables

Trade and other payables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Taxation

The company is a non-profit entity and is exempt from tax.

Website

Website is valued at cost less accumulated amortisation.

3. OPERATING SURPLUS

Operating surplus is stated after charging:
Auditors remuneration

2021	2020
€	€
2,480	2,480

Sharingpoint Company Limited By Guarantee
(A company limited by guarantee, without a share capital)

4. EMPLOYEES

The average monthly number of employees, including directors, during the year was as follows:

	2021 Number	2020 Number
Management	1	1
Co-ordinators	2	2
	<u>3</u>	<u>3</u>

5. INTANGIBLE FIXED ASSETS

	Website €
Cost	
At 31 December 2020	7,212
Additions	7,995
At 31 December 2021	<u>15,207</u>
Depreciation	
At 31 December 2020	7,212
Charge for the year	999
At 31 December 2021	<u>8,211</u>
Carrying amount	
At 31 December 2020	-
At 31 December 2021	<u>6,996</u>

6. PROPERTY, PLANT AND EQUIPMENT

	Fixtures, fittings and equipment €	Total €
Cost		
At 31 December 2020	8,611	8,611
At 31 December 2021	<u>8,611</u>	<u>8,611</u>
Depreciation		
At 31 December 2020	8,611	8,611
At 31 December 2021	<u>8,611</u>	<u>8,611</u>
Carrying amount		
At 31 December 2020	-	-
At 31 December 2021	<u>-</u>	<u>-</u>

7. RECEIVABLES

	2021 €	2020 €
Accrued income	<u>5,311</u>	<u>10,239</u>

Sharingpoint Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

8. PAYABLES	2021	2020
Amounts falling due within one year	€	€
Taxation	4,266	3,922
Other creditors	253	87
Accruals	2,480	2,480
	<u>6,999</u>	<u>6,489</u>

9. STAFF COSTS

The average number of employees during the current and prior year was:

	2021	2020
	€	€
Number of employees	3	3
	<u>3</u>	<u>3</u>

Staff costs comprise:

	2021	2020
	€	€
Wages and salaries	112,500	89,160
Employers' PRSI	12,465	8,498
Pension contributions	4,997	2,557
Income protection	3,047	2,964
Health insurance	3,095	3,009
	<u>136,104</u>	<u>104,793</u>

During the current and prior year one employee earned remuneration in excess of €50,000.

	2021	2020
	€	€
Number of employees earning between €50,000 - €80,000 was	1	1
	<u>1</u>	<u>1</u>

The Chief Executive Officer was the highest earning employee and the remuneration was as follows:

	2021	2020
	€	€
Salary*	59,000	49,000
Pension contributions	2,597	2,557
Income protection	843	820
Health insurance	3,095	3,009
	<u>65,535</u>	<u>55,386</u>

In 2020, the Chief Executive Officer was in receipt of the government Covid pandemic support payment. On a like for like basis, the gross salary reduced by €1,000 from €60,000 in 2020 to €59,000 in 2021.

10. CAPITAL COMMITMENTS

The company had no material capital commitments at the year-ended 31 December 2021.

Sharingpoint Company Limited By Guarantee

(A company limited by guarantee, without a share capital)

11. IMPORTANT EVENTS SINCE YEAR END

There have been no significant events affecting the company since the financial year-end..

12. CASH AND CASH EQUIVALENTS

	2021 €	2020 €
Cash and bank balances	<u>25,248</u>	<u>24,591</u>

13. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 19th September 2022.